

BRIEFING PAPER 101

The EU Talent Partnerships

On 11th June 2021, the European Commission launched the EU Talent Partnerships as part of the EU Pact on Migration and Asylum. The aim of the initiative is to address skills shortages in EU labour markets and promote legal pathways, while strengthening migration partnerships with third countries.

This briefing paper unpacks the initial proposal with respect to the EU international cooperation framework, and assesses it in terms of labour migration policy and social rights. At the end, SOLIDAR gives a set of recommendations for the upcoming policy and funding framework.





Introduction

On 23rd September 2020, the European Commission (the Commission) presented the New Pact on Migration and Asylum (the Pact), conceived as a package of legislative and non-legislative proposals, accompanied by a Communication and a Roadmap for implementation. The Pact, however, has since its release been widely criticised by most sides of the political spectrum, for failing to bring about much-needed change, especially regarding guaranteeing the right to asylum and a fair sharing of responsibilities between Member States. Progressive parties¹, civil society² and Trade-Unions³ have warned against infringement upon people's fundamental rights in a package heavily focused on security measures and the reinforcement of borders by increasing detention and returns.

SOLIDAR agrees with this critique and has also underlined how **one of the Pact's many shortcomings has been the lack of specific proposals to develop legal pathways, especially in the area of labour migration**⁴⁵. While the topic is not entirely absent from the Communication, the Pact only presents lukewarm novelties in that area, and none of a legislative nature. Yet, the importance of labour migration as a legal entry alternative for migrants and for European economies as well as the inadequacy of the current policy and legal framework are well-documented. In the Roadmap of implementation of the Pact⁶, it is easy to see that **the Commission has chosen to solely focus on attracting talent and highly skilled migrant workers**, to the detriment of other types of workers. The development of EU Talent Partnerships, the proposal of an upcoming, so-called "Skills and Talents package" and the call to swiftly conclude negotiations on the Blue Card Directive are three initiatives aimed at

supporting this direction. As the Skills and Talents Package has not yet been published, and the Blue Card Directive is not a new initiative, we will focus our attention on the EU Talent Partnerships in this policy brief.

This paper will present and unpack the proposal of Talent Partnerships, drawing on various communications from the Commission and background documents pertaining to the initiative⁷⁸⁹. It will first highlight the Partnerships' underlying logic with regards to EU's external migration framework, and then, explore the implications for participant countries, organisations, and individuals to this initiative. We will also present a number of policy recommendations based on findings as well as the views of SOLIDAR members.

In this paper, we will refer to **"labour migration to the EU" as the immigration of third-country nationals to an EU Member State, whether directly from a third-country or from another EU Member State, temporarily or not, for the purpose of employment**¹⁰, in line with how the Communication on the Pact addresses labour migration, though it never defines it explicitly. Deriving from this definition, "labour migrants", "migrant workers" or "third-country workers" will be used indistinctly to designate people engaging in labour migration and should not be understood to also include the labour mobility of EU citizens.

The EU Talent Partnerships

The EU Talent Partnerships were launched by the Commission on 11th June 2021, with the aim to **address skills shortages in EU labour markets and promoting legal pathways** while strengthening migration partnerships with third countries¹¹. The initiative should build on the experiences and lessons learnt from EU-funded pilot projects implemented in partnership with



countries from Eastern Europe and Africa in the past years, mostly centered around mobility towards jobs in the Information and Communication Technology sector in the EU. The Pilots are presented in a briefing paper written by the main subgranting organisation, International Center for Migration Policy Development (ICMPD)¹², as well as on their respective websites¹³.

The Partnerships should provide a single comprehensive policy framework as well as funding to support the mobility of students and “skilled workers” from partner countries to study, train, or work in the EU, in line with EU skills and labour needs. In addition, the initiative foresees that capacity-building assistance be provided to the partner countries in the fields of labour market and skills intelligence, vocational education and training (VET), integration of returning migrants and diaspora mobilisation¹⁴. To achieve this, the policy and funding framework will borrow from Member States and EU tools, and will encompass several EU funding streams, likely in the areas of home affairs, external relations, education (through Erasmus+) or research¹⁵.

Migration as a core element of the EU’s diplomacy

The EU Talents Partnerships give cause for concern regarding the asymmetric relationship that exists between EU and the Member States on the one hand, and third countries on the other when it comes to migration and labour, despite the label of “partnership”. The policy framework will have much to clarify regarding the governance of these initiatives.

Putting in perspective the innovative character of the approach

The Communication on the Pact features a section dedicated to “working with our international partners”, in which the Talent Partnerships are introduced. There, the Commission presents its approach as; 1. flexible and tailor-made to each third-country partner, 2. comprehensive through the linkage of issues and 3. a change of paradigm¹⁶.

Pr. Paula García Andrade however highlights¹⁷ that the EU’s approach on migration with third-countries has, in fact, been labelled “comprehensive”, “balanced” and similar synonyms since the adoption of the Global Approach to Migration in 2005¹⁸, later updated to become the Global Approach to Migration and Mobility in 2011¹⁹. Already then, migration was mainstreamed in most of the EU’s external action, and cooperation with third countries had to balance different aspects to migration such as the fight against irregular migration, the promotion of legal pathways, and synergies between migration and development. What remains in relation to the innovative character of the approach to cooperation on migration with partner countries this time around can thus be put in question.

Bilateral labour agreements as means of migration governance

Trade Unions and civil society’s concerns about the Talents Partnerships focus on the **trend of using bilateral labour migration agreements with third countries as tools of (labour) migration governance**²⁰²¹. The Platform for International Cooperation on Undocumented Migrants (PICUM) contends that bilateral labour migration agreements, or



partnerships, act as “a reward for countries that cooperate with deportations of their nationals, and others who may have transited through”²². Conversely, other partner countries, seen as less cooperative, see reduced legal pathways for their nationals to migrate to the EU, as a form of “punishment”. Paula García Andrade notes that this approach has implicitly or explicitly been part of the EU’s migration international governance for some years already, such as with the reform of the Visa code in 2019, which introduced a specific mechanism to restrict the issuance of visas to nationals of a third country considered not cooperative enough on readmission processes²³. The tailor-made approach and differential treatment of third countries is no longer, or less and less, justified by labour market parameters, but increasingly based on external cooperation factors. In other words, and as contained in the Communication on the Pact, conditionality is admitted between a third country’s opportunities for legal migration to the EU for its nationals, and their fulfillment of readmission and borders control commitments with regards the EU²⁴.

In addition to the unfairness that conditionality principles imposes on nationals of different partner countries, **the fact that bilateral labour migration agreements coexist with general labour migration legislation, multiplies the procedures, regulations and statuses** that have to be navigated by workers, employers and labour and immigration authorities²⁵. In fine, bilateral labour migration agreements reinforce discrimination as workers from different countries may end up being granted different sets of rights based on the provisions of the scheme under which they migrated, or would migrate, for work.

Ensuring migration-development synergies

If the partnerships are to be truly mutually beneficial and ensure a virtuous circle between migration and development, several aspects are of importance, which the Committee for Liberties, Justice and Home Affairs (LIBE) in the European Parliament has underlined in a report to the Commission on legal migration policy and law²⁶. There are many and complex ways in which migration plays an important role in the socio-economic development of origin countries. One of them is through the potential financial flows coming from remittances; here, the Commission seems to have heeded this aspect, as it committed to working with and offering funding for the mobilisation of diasporas in the press release on the partnerships. Besides the financial aspect, migration also allows the essential circulation of ideas, experience, knowledge and skills. **For local communities in partner countries to benefit meaningfully from migration schemes, they need to be included in the cycle beyond the initial level of providing the workforce** (training force/studying force). Otherwise, these Partnerships would only further third countries’ impoverishment in specific set of skills, to the benefit of EU countries (colloquially known as “brain drain”).

While nothing is mentioned about circular migration²⁷ in the communication on Talent Partnerships, the Pilot projects all provided temporary mobility schemes, lasting from six months to a year, after which participants subsequently returned to their origin country. This is akin to circular migration in the way that third-country workers would come back with new skills and competences acquired in the host country, to be put to use in the origin country. This said, safeguards should be implemented to ensure the third countries’ development needs do not become a false pretense to return any participant to their



origin country once the Partnership is completed regardless of their position in the labour market and their individual migration status.

Third-country workers as labour market currency in the global race for talent

Going beyond the focus on specific “skills” or “sectors” in labour migration

The initiative as presented, seems to be somewhere in between the “skills” and the “sector” approaches to labour migration. According to the JRC-EMN-DG HOME background paper “EU labour migration policy: time to move from a skill-based to a sector-based framework?”²⁸, “the skills approach is more focused on individuals and includes skill requirements such as soft and sociocultural skills. It takes the flexibility of the labour market into account as well as employment opportunities”. The sector approach, on the other hand, focuses on meeting the specific needs of some sectors.

The legal mobility schemes tied to specific sectors, occupations or timeframes risk generating frustration, if they end up creating expectations for a pool of “talented” workers in third countries, with no jobs or poor-quality jobs prospects at the end. The Lessons Learnt paper acknowledges that some of the Pilots faced issues when, in the final stages of the recruitment, the companies were not satisfied with the candidates, explaining that “cost-benefit considerations, actual needs and the quality of the match may outweigh declared commitment to the process”²⁹. Here, we understand the recruitment did not always go through despite the employers’ initial commitment, which would surely be a source of great disillusionment for any candidate who had committed strongly to the process. Even in the case the mobility takes place as planned, this

risk of unmet expectations remains: if there are no jobs available for participants in their countries when they return, however well the reintegration may have been prepared, they are likely to experience frustration.

In addition, focusing on specific “key” sectors, while they may well face shortages (Commissioner Johansson cited healthcare and agriculture, which none of the pilots have targeted so far³⁰), could have the **adverse impact to box migrants in categories, impeding their labour mobility, while increasing the risk that salaries go down for that occupation in the country of destination.** As observed by PICUM, corridors for particular jobs also often have a strong gender focus, which may reinforce bias around gender and nationality being linked to certain types of jobs in the country of destination³¹.

While highlighting the necessity to address labour shortages in the EU, the Commission’s rationale explains that Talent Partnerships are to be open to “skilled” workers, without giving a definition of what this means. This gives the inaccurate idea that there is such a thing as unskilled workers. **SOLIDAR, in line with the International Labour Organisation (ILO)³², contends that there are instead different levels of skills.** If the Pilots projects are any indication of the skills level considered for Talent Partnerships, they rather point out to third-country nationals with medium to high levels of skills (e.g. the pilot ‘Digital Explorers’ targeted young specialists working in the Information and Communication Technologies field). However, **in most of the sectors facing shortages, there is in fact a need for labour supply across all skills levels;** therefore, such a narrow angle as to focus only on highly-skilled workers, creates a blindspot in the framework, addressing only partially the objectives and limiting the possibilities for migrants of all backgrounds to find a legal entry to the EU.



SOLIDAR recommends moving beyond the skills or sectors ambivalence, both short-term and short-sighted visions that inevitably put labour markets and employers' immediate needs before the needs of individuals, and proposes to shift the perspective.

What rights and protection for migrant workers under these schemes?

SOLIDAR has concerns over the fact that these partnerships clearly make a priority of the alignment with labour market needs in the EU and in partner countries, whether skills or sector-related, but not so much the alignment with third-country workers' needs and aspirations. The Joint Research Center's background paper which supported the development of the initiative, is strongly centered on the short and medium-term needs of employers. Doing so it leaves aside completely the benefits of providing third-country workers with mobility opportunities in the EU, both for them as individuals and for European economies in the long term³³. Despite the initiative being held as a "triple win" for both Member States, partner countries and migrants, the fact remains migrants seem to be considered as patches to economies and key sectors. Clarification is needed on participants to these partnerships' entitlement to decent working conditions, social protection, and other types of social rights on the same terms as EU citizens working in the same workplace and doing the same work. **The principles under the European Pillar of Social Rights³⁴ should apply without restrictions to participants for the duration of their stay in the EU, regardless of the fact they are not EU citizens and they are intended to work temporarily.**

Temporary schemes

The clear focus on attracting talent and skills excludes those deemed "unskilled". Moreover, these schemes offer seemingly great opportunities for mobilities to third-country nationals, but only for as long and as much as the EU will want them; indeed, the Pilots all provided temporary mobility schemes, lasting from six months to a year, after which participants returned to their origin country. The return to the origin country after a determined period in the EU seemed non-negotiable. In the Commission's proposal, nothing is said on the possibility for the participants to receive support to choose their academic or professional pathway during the mobility period, develop their skills, or choose to remain in the EU to pursue a career there. While the ICMPD paper highlights that it is "important to remain flexible and in tune with the evolving reality on the ground", mentioning that needs might change over the lifetime of a project and training curriculum or work programmes may be adjusted accordingly, the flexibility does not seem to go the other way around, to the benefits of participants' aspirations³⁵. It is important to also underline that temporary programmes considerably increase risks of labour exploitation, all the more when the residence permit is strictly linked to the pursuance of a specific contract, as seems to have been the case in most pilot projects³⁶. Moreover, temporary third-country workers are often reliant on their employer also regarding their housing. Lastly, being employed only for a short period does not allow for proper familiarisation with labour agreements, administrative and legal procedures, to organise collectively and to resort to complaints mechanisms³⁷.



Private employment and recruitment agencies

According to the Commission's proposal, the Talent Partnerships will rely "on close cooperation of authorities, employment agencies, social and economic partners, education and training providers". It is not specified whether employment agencies will be of a public or private nature, and the background paper detailing Lessons Learnt from the pilot projects does not report on private employment agencies being part of the pilots. However, the same paper underlines the potential of tapping into private recruitment agencies, arguing that they "offer the potential to gain insight into practices across projects and countries, to continue to develop missing links and reach economies of scale"³⁸. While there may be benefits to resorting to such actors in some cases, employment through private intermediaries presents risks for prospective or titular employees in terms of clarity, accountability, or unauthorised recruitment fees to cite a few, according to PICUM³⁹. With respects to these risks, ETUC calls to ensure minimum standards to ensure fair and transparent recruitment procedures, especially but not limited to where and when private recruitment agencies are involved. Minimum standards of regulation of such entities should be implemented, following those established in the ILO's Convention C181 on Private Employment Agencies⁴⁰.

Recognition of skills and qualifications

Recognition of prior skills and qualifications is paramount in the context of labour migration or mobility. SOLIDAR has long advocated for enhancing the recognition and validation systems for skills and knowledge awarded outside of the EU, including those acquired in non-formal or informal learning settings⁴¹. Currently these systems fail migrant workers as they tend to automatically reassign them to VET employment pathways, regardless of their capacities, previous experience, and ambitions.

The EU Talent Partnerships should not further this trend. The ICMPD paper mentions a possible mitigation measure on a case-by-case basis: "Where institutional relations allow, the negotiation of simplified procedures for the recognition of specific country diplomas should be considered at the outset of the project"⁴². While this would be a great opportunity for the targeted third-country workforce, bilateral agreements to 'fast-track' or simplify the procedure for selected people should not be the common approach. A structural shift is needed in the enhancement of systems for recognition and validation of prior skills and learning, and the implementation of existing provisions.



SOLIDAR recommendations

SOLIDAR awaits the materialisation of the policy and funding framework, and will closely monitor the next developments under the Pact with respects to labour migration, especially, the “Skills and Talent Package”, announced for late 2021 but not presented to date. In the meantime, our recommendations include the following:

- Promoting temporary migration programmes, as well as circular migration, can be beneficial to counter the possibility of brain drain, but they should not become a pretense for kicking workers out of these schemes and out of Europe as soon as they are no longer needed or wanted in EU economies. **Such schemes should come with pathways for continuation of a career in the EU, should the participants aspire to it.**

- **Talent Partnerships should ensure equal treatment between third-country workers and EU workers in the country of destination. All principles under the European Pillar of Social Rights should apply without unnecessary restrictions to participants to the Partnerships.** In particular, clarification is needed on:

- o Safeguards to ensure these workers do not fall victim to social dumping, by doing the same work, but lower-remunerated than their EU citizens counterparts.

- o Ensuring that effective mechanisms for complaint are accessible to third-country workers.

- Shifting the focus from talent and skilled workers, which excludes those deemed “unskilled”, and **considering the value of fostering the development of legal pathways for employment for all types of workers and across all sectors.**

- **Taking comprehensive action to ensure validation and recognition of prior learning and skills of migrants, including non-formal and informal learning.**

- **Trade Unions and Civil Society should be closely involved in these partnerships**, in the phases of design, implementation, and monitoring, especially when it comes to the actions of private actors and private recruitment agencies, both in the country of origin and of destination.



Further readings

European Commission (2020). Communication from the Commission on the New Pact on Migration and Asylum (COM(2020) 609 final): https://eur-lex.europa.eu/resource.html?uri=cellar:85ff8b4f-ff13-11ea-b44f-01aa75ed71a1.0002.02/DOC_3&format=PDF

Martina Corti, Carlos Roldán Mejías (2021). *The New Pact on Migration and Asylum, and the Action Plan on Integration and Inclusion 2021-2027*, Briefing Paper #97, SOLIDAR: <https://www.solidar.org/en/publications/briefing-paper-97-the-new-pact-on-migration-and-asylum-and-the-action-plan-on-integration-and-inclusion-2021-2027>

Footnotes

¹ Socialists and Democrats (2020). *S&Ds on new Pact on Migration and Asylum: solidarity has to be the rule, not the exception*, S&Ds press release: <https://www.socialistsanddemocrats.eu/newsroom/sds-new-pact-migration-and-asylum-solidarity-has-be-rule-not-exception>; Damian Boeselager MEP (2021). *One year after the EU migration pact, a better future for refugees?*, Greens/EFA in the European Parliament: <https://www.greens-efa.eu/dossier/one-year-after-the-eu-migration-pact-a-better-future-for-refugees/>

² For a few examples: PICUM (2020). *More detention, fewer safeguards: How the new EU Pact on Migration and Asylum creates new loopholes to ignore human rights obligations*: <https://picum.org/more-detention-fewer-safeguards-how-the-new-eu-pact-on-migration-and-asylum-creates-new-loopholes-to-ignore-human-rights-obligations/>; Human Rights Watch (2020). *The Pact on Migration and Asylum: To provide a fresh start and avoid past mistakes, risky elements need to be addressed and positive aspects need to be expanded*: <https://www.hrw.org/news/2020/10/08/pact-migration-and-asylum>; ARCI (2020). *Patto UE: più che una casa a tre piani, la solita fortezza*: <https://www.arci.it/patto-ue-piu-che-una-casa-a-tre-piani-la-solita-fortezza/>

³ European Trade Unions Confederation (ETUC) (2021). *ETUC Statement on the New Pact on Migration and Asylum*: <https://www.etuc.org/en/document/etuc-statement-new-pact-migration-and-asylum>

⁴ Martina Corti, Carlos Roldán Mejías (2021). *The New*

Pact on Migration and Asylum, and the Action Plan on Integration and Inclusion 2021-2027, Briefing Paper #97, SOLIDAR: <https://www.solidar.org/en/publications/briefing-paper-97-the-new-pact-on-migration-and-asylum-and-the-action-plan-on-integration-and-inclusion-2021-2027>

⁵ SOLIDAR (2020). *SOLIDAR's take on the New Pact on Migration and Asylum*: <https://www.solidar.org/en/news/solidars-take-on-the-new-pact-on-migration-and-asylum>

⁶ The initiatives touching on labour migration in the Communication are the following: Develop EU Talent Partnerships with key partner countries; Propose a Skills and Talent package including a revision of the Long-term Residents Directive and a review of the Single Permit Directive, as well as setting out the options for developing an EU Talent Pool; Conclude negotiations on the EU Blue Card Directive; Implement the renewed European Partnership for Integration with social and economic partners.

European Commission (2020). *Annex to the Communication from the Commission on the New Pact on Migration and Asylum (COM(2020) 609 final)*: https://eur-lex.europa.eu/resource.html?uri=cellar:85ff8b4f-ff13-11ea-b44f-01aa75ed71a1.0002.02/DOC_4&format=PDF

⁷ European Commission (2021). *Press release: Talent Partnerships: Commission launches new initiative to address EU skills shortages and improve migration cooperation with partner countries*: https://ec.europa.eu/commission/presscorner/detail/en/ip_21_2921

⁸ Joint Research Centre (JRC), European Migration Network (EMN) and Directorate General for Migration and Home Affairs (DG HOME) (2020). *EU labour migration policy: time to move from a skill-based to a sector-based framework?* https://emn.ie/wp-content/uploads/2021/01/00_labour_migration_roundtable_briefing_paper.pdf

⁹ Diana Stefanescu (2020). *Partnerships for mobility the crossroads: Lessons Learnt From 18 Months of Implementation of EU Pilot Projects on Legal Migration*, ICMPD: <https://www.migrationpartnershipfacility.eu/storage/files/mpf-policy-brief-pilot-projects-1020.pdf>



¹⁰ This definition is loosely adapted from the definition of labour migration given in the IOM's glossary. International Organisation for Migrations (2019).

Glossary on Migration: https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf

¹¹ European Commission (2021). *Ibid.*

¹² Stefanescu (2020). *Ibid.*

¹³ Digital Explorers: <https://digitalexplorers.eu/>; Young Generation as Change Agents (YGCA): https://ec.europa.eu/migrant-integration/integration-practice/young-generation-change-agents-ygca_en; Pilot Project Addressing Labour Shortages Through Innovative Labour Migration Models' (PALIM): <https://www.enabel.be/content/europees-proefproject-palim-linkt-it-ontwikkeling-marokko-aan-knelpuntberoepen-vlaanderen-0>; High Opportunity for Mediterranean Executive Recruitment (HOMERe): <https://ufmsecretariat.org/project/homere/>.

¹⁴ European Commission (2021). *Talent Partnerships*: https://ec.europa.eu/home-affairs/policies/migration-and-asylum/legal-migration-and-integration/talent-partnerships_en

¹⁵ European Commission (2020). *Communication from the Commission on the New Pact on Migration and Asylum (COM(2020) 609 final)*: https://eur-lex.europa.eu/resource.html?uri=cellar:85ff8b4f-ff13-11ea-b44f-01aa75ed71a1.0002.02/DOC_3&format=PDF

¹⁶ Alluding to "a change of paradigm in cooperation with non-EU countries" and the use of "a wide range of policy tools", the Commission explains that "Different policies such as development cooperation, security, visa, trade, agriculture, investment and employment, energy, environment and climate change, and education, should not be dealt with in isolation. They are best handled as part of a tailor-made approach, at the core of a real mutually beneficial partnership.". European Commission (2020). *A fresh start on migration: Building confidence and striking a new balance between responsibility and solidarity*, Press corner: https://ec.europa.eu/commission/presscorner/detail/en/ip_20_1706

¹⁷ Paula García Andrade (2020). *EU cooperation on migration with partner countries within the New Pact: new instruments for a new paradigm?* Odysseus Network, EU Immigration and Asylum Law and Policy: <https://eumigrationlawblog.eu/eu-cooperation-on-migration-with-partner-countries-within-the-new-pact-new-instruments-for-a-new-paradigm/>

¹⁸ European Council (2005). *Presidency Conclusions for 15&16 December 2005*: https://ec.europa.eu/commission/presscorner/detail/en/DOC_05_4

¹⁹ European Commission (2011). *Global Approach to Migration and Mobility (GAMM)*: https://ec.europa.eu/home-affairs/pages/glossary/global-approach-migration-and-mobility-gamm_en

²⁰ ETUC (2021). *Resolution on Fair Labour Mobility and Migration*: <https://www.etuc.org/en/document/etuc-resolution-fair-labour-mobility-and-migration>

²¹ Platform for International Cooperation on Undocumented Migrants (PICUM) (2020). *PICUM priority recommendations for EU action on labour migration*: <https://picum.org/wp-content/uploads/2021/03/PICUM-Complementary-input-to-public-consultation-on-Priority-recommendations-for-EU-action-on-labour-migration-Dec-2020.pdf>

²² PICUM (2021). *Designing labour migration policies to promote decent work*: <https://picum.org/wp-content/uploads/2021/03/Designing-labour-migration-policies-to-promote-decent-work-EN.pdf>

²³ Paula García Andrade (2020). *Ibid.*

²⁴ "As part of the comprehensive approach to migration and mobility, visa measures can act as a positive incentive in the engagement with third countries." European Commission (2020). *Communication from the Commission on the New Pact on Migration and Asylum (COM(2020) 609 final)*: https://eur-lex.europa.eu/resource.html?uri=cellar:85ff8b4f-ff13-11ea-b44f-01aa75ed71a1.0002.02/DOC_3&format=PDF

²⁵ PICUM (2021). *Ibid.*

²⁶ LIBE Committee, (2021). Report with recommendations to the Commission on legal migration policy and law (2020/2255(INL)): https://www.europarl.europa.eu/doceo/document/A-9-2021-0314_EN.html

²⁷ "Circular migration: A form of migration in which people repeatedly move back and forth between two or more countries.", in International Organisation for Migrations (2019). *Glossary on Migration*: https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf

²⁸ EMN – JRC – DG HOME (2020). *EU labour migration policy: time to move from a skill-based to a sector-based framework?*: https://emn.ie/wp-content/uploads/2021/01/00_labour_migration_roundtable_briefing_paper.pdf, in European Commission (2020).





Communication from the Commission on the New Pact on Migration and Asylum (COM(2020) 609 final): https://eur-lex.europa.eu/resource.html?uri=cellar:85ff8b4f-ff13-11ea-b44f-01aa75ed71a1.0002.02/DOC_3&format=PDF

²⁹ Stefanescu (2020). *Ibid.*

³⁰ Stefanescu (2020). *Ibid.*

³¹ PICUM (2021). *Ibid.*

³² ILOSTAT (2008). International Standard Classification of Occupations (ISCO), International Labour Organisation: <https://ilostat.ilo.org/resources/concepts-and-definitions/classification-occupation/>

³³ JRC, EMN, DG HOME (2020). *Ibid.*

³⁴ The European Pillar of Social Rights was proclaimed by EU political leaders in November 2017 at the Gothenburg summit. It sets out 20 principles and rights that are essential for fair and well-functioning labour markets and welfare systems in 21st century Europe. The principles cover equal opportunities and access to the labour market, fair working conditions, and social protection and inclusion. The Pillar was completed in March 2021 by an Action Plan for its implementation. To know more about the Pillar and the Action Plan: https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-20-principles_en; https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-action-plan_en

³⁵ Stefanescu (2020). *Ibid.*

³⁶ PICUM (2021). *Ibid.*

³⁷ PICUM (2021). *Ibid.*

³⁸ Stefanescu (2020). *Ibid.*

³⁹ PICUM (2021). *Ibid.*

⁴⁰ ETUC (2021). *Ibid.*

⁴¹ Elsa Laino (2017). *For a human rights-based EU legal migration framework*, Briefing Papers #83, SOLIDAR: https://www.solidar.org/system/downloads/attachments/000/000/698/original/83_2017_09_18_SOLIDAR_Briefing_Legal_migration.pdf?1505742499

⁴² Stefanescu (2020). *Ibid.*

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