

**Circular Migration**  
**Eastern Partnership Panel**  
**on Migration and Asylum**  
Chisinau, 18-19 October 2012

**Tour de Table**  
**Compilation**

**PARTICIPATING STATE:  
THE REPUBLIC OF ARMENIA**

<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>There is no definition of circular migration in the RA legislation. The definition of circular migration and seasonal migration in Armenia is the same. Seasonal migration' period is from March to November.</p>
<p><b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b></p>	<p>The Republic of Armenia has agreements/conventions on avoidance of double taxation with 23 countries.</p>
<p><b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b></p>	<p>There is no policy supporting our own nationals in finding legal employment abroad. But counselling on the issues related to legal employment abroad is carried out by territorial migration centres of the RA Ministry of Labour and Social Affairs. The information provided by them is of general nature. Unfortunately, the RA does not have the institute of labour attaché, who could assist in collecting information on legal employment opportunities.</p>
<p><b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b></p>	<p>N/A</p>
<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>Armenia has experience of implementing programme on recruiting doctors and nurses to the State Qatar (20 doctors and 4 nurses). The Agreement between the Government of the State of Qatar and the Government of the Republic of Armenia concerning the regulation of manpower employment in the State of Qatar was preliminary signed in 2011.</p>
<p><b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b></p>	<p>Agreements on temporary working activities and social protection of the citizens working outside the borders of their states were signed with Belarus, Ukraine, Russia, Georgia. The main obstacles are the declarative nature of agreement and the lack of mechanisms in implementing the agreement.</p>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>The ENIC network (European Network of Information Centres) functions in Armenia and it is made up of national information centres. The role of these centres is to provide information and advice on:</p> <ul style="list-style-type: none"> <li>- the recognition of foreign diplomas, degrees and other academic or professional qualifications;</li> <li>- education systems in other European countries and one's own country;</li> <li>- opportunities for studying abroad, including information on</li> </ul>

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	<p>loans and scholarships, as well as on practical questions related to mobility and equivalence.</p> <p>(for additional information visit <a href="http://armenic.am">http://armenic.am</a>)</p>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	N/A
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>The Republic of Armenia has bilateral agreements on recognition of qualification and skills with the Russian Federation, Ukraine, Belarus and Georgia. The main obstacles are the declarative nature of agreement and the lack of mechanisms in implementing the agreement.</p>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>The number of returnees that invest in small business every year is not possible to provide as there are various programmes on assisting those returning to the Republic of Armenia, which are carried out by Switzerland, France, Netherlands, Belgium (CARITAS), as well as IOM. It is impossible to provide the precise number of returnees investing in small business due to absence of a coordination body.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>This issue is also solved within the framework of the programmes assisting the returnees.</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/ outflows changed as a result of the global economic downturn?</b></p>	<p>During last three years the number of inflows and outflows fluctuates between 25.000 people, which is considered as negative migration.</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>Various researches and studies, ordered by the OSCE, UNFPA, UNDP, and ILO, were conducted by the specialized, independent organizations mainly through social surveys. According to above-mentioned researches up to 1-1,1 million people emigrated in 1988-2001 /UNDP, National Human Development Report 2009/.</p> <p>The outflow was 750 000 people, inflow 600 000 and negative migration balance 150 000 in 2002-2007. In the same period external migratory negative balance on average composed nearly 25 000 people annually, 9 000 of which emigrated</p>

	<p>permanently and 15 000-20 000 were labor migrants who stayed in the host countries.</p> <p>No study on migration flows has been carried out since 2008 (only researches on trafficking, remittances, etc.).</p>
<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b></p>	<p>No, the country has not changed its migration policy or regulations due to economic situation.</p>
<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b></p>	<p>According to <a href="#">National Statistical Service of the RA</a> the unemployment rate for 2011 was 6.2%. There were 81 700 registered jobseekers in Armenia in late December 2011.</p>

**PARTICIPATING STATE:  
THE REPUBLIC OF AZERBAIJAN**

<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>There is not any specific definition of circular migration in the national legislation of the Republic of Azerbaijan. However, given the restrictions set forth in Article 4 of the Convention on Legal Status of Migrant Workers and Members of their Families of the Commonwealth of Independent States Participating Countries adopted on 14 November 2008 and ratified by Azerbaijan on 30 September 2010, the provisions of the Convention shall apply to seasonal workers during the involvement in labour activities.</p>
<p><b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b></p>	<p>Azerbaijan has signed agreements on avoidance of double taxation with nearly 40 countries. Though, these instruments do not identify migrant workers specifically, nor there is a specific law governing taxation of migrant workers in particular.</p>
<p><b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b></p>	<p>According to the Law of Azerbaijan on Labour Migration dated on 28 October 1999, the legal entities registered in the Republic of Azerbaijan can mediate in employing the Azerbaijani citizens abroad. To carry out such activity, legal entities should obtain special permission in accordance with the Azerbaijani legislation. Legal entities, who have the special permission to mediation, sign formal agreements with foreign legal entities or physical persons. After the approval of such agreements by the competent public agency of the Republic of Azerbaijan which is the Ministry of Labour and Social</p>

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	<p>Protection of Population, legal entities can involve Azerbaijani citizens in paid work abroad. Such formal agreements or proposed labour contracts should provide for the social protection of Azerbaijani citizens in accordance with international practice. According to the national legislation, legal entities engaged in mediation activities should provide labour migrants with a copy of labour contracts before they leave Azerbaijan. They are not allowed to take a charge from migrant workers for provided services. Legal entities engaged in mediation activities should inform the Ministry of Labour and Social Protection of Population and the State Migration Service of the Republic of Azerbaijan about the Azerbaijani citizens involved in paid work abroad. Physical persons are not allowed to carry out such mediation activities.</p> <p>Moreover, as an example, Agreement between the Government of the Republic of Azerbaijan and the Government of the State of Qatar on the involvement of the citizens of the Republic of Azerbaijan in labour activities in the State of Qatar has been drafted.</p>
<p><b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b></p>	<p>Currently, circular labour migration to Azerbaijan is not a priority for the country and it is not promoted as such.</p>
<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>The policy of facilitating circular migration of Azerbaijani citizens abroad is not promoted by Azerbaijan. There has not been signed any bilateral agreement with any other country to this end.</p>
<p><b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b></p>	<p>Azerbaijan has signed such agreements with Ukraine and Belarus. Furthermore, the drafting of Agreement on Cooperation on Labour Migration between the Government of the Republic of Azerbaijan and the Government of the Russian Federation has been completed. It is expected to be signed soon.</p>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>In accordance with the Regulations on issuance of personal permits for carrying out paid labour activity by a foreigner on the territory of the Republic of Azerbaijan endorsed by the Resolution of the Cabinet of Ministers of the Azerbaijan Republic on 6 December 2000, any foreigner or stateless person who intends to carry out labour activity in Azerbaijan should submit notarized copy of certificate confirming the relevance of his/her speciality to the job to be carried out by him/her. Once validated and received permission to work in Azerbaijan, a foreigner or stateless person is granted personal residence permit for the period of validity of the work permit.</p>

<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>The Cabinet of Ministers approved on 13 May 2003 the “Regulations of recognition of qualifications in the field of higher education of foreign countries and determination of their equivalence” which enables the holders of validated diplomas from foreign universities to enjoy the same academic and labour rights as the holders of diplomas from the Azerbaijani universities.</p>
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>Azerbaijan has signed and ratified agreements with the Russian Federation, Ukraine and Belarus on recognition of diplomas, and signed but not yet ratified such an agreement with Tajikistan.</p>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>N/A</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>N/A</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/ outflows changed as a result of the global economic downturn?</b></p>	<p>Rapid economic growth achieved by Azerbaijan during past few years and its steady transformation into the leading economy in the South Caucasus, made it an attractive country for migrants. There are no serious adverse effects of the global economic crisis on the economy of Azerbaijan. Therefore, as distinct from the general situation in the region, the inflow of migrants increased.</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>The economic growth in Azerbaijan led to the increase in the number of returning Azerbaijani citizens who once left the country.</p>
<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these</b></p>	<p>In the light of the steady economic growth in Azerbaijan, in order to regulate the foreign labour force involvement in the labour market of the country, a number of amendments have been made to the existing legislation. For instance, the Regulation on determination of quotas for labour migration has been approved by the Cabinet of the Ministers of Azerbaijan</p>

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<p><b>changes.</b></p>	<p>on 4 June 2009 to set the labour migration quotas in the fields of economic activity, taking due account of the demand for internal labour force. The quotas for labour migration of non-nationals have been set since 2010. Such quota was 10700 in 2010, and 9815 in 2011. This year it has been set as high as 11970.</p> <p>Moreover, a significant step forward in the improvement of migration management system was the issuance of the Decree of the President of the Republic of Azerbaijan on 4 March 2009 on Introduction of the “Single window” Principle in Migration Management. The Introduction of the “Single window” principle as of 1 July 2009, simplified inter alia the procedures of granting permissions to foreigners and stateless persons entering the Republic of Azerbaijan for legal residence and labour activity, and of their registration at the place of residence. It has ensured the transparency in this sphere.</p> <p>In order to maintain a record of the foreigners and stateless persons residing or temporarily staying in the Republic of Azerbaijan, to provide government agencies involved in migration management with necessary information, to automate migration-related work, query and analysis, and to strengthen electronic services, the Decree on “Unified Migration Information System of the State Migration Service of the Republic of Azerbaijan” was issued by the President of the Republic of Azerbaijan on 6 February 2009. Unified Migration Information System (VMMS) has been set up and was integrated into the national “Entry-Exit and Registration Interagency Automated Information and Search System” (IAMAS). Presidential Decree of 4 June 2010, endorsed the Regulations on Unified Migration Information System. VMMS helps to establish the picture of dynamics of migration processes in the country, and contributes to fighting against illegal migration. VMMS is the database of accurate statistical data related to foreigners and stateless persons residing or temporarily staying in the Republic of Azerbaijan, refugees and illegal migrants in the country.</p> <p>The Migration Code of the Republic of Azerbaijan, which has been drafted by the State Migration Service and submitted to the Government, once adopted will contribute to the elimination of existing gaps in the legislation governing migration related issues and unification of the policy in this sphere.</p>
<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b></p>	<p>On the contrary, unemployment levels drop significantly during the past few years. For instance, in 2011 it was 5.4 percent which is 0.5 percent decrease in comparison with 2010.</p>

**PARTICIPATING STATE:  
THE CZECH REPUBLIC**

<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>There is no explicit definition in the current system yet and actually there are only few policy tools containing elements of circular migration.</p> <ul style="list-style-type: none"> <li>■ Firstly, in terms of Czech Development cooperation university study of young citizens from countries of particular interest<sup>1</sup> is supported. The selected students are paid travel, insurance, study and regular stipendium. The programme has been running since 2003 (with 130-250 stipendists/year) and is considered as successful. Still, certain concerns have been raised about development potential when some of the students do not return to their origin countries after finalizing studies. Measures supporting return and involvement of the graduates in development projects in origin countries have therefore been suggested.</li> <li>■ Temporary migration has been promoted by the EU instrument of “blue cards” together with its national alternative “green cards”<sup>2</sup>. These however do not contain moment of circularity, i.e. repetitive movement.</li> </ul> <p>The situation is however going to change principally, with coming to force of amended bill on stay of foreigners which will reflect comprehensive concept of “New system of economic migration”. The concept introduces new channels of labor immigration to the Czech Republic with strong elements of circularity. The concept has been approved by the Czech government; at the moment the amended bill on stay of foreigners is close before finalization; it is expected to come into effect in January 2014.</p>
<p><b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b></p>	<p>Yes, except for Armenia there are such agreements with all EaPartners (+ of course many more countries from other regions).</p>
<p><b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b></p>	<p>There are no such policies on central level. However, there are bilateral programmes on local level in border areas (F.i. Western and Northern parts of Czech Republic bordering with Germany) which attempt to facilitate labour of Czech workers. In practice such trans-border labour migration runs on “shuttle” basis that makes it rather specific type of circular migration.</p>
<p><b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b></p>	<p>Although there have been steps undertaken to address labor market shortages, these facilitated temporary (blue and green cards) or even permanent (program on attracting of skilled migrants from certain countries) migration, not circular one.</p>

<sup>1</sup> Angola, BiH, Yemen, Moldavia, Mongolia, Serbia, Vietnam, Zambia.

<sup>2</sup> In force from 2009. Working and residence permits issued in terms of one procedure; the permits are issued only for individual (existing) job vacancy.



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<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>There are no such policies; the Czech Republic has been known by rather static labour force even within the country territory.</p>
<p><b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b></p>	<p>As for EaPartners: Such agreement is in force with Moldova (1.10. 2012) and Ukraine while with Azerbaijan, Georgia and Belarus negotiations are ongoing. As for wider Eastern region, agreement with Russia was concluded (not yet in force).</p>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>---</p>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>In case of studies, the returnees can ask for recognition of diplomas/certificates based on relevant multi and bilateral agreements or can ask relevant authorities to take decision on recognition in case there is no such an agreement covering the respective country.</p>
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>The system of recognition of formal education diplomas/certificates contains two channels: in case bi- or multilateral agreements exist with the respective country, the applicant is given "certification" on the recognition. If no such agreement, relevant authorities make decision based on detailed and individual examination of the case.</p>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>The question is rather irrelevant for the CZ, although there is also certain volume of remittances to the CZ.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>---</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/</b></p>	<p>Yes, we could observe outflow of labor migrants after rise of unemployment caused by global economic crisis after 2008. It is clear that while migrants from EaP countries react rather flexibly on labour market changes, "long-distance" migrants (in case of CZ East Asian countries citizens) have tended to stay in CZ even as unemployed, mainly due to significantly</p>

<p><b>outflows changed as a result of the global economic downturn?</b></p>	<p>high travel and other costs related to immigration to the CZ.</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>Decrease, due to rise of unemployment.</p>
<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b></p>	<p><u>As for regulation of labor migrants resided in CZ and hit by unemployment:</u> In 2009 the Czech government promoted project of voluntary returns of both legal and illegally resided migrants to their countries of origin. The returnees were paid travel costs and were motivated by certain amount of pocket money. In case of illegal migrants these were not “stigmatized” by stamp in passport disqualifying them from future applying for Czech visa. The project was widely used by migrants and positively assessed as effective.</p> <p><u>As for regulation of newcomers to the Czech Republic in situation of high unemployment:</u> No special measure needed to be taken. The system of “green cards” as a channel for temporary legal migration used mainly by low skilled migrants naturally reflects situation on labor market due to the fact that working/residence permits are issued only for concrete (existing) job offers. Decrease in number of job offers published thus implies decrease in number of green cards issued. Spontaneous regulation of newcomers is inherent to this particular immigration channel.</p>
<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b></p>	<p>Even in situation of increased unemployment rate, there remain sectors traditionally occupied by migrants. No special measures to channel migrants into these sectors had to be undertaken as far as the posts are filled spontaneously.</p>

<p><b>PARTICIPATING STATE: FINLAND</b></p>	
<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>There is no own national definition of circular migration in Finland. The concept is mostly discussed within EU context.</p> <p>It could be said that circular migration has been a fact between Nordic countries since the 1950's (free movements, agreements on portability of social benefits, taxation etc.). It is also often mentioned in academic studies as a good example</p>

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	of circular migration.
<b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b>	Finland has over 70 bilateral agreements with other countries on information change and avoidance of double taxation
<b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b>	No special policy.  During the years the common Nordic labour market has offered some special employment services between Nordic countries. Nowadays EURES is the most important tool offering employment services.
<b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b>	See above.  Aliens' Act section 58 (358/2007) Cancelling residence permits  (1) A fixed-term or permanent residence permit is cancelled if the alien has moved out of the country permanently or has continuously resided outside Finland for two years for permanent purposes.  (2) A long-term resident's EC residence permit is cancelled if the alien has resided outside the territory of the European Union for two consecutive years or outside Finland for six consecutive years.  (3) In the case referred to in subsection 1 or 2, an alien may, before the expiry of the periods mentioned above, file an application to prevent the cancellation of his or her residence permit. If the application is granted, the decision must state the period during which the residence permit is not cancelled. The application may be granted if the alien has resided outside Finland or the Community for special or exceptional reasons.
<b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b>	There are no bilateral agreements. In general the Finnish labour migration concept is 'demand driven'.
<b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b>	A Nordic convention (Finland, Denmark, Iceland, Norway and Sweden) on social security covers all forms of social benefits. A Nordic citizen receives in principle the social benefits of the country in which he/she lives, without regard to his/her nationality.  There are bilateral agreements with some countries of the portability of social benefits, e.g with the USA, Canada, Australia and Israel.

<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>Yes. The recognition decision of foreign diplomas and degrees is made by the National Board of Education on a case-by-case basis.</p> <p>Certain professions are regulated in Finland and their practitioners need authorisation, such as health care professionals, veterinarians, auditors in the public administration, authorised auditors, lawyers, and seafaring professions.</p> <p>More information:  <a href="http://www.minedu.fi/OPM/Koulutus/koulutusjaerjestelmae/tutki ntojen_tunnustaminen/?lang=en">http://www.minedu.fi/OPM/Koulutus/koulutusjaerjestelmae/tutki ntojen_tunnustaminen/?lang=en</a></p>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>See above.</p>
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>The Convention on the Recognition of Qualifications concerning Higher Education in the European Region was adopted by national representatives meeting in Lisbon in 1997. The Convention entered into force in Finland in 2004. Finnish legislation complies with the Convention which covers all the Finnish higher education institutions.</p>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>No.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>No.</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/ outflows changed as a result of the global economic downturn?</b></p>	<p>Question 12 and 13:  Economic situation has had a direct impact on migration figures during the years, as you can see from the graph below. In fact, because of migration the Finnish population decreased during 1969–1970, when over 80 000 people moved to Sweden.</p>

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	<p align="center">Immigration, emigration and net migration in 1945–2010 (foreign and Finnish citizens)</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>See above.</p>
<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b></p>	<p>The former Government made a Proposal to the Parliament in 2009 that the labour-need-assessment concerning labour migration outside EU/EEA should be abandoned in its current form. The Bill was dropped, partly due to the economic downturn. The new Government has stated that the current residence permit procedure will be maintained. This means that the labour-need-assessment will not be abolished and there will be a two-step permit system also in the future. (Once the employment authorities have determined that the vacancy cannot be filled with labour available in the labour market, the Migration Service grants the employee the first residence permit, provided there are no obstacles relating to public order or security.)</p>
<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b></p>	<p>The unemployment rate has been increasing for quite some time already. There are still plenty of open vacancies that are being filled. Certain supply and demand problems of labour always exists but at this moment there are no “labour shortage” occupations. In certain sectors, e.g. in some ICT programmer jobs there is a need of foreign labour force.</p>

**PARTICIPATING STATE:  
LATVIA**

<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>Latvia has not included the definition of <i>circular migration</i> in the national legislative acts.</p>
<p><b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b></p>	<p>Concerning natural persons deriving employment income, we note that the Tax law of the Republic of Latvia provides that personal income tax shall be paid by natural persons – 1) residents for tax purposes of the Republic of Latvia, who have derived worldwide income, 2) non-residents, who have derived taxable income in Latvia. The provisions for the prevention of double taxation have been introduced in the domestic tax legislative acts of Latvia, as well as in the bilateral tax treaties concluded by Latvia. The domestic tax legislative acts provide for the application of the ordinary credit method regarding any income derived abroad. The tax legislative acts provide for the exemption method regarding income derived by the resident of Latvia for carrying out paid employment in another European Union Member State or European Economic Area State, provided that certain conditions are fulfilled.</p>
<p><b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b></p>	<p>Latvia is EURES (European Employment Services) member state since 2004. The State Employment Agency as partner of the EURES network provides information and advice to job seekers about finding legal employment in other EU/EEA countries and Switzerland. Under the agreement between the European Commission and the State Employment Agency, events are organized in order to provide information on employment possibilities, as well as working and life conditions in European countries.</p>
<p><b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b></p>	<p>The national legislative acts that regulate Latvia`s immigration policy do not contain the definition of the term <i>circular migration</i>. However, separate norms of the Immigration Law can be regarded as supportive conditions of circular migration. For instance, if the foreigner has received a temporary residence permit, the Immigration Law admits sufficiently long absence of the foreigner from Latvia without obliging him to reside in Latvia for the whole term of validity of the residence permit. If a foreigner, who has received the temporary residence permit in Latvia, for example, in relation to family reunion 11 months per year resides outside of Latvia, but one month per year resides in Latvia, it does not affect his temporary residence permit. However, in the case of a permanent residence permit the period spent outside of Latvia will be taken into account. If within the period of 5 years this absence period exceeds 6 months without interruption or one year with an interruptions, then the permanent residence permit will not be issued. Such an absence is not supported in the cases, when the foreigner has received the residence permit in relation to employment, because in the case of an extended absence, it is regarded that circumstances are no more present, which were into force, when the residence permit was requested. If the foreigner has received the</p>

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	<p>temporary residence permit in Latvia and its period of validity has expired and within 6 months since the expiry the foreigner requests a new temporary residence permit, then he/she is entitled to submit fewer documents for the request of a new residence permit.</p>
<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>Currently Latvia does not implement any active policies facilitating circular migration of Latvia`s nationals abroad.</p>
<p><b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b></p>	<p>Latvia negotiates and signs agreements with other countries on portability of social rights of migrant workers. The main goal of agreements is to protect social security rights when a person moves from one country to another.</p> <p>The main obstacles are:</p> <ul style="list-style-type: none"> <li>- differences in national legislative acts which have to be aligned and understood by the other party in order to avoid fraud and error,</li> <li>- in the process of implementation, sometimes agreements are too general. Some points may be differently interpreted and implemented by countries.</li> </ul>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>The Academic Information Centre of Latvia evaluates education diplomas acquired abroad and carries out the recognition of education diplomas and qualifications.</p> <p>By using available data in the State Examination Information System a breakdown can be obtained regarding the knowledge and competences of students from migrant background learning in grade 3, 6, 9 and 12.</p>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>The Academic Information Centre of Latvia evaluates education diplomas acquired abroad and carries out the recognition of education diplomas and qualifications.</p> <p>Latvia has specific regulations on the procedure how students are enrolled in general education institutions and dismissed from them and the minimum requirements for the admission to the next grade. With these regulations an additional requirement was adopted stating the procedures to be taken by the general education institutions in situations when students return from the studies abroad and wish to continue general education in Latvia.</p> <p>The Academic Information Centre evaluates education diplomas acquired abroad and the Ministry of Education and Science of the Republic of Latvia makes a decision regarding student's possibility to continue education on the primary or secondary education level based on a statement by the Academic Information Centre.</p> <p>The education institution evaluates the submitted documents and student's achievements with the help of respective subject teachers, as well as by interviewing the student and parents. The director of the education institution can afterwards set the necessary support measures for the student with the duration of at least one semester for subjects where a difference has</p>

	<p>been noticed between the education programme in Latvia and what the child has previously acquired.</p> <p>By using available data in the State Examination Information System a breakdown can be obtained regarding the knowledge and competences of repatriates' children learning in grade 3, 6, 9 and 12.</p>
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>Latvia has not concluded international agreements with the Eastern Partnership countries on the recognition of professional qualifications. Since signing an agreement on recognition of professional qualifications would mean recognition not only in Latvia, but in all Member States, such agreements are concluded between the EU and third countries. There is a mismatch between educational programmes in the EU Member States, so automatic recognition of professional qualifications cannot be introduced.</p>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>There is no statistics about the number of returnees that invest in small businesses every year. All Latvia's actions that support realization of business activities are focused on all groups of the society with an aim to promote new and competitive enterprise formation in Latvia by ensuring entrepreneurs with the respective environment, consultative services, funding, training, etc. On 13<sup>th</sup> March, 2012 the programme of work "Human resources and Employment" has been confirmed, which foresees the promotion of job creation. This way, re-emigration issue also will be addressed.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>There is no statistics about the number of returnees engaged in capacity building activities and transfer of knowledge every year. Latvia has implemented several initiatives with an aim to support entrepreneurship, for instance, the introduction of patent fees and a single tax regime for all enterprises, the reduction of state taxes for the commercial register etc. As a result, the main conditions for launching the entrepreneurial activity and facilitating its performance have been laid down especially for micro entrepreneurs/ performers of economic activities. More information: <a href="http://www.em.gov.lv/em/2nd/?cat=30108">http://www.em.gov.lv/em/2nd/?cat=30108</a></p> <p>Students studying abroad were identified as a priority target group for re-emigration policy in the field of higher education. Initiatives for students studying abroad and support measures for returnees will be developed in the framework of the Re-emigration Support Action Plan.</p> <p>An initiative of the Latvian Language Agency has been approved for 2013 to organize a summer training workshop for teachers working with repatriates' children and repatriated families. Altogether 30 participants will be able to join the workshop in July 2013.</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/ outflows changed as a result</b></p>	<p>When the economic recession set in, the number of issued work permits decreased by more than 50% (in 2008 – 5355 work permits; 2009 – 2011 – on average 2300 permits per year). Particularly explicit decrease has been observed in the construction industry, which has been noticeably affected by the economic recession. If 1773 work permits have been</p>



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<p><b>of the global economic downturn?</b></p>	<p>issued in 2007 in this industry, then in 2009 – only 82 work permits have been issued, but in 2010 – 20 work permits.</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>Since 2004 the increase in emigration of people from Latvia to other EU Member States has been observed. Exact data about the number of emigrated people does not exist.</p>
<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b></p>	<p>By the deterioration of the economic situation, no activities in Latvia aimed at restricting the number of guest workers have been carried out, because the number of guest workers sharply declined. The decline of the number of guest workers was related to the reduction of activities made by the enterprises.</p>
<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b></p>	<p>Decrease of the economic activity had strong influence on employment indicators. Unemployment rate of total population increased from 8.0 % in 2008 to 19.8 % in 2010. Then, in 2011, it decreased to 16.2 % (Eurostat), and the Ministry of Economics of the Republic of Latvia has forecasted that unemployment rate in 2012 will be 13.8 %. Significant regional disparities are observed in the level of unemployment of population – it is significantly higher in rural areas, especially, in the Eastern part of the country.</p> <p>The Ministry of Economics of the Republic of Latvia elaborates labour market development scenarios as well as medium and long-term forecasts. The main macroeconomic development scenario foresees a moderate economic growth also in the next decades. A rapid employment increase is not expected in the medium-term due to the productivity rise, which is an important condition for competitiveness.</p> <p>Labour market shortages are not foreseen in the medium-term forecasts made by the Ministry of Economics of the Republic of Latvia, although significant regional disparities may be observed in the number of available labour force and new jobs. Some employers indicate the problems they are facing with hiring skilled/qualified employees (due to massive emigration during crisis, including highly skilled workforce), but still we cannot talk about this issue as a common trend on the labour market or specific economic sectors.</p>

<p><b>PARTICIPATING STATE: LITHUANIA</b></p>	
<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>Circular migration term is not defined in the Lithuanian legal acts, but circular migration mentioned in one act of the Republic of Lithuania - Lithuanian immigration policy guidelines (approved by the Government of the Republic of Lithuania in 2008 December 3, Resolution No. 1317). These Guidelines states that "it is necessary to take advantage of circular migration opportunities, in order those third-country nationals wishing to work in the Republic of Lithuania, to return</p>

	<p>to their country of origin. It is appropriate that third-country nationals, who are involved in circular migration, could not able to stay in the Republic of Lithuania, if changes in the situation on the labor market take place.</p> <p>Such circular migration perception is closer to the "return migration", which is understood as one migration cycle (come - out) concept.</p>
<p><b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b></p>	<p>Lithuanian tax laws ensure the elimination of double taxation for all Lithuanian residents including migrant workers. According to the Law on Tax on Income of Individuals income (except for interest, dividends and royalties) received by a resident of Lithuania in a foreign country, which is a Member State of the EU or with which Lithuania applies a treaty for the avoidance of double taxation, are not taxed in Lithuania if income tax has been paid in that foreign country. As regards interest, dividends and royalties received in aforementioned countries and all items of income received in other countries elimination of double taxation is ensured by applying credit method, i.e. a resident of Lithuania may deduct the amount of income tax paid in a foreign country on income received in that country from the amount of income tax payable on that income in Lithuania.</p> <p>Income received in Lithuania by migrant workers who are not residents of Lithuania are taxed according to the provisions of tax treaties and national tax laws and elimination of double taxation for such workers are provided by countries of their residence.</p> <p>It should be noticed that aforementioned provisions is in line with the international taxation practice according to which every country has to ensure the elimination of double taxation only in respect of its residents.</p>
<p><b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b></p>	<p>There is no such policy on the National agenda.</p>
<p><b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b></p>	<p>According to the orders of the Minister of Social Security and Labor "On approval of description of conditions of procedures concerning issuing a permission to work for foreigners" (2009) and "On approval of the list of professions whose specialists are lacking in the Republic of Lithuania by economic activity segments" (approving twice a year) potential employer has advantage in recruiting the bottleneck labor force (the work permit is issued in a maximum of 24 days instead of 41). In this case employees are issuing Multiple entry national visa.</p>
<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>Lithuania does not promote circular migration policies of the Lithuania's citizens, as well as based on bilateral agreements. Bilateral agreements on social security are valid with Belarus and Ukraine, which regulate social protection of the residents of one of the parties in the territory of the partners, as well as the determination of the law applicable to employed persons. It is also valid bilateral agreement with Ukraine (1995, March 28) on mutual employment of citizens which applies to the</p>

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	<p>Lithuanian and Ukrainian citizens residing in the territory of their own country, who are sent to work in another country under the agreements concluded between the two countries economic subjects and are employed by an employer in another State under an employment contract. The main provisions of the agreement - the work permit procedure, setting of the applicable legislation and so on.</p>
<p><b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b></p>	<p>There are no negotiations for migrant workers' social rights transfer. Negotiations are currently underway with the Republic of Moldova on the project of the Agreement on Social Security, the main provisions - determination of the law applicable to persons employed in the territory of the Contracting Parties, and both of their citizens' retirement provision.</p>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>There are two types of recognition: academic and professional. In both cases the main aim is recognition of foreign qualification. However, in every case the approach to qualifications is different.</p> <p>In case of academic recognition the aim is to assess the value of a foreign educational qualification with a view to access to educational and/or employment activities. The institution in charge of assessment and academic recognition of international qualifications in Lithuania is The Centre for Quality Assessment in Higher Education (CQAHE). Assessment is carried out while comparing a foreign qualification to an appropriate qualification of the Republic of Lithuania. The assessors mainly seek to determine whether the foreign qualifications are comparable to the secondary or higher education qualifications conferred in Lithuania. After the assessment procedure is over, CQAHE issues a recognition statement.</p> <p>In case of professional recognition the most important criteria are knowledge, professional skills and competences of the qualification holder needed for starting an appropriate professional career.</p> <p>If profession is state non-regulated and applicator willing to start professional carrier in Lithuania, the decision regarding professional skills and competences will be made by a future employer. The employers may ask a candidate to get academic recognition statement in order to gain better understanding of the level of foreign qualification.</p> <p>In case of state regulated professions, the decision regarding professional recognition is taken by the competent professional recognition institution. Notable that in this case academic assessment of qualifications is necessary for professional recognition. This is because professional recognition authorities have to know the level of appropriate qualification.</p> <p>Recognition of the regulated professional qualifications in the Republic of Lithuania is coordinated by the Ministry of Economy.</p> <p>Ministry of Economy, as a contact institution according to the</p>

	<p>Directive 2005/36/EC of the European Parliament and of the Council on the recognition of professional qualifications regulations, is responsible for:</p> <ul style="list-style-type: none"> <li>- providing necessary information to the citizens and contact points of other Member States concerning the recognition of professional qualifications: information about the national laws, regulated professions and professional activities , also including laws on social security, and, where appropriate, the rules of ethics;</li> <li>- in cooperation with other EU Member states contact points and the competent authorities of the Republic of Lithuania, assisting citizens in realizing the rights determined by the law on the recognition of regulated professional qualifications by the Republic of Lithuania;</li> <li>- administrating website of the recognition of the regulated professional qualifications in the Republic of Lithuania;</li> <li>- arranging and organizing the publishing of the methodological and informational material.</li> </ul>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>See answer to question 7.</p>
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>This question is regulated by the Convention on the Recognition of Qualifications concerning Higher Education in the European Region (Lisbon 1997), which defines the basic school and higher education qualifications recognition principles - a multilateral agreement signed between Lithuania and the other 52 countries, including Belarus, Ukraine , Moldova, Georgia, Armenia and Azerbaijan. Additional bilateral agreements are not necessary with countries which are involved in Convention on the Recognition of Qualifications concerning Higher Education in the European Region 1997.</p>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>In 2011 the Government of the Republic of Lithuania approved the "Global Lithuania –involvement of the foreign Lithuanians in public life - development program for 2011-2019 (hereinafter - Global Lithuania program). This program was drafted by the Ministry of Foreign Affairs led an inter-institutional working group, made up of various Lithuanian authorities, institutions and organizations as well as representatives of the Lithuanian World Community. Global Lithuania program's main objective - to encourage Lithuanians living abroad to participate in the Lithuania-related science, business, cultural and sporting activities, and the Lithuanian state institutions and agencies - to become more involved in initiatives and projects of Lithuanians abroad.</p> <p>Ministry of the Economy of the Republic of Lithuania supports the Global Lithuania's idea and contributes to the achievement of its objectives. In 2012 was initiated the Young Professionals</p>

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	<p>Program (YPP) "Create for Lithuania". YPP - is the first program in Lithuania for young professionals who have completed higher studies abroad. This program provides a real opportunity for young people to go back to Lithuania and to contribute to the public welfare. This is a great opportunity to gain invaluable experience in a year (4-month rotation basis), working with state projects of foreign investment, entrepreneurship, innovation, EU assistance, social welfare and other fields, and to convey their skills and knowledge for public sector bodies. Participants of the YPP are selected after a special competitive selection of higher education abroad graduates.</p> <p>NGO "Entrepreneur Lithuania", together with partners, NGO "Global Lithuanian Leaders" create a professional network of Lithuanian origin, which currently has more than 50 highly skilled professionals and a few hundred students abroad. Network members are invited to actively participate in the Lithuanian economic life through a variety of events in Lithuania and abroad.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>See answer to question 10.</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/outflows changed as a result of the global economic downturn?</b></p>	<p>Scale of immigration to Lithuania is quite modest. Department of Statistics declared that in 2011 15.7 thousands persons immigrated to Lithuania, of whom as many as 14 thousands were citizens of the Republic of Lithuania. So the number of "real" immigrants in 2011 was only 1.7 thousands. By comparison, in 2008, before the critical period, 3000 "real" immigrants arrived. It follows that during the global economic downturn in Lithuania, half as of immigrants immigrated than before global economic downturn.</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>During the Global economic downturn, emigration from Lithuania increased (in 2011 emigrated 53.9 thousands citizens of the Republic of Lithuania, in 2008 - 23.7 thousands). Also in the same period, the percentage of returning Lithuanian nationals to Lithuania increased (in 2011 returned 14 thousands Lithuanian citizens, in 2008 - 6.3 thousands).</p>
<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b></p>	<p>N/A.</p>
<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still</b></p>	<p>Economic growth in 2011 has had a positive impact on the labor market. Since 2011 increase of the number of employed is notable. Compared with the highest level, which was in 2010 (14.5 percent), employment grew by nearly 5 percent. The number of unemployed</p>

<p><b>have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b></p>	<p>is decreasing. Predicted that the registered unemployment rate will decline further, but unemployment rates remain high.</p>
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<p><b>PARTICIPATING STATE: MOLDOVA</b></p>	
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<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>The first Article of the Law #180 of 10.07.2007 on labor migration provides a definition of a seasonal worker as follows:</p> <p>Seasonal worker - a foreign citizen / national of the Republic of Moldova or a stateless person employed in the Republic of Moldova / other country on the basis of an employment agreement entered into for a fixed term or for a specific work performed within a certain period of the calendar year.</p> <p>Article 10 of the above Law stipulates the procedure for issuing work permits to seasonal workers. Paragraph (3) of Article 10 states that seasonal workers that arrived in the Republic of Moldova for a period of over 30 days have the right to work and the right to temporary stay for labor purposes for the requested period of time but not more than nine months.</p>
<p><b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b></p>	<p>-----</p>
<p><b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b></p>	<p>In accordance with current legislation the organization of temporary employment of Moldovan citizens abroad is carried out by private employment agencies on the basis of licenses for employment of citizens of the Republic of Moldova abroad. Prior to obtaining the license the entities negotiate cooperation agreements with foreign employers and draft individual employment agreements with the National Employment Agency.</p>
<p><b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b></p>	<p>At present, given the labor market situation and the availability of a sufficient number of workers, the economic entities do not apply to the National Employment Agency with requests for foreign seasonal workers.</p>
<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>The Agreement between the Government of the Republic of Moldova and the Government of the Italian Republic in the field of labor migration and the Protocol on the implementation of the Agreement in the field of labor migration signed on July 5, 2011 are a model of seasonal migration. The Agreement and the Protocol contain provisions relating to the vocational training of the working citizens of the Republic of Moldova, with the implementation of initiatives promoting the return to homeland, with the introduction of circular migration scheme.</p>

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<p>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</p>	<p>Given the increasing mobility of labor resources across the borders of states and the intensive migration of able-bodied population - a problem faced by the Republic of Moldova in the last decade - the coordination of social protection system has become an important part of state social policy.</p> <p>Migration processes have led to the need to conclude bilateral agreements on social insurance with countries of residence of the migrant workers.</p> <p>To date, 8 bilateral agreements on social insurance were signed between the Republic of Moldova and the following states:</p> <ul style="list-style-type: none"><li>(1) <b>The Republic of Bulgaria</b>, in Sofia, entered into force on September 1, 2009;</li><li>(2) <b>The Portuguese Republic</b>, signed on February 11, 2009 in Lisbon, ratified by the Law #188-XVIII of 15.07.2010;</li><li>(3) <b>Romania</b>, signed on April 27, 2010 in Bucharest;</li><li>(4) <b>The Grand Duchy of Luxembourg</b>, signed on June 14, 2010 in Luxembourg;</li><li>(5) <b>The Republic of Austria</b>, signed on September 5, 2011 in Chisinau;</li><li>(6) <b>The Republic of Estonia</b>, signed on October 19, 2011 in Tallinn;</li><li>(7) <b>The Czech Republic</b>, signed on October 19, 2011 in Prague.</li><li>(8) <b>The Kingdom of Belgium</b>, signed on September 12, 2012 in Brussels.</li></ul> <p>The Republic of Moldova is currently negotiating bilateral agreements on social insurance with the following states: <b>Hungary, Poland and Lithuania.</b></p> <p>At present, the Moldovan authorities face difficulties in the further implementation of the proposed tasks - to start negotiations with the new states, on the one hand, and continue established bilateral dialogues, which do not have the necessary financial coverage, on the other hand. In some cases, this has led to the postponement of bilateral negotiations with certain European countries.</p> <p>Another obstacle is the lack of openness of some states where there is the biggest concentration of migrants to negotiations with the Republic of Moldova on the draft bilateral agreements on social insurance.</p>
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	<p>The conclusion of bilateral agreements with interested states shall have a positive impact on the welfare of insured migrant workers.</p>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>In order to improve the system for validating the knowledge and competence, the Republic of Moldova has taken the following steps:</p> <ol style="list-style-type: none"> <li>1. The Methodology of development of employment standards for blue-collar occupations was developed and approved by the Government of the Republic of Moldova. Employment standards will form the basis for the development of the National Qualifications Framework.</li> <li>2. The Ministry of Education developed and conducts the revision of: <ul style="list-style-type: none"> <li>- the concept of the system of evaluation of results of non-formal education;</li> <li>- the methodology of verification of results of non-formal education;</li> </ul> </li> <li>3. Also, the Ministry of Labor, Social Protection and Family is working on a draft law on professions, which will establish the regulations for the National Qualifications Framework, procedure for validating the qualifications, the mechanism for validating professional skills of adults acquired through non-formal education, including the skills of migrants. The validation of skills will be based on the employment standards.</li> </ol>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>In order to improve the system for validating the knowledge and competence, the Republic of Moldova has taken the following steps:</p> <ol style="list-style-type: none"> <li>1. The Methodology of development of employment standards for blue-collar occupations was developed and approved by the Government of the Republic of Moldova. Employment standards will form the basis for the development of the National Qualifications Framework.</li> <li>2. The Ministry of Education developed and conducts the revision of: <ul style="list-style-type: none"> <li>- the concept of the system of evaluation of results of non-formal education;</li> <li>- the methodology of verification of results of non-formal education;</li> </ul> </li> <li>3. Also, the Ministry of Labor, Social Protection and Family is working on a draft law on professions, which will establish the regulations for the National Qualifications Framework, procedure for validating the qualifications, the mechanism for validating professional skills of adults acquired through non-formal education, including the skills of migrants. The validation of skills will be based on the employment standards.</li> </ol>



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<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>In order to improve the system for validating the knowledge and competence, the Republic of Moldova has taken the following steps:</p> <ol style="list-style-type: none"> <li>1. The Methodology of development of employment standards for blue-collar occupations was developed and approved by the Government of the Republic of Moldova. Employment standards will form the basis for the development of the National Qualifications Framework.</li> <li>2. The Ministry of Education developed and conducts the revision of: <ul style="list-style-type: none"> <li>- the concept of the system of evaluation of results of non-formal education;</li> <li>- the methodology of verification of results of non-formal education;</li> </ul> </li> <li>3. Also, the Ministry of Labor, Social Protection and Family is working on a draft law on professions, which will establish the regulations for the National Qualifications Framework, procedure for validating the qualifications, the mechanism for validating professional skills of adults acquired through non-formal education, including the skills of migrants. The validation of skills will be based on the employment standards.</li> </ol>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p><b><i>The pilot program on attractation of remittances to the economy PARE 1+1 for 2010 - 2012</i></b> was approved by the Government Resolution #972 of 18.10.2010 and is aimed at migrant workers or first-degree relatives of migrant workers willing to invest in the start-up / development of own business.</p> <p><b>Migrant worker</b> – citizen of the Republic of Moldova voluntarily travelling abroad for the purpose of employment in accordance with the law.</p> <p><b>The first-degree relatives of migrant workers</b> are: husband/wife, parent/foster parents, son/daughter.</p> <p><b>TARGET GROUP:</b> Migrant workers or relatives of the first degree owning a company, which is at a start-up or development stage, with full private capital registered under one of the following legal forms:</p> <ol style="list-style-type: none"> <li>1. Individual enterprise/private entrepreneur;</li> <li>2. Limited Liability Company;</li> <li>3. Farm household (farmer);</li> <li>4. Production cooperatives;</li> <li>5. Business cooperatives.</li> </ol> <p><b>SELECTION CRITERIA:</b></p> <ol style="list-style-type: none"> <li>1. A citizen of the Republic of Moldova;</li> <li>2. Migrant worker from the Republic of Moldova or a first-degree relative of a migrant worker - the recipient of remittances;</li> <li>3. An individual willing to start own business in the Republic of Moldova or to develop the existing one;</li> </ol>

	<p>4. An individual with own capital generated by remittances, which can be confirmed through the provision of supporting documents on the origin of funds.</p> <p>If the total cost of the project proposed for funding is more than 400 000 MDL, the participant must prove that he/she has the necessary additional funds for full funding of the project confirmed by the following documents: 1) income statement, 2) employment agreement, 3 ) engagement agreement, 4) confirmation letter of intent.</p> <p>THE PILOT PROGRAMME WILL FINANCE ALL ACTIVITIES EXCEPT:</p> <ol style="list-style-type: none"> <li>1. Import of goods with the exception of equipment and raw materials;</li> <li>2. Trade;</li> <li>3. Trust and insurance activities;</li> <li>4. Investments;</li> <li>5. Banking, microfinancing and other financial activities;</li> <li>6. Currency exchange and pawnshops;</li> <li>7. Slot machines;</li> <li>8. Purchase of property;</li> <li>9. Catering services in Chisinau and Beltsy;</li> <li>10. Migration services in any form;</li> <li>11. Notary and legal services;</li> </ol>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>-----</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/ outflows changed as a result of the global economic downturn?</b></p>	<p>Moldova is a country that exports labor force. The outflow of migrants from the country is affected by the economic situation both in Moldova and in other countries in the region, particularly in countries that import Moldovan labor force. Currently, Moldova remains one of the poorest countries in the region with a fairly high level of poverty. This situation contributes to the fact that many people go to work or permanent residence to other countries in order to improve their financial situation, provide for education of their children, earn money to open their own business etc. The crisis of 2008 and the current debt crisis in the European Union contributed to the reduction of the rate of growth of income from the remittances, as well as the reorientation of labor force export from these countries to the CIS countries, namely Russia. Thus, if in 2008 the CIS accounted for about 49% of all remittances from abroad, including 42% - from Russia, in 2011 – it amounted to 64%, of which about 59% - from Russia.</p> <p>According to the statistics for the past few years the economic</p>

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	<p>situation in the Republic of Moldova did not much affect the inflow of migrants. Depending on the projects implemented in the Republic of Moldova the structural composition of immigrants that came to work changes. For example, during 2011 - 2012 in connection with the rehabilitation of roads the foreign experts in the field of road construction arrived in Moldova.</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>-----</p>
<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b></p>	<p>The economic crisis has affected not only the country's economy but also the categories of population that were at risk before the crisis or became vulnerable from the onset of the recession. The downturn of the economy has led to the increase in unemployment, including due to the returned immigrants, to the creation of a limited number of new jobs, reduction of wages or working hours by employers under the limited number of regulations that could be used by the Government to support those affected. The decline in remittances from abroad, which previously ensured a dignified life of people and allowed to escape poverty, was a critical factor in the increasing vulnerability of the population.</p> <p>To overcome this situation, the Government developed a Program of stabilization and economic recovery of the Republic of Moldova for 2009-2011. The three priorities were set in order to counter the destructive effects of the economic crisis and prevent the financial and social crisis of the larger scale, namely:</p> <ol style="list-style-type: none"> <li>1) stabilization and optimization of the public funds;</li> <li>2) recovery of economic activity;</li> <li>3) ensuring efficient and equitable social protection.</li> </ol> <p>In this context, one of the tasks of the third priority is <i>to promote the employment of the unemployed, including the returned immigrants</i>. Thus, the priority measures for 2009 were as follows:</p> <ol style="list-style-type: none"> <li>1) expansion of provision of information and consultations to the public on the demand and supply of labor force, including immigrants that returned to the country as a result of the loss of jobs overseas;</li> <li>2) expansion of retraining courses for the unemployed and returned immigrants;</li> </ol>

	<p>3) engagement of the unemployed in the temporary public works (maintenance of utilities affected by accidents, fires, natural disasters etc.), organized and monitored by local authorities.</p> <p>For the medium term it was envisaged to:</p> <p>1) expand the range of recipients of unemployment benefits by targeting agricultural workers and immigrants;</p> <p>2) change the mechanism of provision of the unemployment benefits by involvement of the unemployed in finding jobs and employment for the effective use of cash, including by reducing the amount of the unemployment benefits by 15% after 3 months of receipt and by 15% for the next 3 months;</p> <p>3) increase the number of individuals enrolled in vocational training;</p> <p>4) expand temporary employment through measures to encourage involvement in community service in the interest of the community;</p> <p>5) expand the range of beneficiaries of allowances for vocational integration or reintegration;</p> <p>6) provide for the development and maintenance of the Labor Market Information System, including the labor migration.</p> <p>Also, in order to change the immigration policy in our country in recent years the following measures were implemented in order to address the migration situation:</p> <p>The draft law on amendment of the Law #180-XVI of July 10, 2008 on labor migration was developed and submitted to the Government for consideration and approval of the changes and amendments to the given Law. Thus, the proposed draft offered significant reduction of the time period required for consideration of cases and adoption of decisions on the registration of foreigners, extension of the residence permit in accordance with the amount of investment, exclusion of several documents required for registration, exclusion of labor immigration quotas and establishment of special conditions for foreigners that are on the official business trip for up to 90 days.</p>
<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those</b></p>	<p>In recent years the number of the unemployed has decreased. In 2010, the National Employment Agency registered 81.5 thousand unemployed, in 2011 - 67.2 thousand unemployed, and in six months of 2012 there were 26.3 thousand unemployed. The labor force shortage is observed in the light industry sector.</p> <p>As for the labor force it should be noted that in the second quarter of 2012 the economic activity and employment levels</p>

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<p><b>shortages?</b></p>	<p>remain relatively low - 42.5% and 40.5% respectively. These indicators remained unchanged for a long period of time, so we can note the lack of employment of the labor force, which is caused mainly by the weak demand. The uncertainty of local entrepreneurs in the future arising from certain negative developments of the economy is not conducive to the creation of new jobs. However, a surplus of the labor force does not lead to the increase in unemployment but to the increase in the number of migrant workers (from 321.4 thousand people in the second quarter of 2011 to 357.6 thousand people in the first quarter of 2012).</p> <p>The majority of the unemployed have lyceum/general (26.6% of the unemployed in the second quarter of 2012), higher (22.6%) or vocational (21.2%) education, and much less of them have specialized secondary (15.3%) and gymnasium (13.9%) education. So there is a surplus of labor force with higher (especially economic and legal) and secondary vocational education, and the lack of workers with secondary education. This situation is also reflected in the employment sector. Thus, in the industrial and some other sectors of the economy there is a shortage of qualified staff with appropriate levels of education.</p> <p>In order to increase the employment and reduce unemployment the National Employment Agency has taken steps to pursue an active policy on the labor market, which envisages incentives for economic agents to create jobs for the recruitment of the unemployed and promoting the entrepreneurship.</p> <p>The National Employment Agency is taking steps aimed at raising public awareness of the population and economic agents through press and television, publishing of various booklets, brochures, illustrative materials etc. The state company Radio Moldova is provided with information for the announcement of vacancies in the labor market on a weekly basis, a newsletter The Labor Market through which the employers and those in search of work are informed about the changes in the current legislation on employment, social protection of persons in search of work is published.</p> <p>In order to inform the population about the labor market and prevent unemployment the 3 Labor Market Information Centers were opened at the employment agencies in Chisinau, Beltsy and Cagul. The Centers provide a wide range of specialized information services based on the principle of self-awareness and self-service, as well as advice on employment opportunities: information on the territorial and national labor market, on the demand and supply of labor force at the local level, employment in the country etc.</p> <p>At the same time, young people have the opportunity to place the CVs on the website - Labor Market in the Republic of Moldova, <a href="http://www.angajat.md">www.angajat.md</a>, and through telephone booths to contact the employers free of charge in order to discuss the terms of employment.</p>
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	<p>The Centers offer various publications and brochures, as well as studies and reports on the policies introduced in the labor market, training opportunities, risks of unregulated migration and videos on the topic.</p>
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<b>PARTICIPATING STATE: POLAND</b>	
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<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>Although the formal definition of circular migration has not been, up to this point, introduced in any legal acts, the Polish government’s document on migration policy entitled “Polish migration policy – state of play and further activities” recommends supporting and fostering circular migration. The existing short-term migration scheme allowing citizens of five countries (Belarus, Georgia, Moldova, Russia and Ukraine) to perform work in Poland for up to six months within twelve consecutive months without a work permit is a framework for circular labour mobility. The policy recommendation towards the continuation and further development of the above scheme is consistent with the EU direction towards promoting circular migration.</p>
<p><b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b></p>	<p>In Poland, the issues relating to the taxation of migrants (both emigrants and immigrants) are regulated by the rules of generally applicable tax law (Act on personal income tax and bilateral agreements on avoidance of double taxation). They apply both to the taxation of income earned in Poland by citizens of other states, as well as to the income earned by Polish citizens abroad. It should be indicated that, as a rule, the nationality (citizenship) of a natural person is irrelevant for the purpose of establishing tax rights or obligations.</p>
<p><b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b></p>	<p>The Polish government neither stimulates nor restricts the international movement of country nationals. There are no programs aimed at encouraging the labour-related emigration of Polish nationals. As for the potential migrants, the existing activities are aimed at providing them with information on the working and living conditions in the EU countries, including the potential risks involved. Since Poland’s accession to the EU, the Public Employment Service became a part of EURES – the European Employment Service network, established to facilitate the freedom of movement of employees. The above services cover, among others, support to job seekers in finding a relevant job and providing information on living and working conditions. Measures taken in order to minimize the possible negative consequences of emigration were mostly targeted at Poles considering the possibility of returning to Poland, and were related to a published guide and a website “powroty” (returns) - at present active as <a href="http://www.powroty.zielonalinia.gov.pl">www.powroty.zielonalinia.gov.pl</a>. The project is part of the Employment Services Centre for Information and Consultation and is co-financed by The European Social Fund and implemented under The Human Capital Operational Program. This tool is aimed at providing potential returnees with practical information, which might facilitate their decision concerning their possible return to Poland and their successful reintegration them into the labour market.</p>

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<p><b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b></p>	<p>As mentioned above in the point 1), the temporary migration scheme, (the so-called simplified procedure) allowing citizens of five countries (Belarus, Georgia, Moldova, Russia and Ukraine) to perform work in Poland up to six months within twelve consecutive months on the basis of an employer's statement on the intention to employ a foreigner is generally perceived as a solution which facilitates circularity. Initially the above scheme, introduced in 2006, was envisaged as a pilot program addressed to citizens of neighboring countries (Ukraine, Russia and Belarus). Since then, the scheme evolved into the most significant (statistically) formula of employment of foreigners in Poland. The recently adopted document "Polish migration policy – state of play and further activities" recommends to develop facilitations of the foreigners' access to the labour market. The document also recommends that the implementation of a EU directive on seasonal migration should be taken into account when creating the conditions for legal circular migration.</p>
<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>No. Bilateral agreements of this kind were concluded in the 90's with the several EU Members States countries (for example Germany). They are not applied anymore since opening of these Member States' labour markets to Polish workers.</p>
<p><b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b></p>	<p>Yes. On 18 May 2012 in Kiev, the Ministers responsible for employment of Poland and Ukraine signed the Agreement between the Republic of Poland and Ukraine on Social Security and the Administrative Agreement on its application, which will be a foundation for coordination of social security arrangements in place in Poland and Ukraine. Both documents will come into force in the fourth quarter of 2012. The negotiation process has been initiated with Moldova, Turkey and Quebec. Other third countries (India, Japan, Israel) are also being considered as potential partners of such agreements. The main reasons for choosing a partner for negotiations of the agreement are mainly politically and economically based. Nonetheless, the initiative of a third country itself may also be a factor which contributes to the decision on commencing the negotiation process (i.e. case of Moldova).</p>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>In Poland there is no separate system of validation of knowledge and competences for migrant or Polish citizens returning back to Poland, the existing system is opened for all stakeholders.</p>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>In Poland there is no separate system of validation of knowledge and competences for migrant or Polish citizens returning back to Poland, the existing system is opened for all stakeholders.</p> <p>There are clear legal basis for recognition of foreign diplomas and certificates. As far as validation of uncertified knowledge and competences is concerned, such a system is under development within the works on the Polish Qualifications Framework. To give an example <i>The Ordinance of the Minister of National Education (24.02.2012) amending the Ordinance</i></p>

	<p><i>on the Circumstances and the Methods of Assessment, Classifying and Promoting Students and Participants, and Conducting Tests and Examinations in Public Schools</i> introduces extramural vocational exams which enable to validate separate skills of a given profession. Such exams can be taken by all stakeholders, irrespective of their nationality.</p> <p>It should be mentioned that since 2004 foreigners and Polish citizens permanently residing abroad can take an exam and obtain the certificate of knowledge of the Polish language at one of three levels: B1, B2 (independent communication) and C2 (proficient). Other levels: A1, A2 (basic) and C1 (proficient) – are being developed. Examinations are conducted, in Poland and abroad, by the National Commission for the Certification of Proficiency in Polish as a Foreign Language, established in 2003, acting under the amended Polish Language Act of 11th April 2003. The standards and methods of the exams are based on the latest recommendations of the Council of Europe with a view to standardize testing of language skills in Europe. The exams test the Polish language competence and do not test any additional knowledge or professional skills of candidates.</p>
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>Currently Poland is a party to the bilateral agreements on the recognition of education for academic purposes with Belarus (signed in 28th April 2005, in force since 12th December 2005) and Ukraine (signed in 11th April 2005, in force since 20th June 2006). On the basis of those agreements foreign school certificates and diplomas may be recognized in Poland for the purpose of further studies.</p> <p>Degrees which does not come within any international agreement, but give access to further studies or the right to start doctoral proceedings in the country where were awarded (i.a. from Georgia, Azerbaijan, Armenia, Moldova), give access to further studies at a given level (second cycle studies, postgraduate studies, third cycle / doctoral studies) or the right to start doctoral proceedings in Poland, pursuant to Article 191a Paragraph 3 and 4 of the Law on Higher Education of 27th July 2005 (in force since 1st October 2011).</p> <p>For professional purposes recognition of school certificates and diplomas obtained in countries other than EU member states or Norway, Iceland, Liechtenstein and Switzerland is carried out in Poland in accordance with the national legislation. This means that a person wishing to practice a regulated profession should first have the foreign certificate or higher education diplomas recognized, and only then apply for the professional rights in accordance with the regulations pertaining to the exercise of a given profession in Poland. Such a recognition may be stated either on the basis of international agreements or (if there are no such agreements) by means of notification. In case the profession the person wishes to practice is not regulated in Poland, the decision on the recognition of your foreign qualifications belongs to the employer.</p>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects,</b></p>	<p>According to the statistics of the year 2011, there is a significant difference in situation of female and male returnees at the labour market in Poland. The employment rate for male returnees, who stayed abroad during the last 4 years, is higher</p>



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<p><b>policies) that support them in these investments (please provide some details)?</b></p>	<p>(80,1%) than for the whole male population (71%). Differently for women, employment rate of female returnees reached the level of 54,4% and employment rate of the whole female population is 57,6%. In the same time, 9,3% of male returnees started their own economic activity, whereas for the whole male population this index reached the level of 7,5%. In contrast, 3,3% of the whole female population started their own economic activity, whereas in the group of female returnees, this index amounted to 2,7%.</p> <p>The initiatives supporting investments in enterprises are addressed to all entrepreneurs on the equal basis (irrespective of the fact, whether they returned from abroad or stayed all the time in Poland). Most of the initiatives aim at support of innovative enterprises.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>See answer to question 10.</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/ outflows changed as a result of the global economic downturn?</b></p>	<p>The statistics on employment of foreigners in Poland do not indicate clearly that factors such as the number of immigrants and economic crisis are closely interrelated. As for the number of work permits issued to foreigners in the consecutive years, a steep growth in the number of work permits was observed in 2009 (over 60% comparing to the previous year), with a gradual, but rather stable growth in the following years. Such a rapid change is partly ascribed to the liberalization of the rules of access of foreigners to the Polish labour market introduced in February 2009. Since then, the number of work permits has been growing moderately, at the same time remaining on a relatively stable level. In 2011, the number of work permits reached the number of 40 808, which constituted a 10% growth in relation to the previous year.</p> <p>The number of declarations on the intention to employ a foreigner, registered in the local labour offices has been growing gradually since the introduction of the scheme, with a visible growth in 2011 (about 44 % more comparing to the previous year), when 259 777 declarations were registered. The above data reflects the rising popularity of the so-called simplified system.</p> <p>Since the accession of Poland to the EU, a growing trend in the number of immigrants is visible. The economic boom in 2006 and the increase of investments entailed the growing demand for labour force. At the same time post-accession outflow of Polish citizens which reached its peak in 2007. In some sectors of economy (agriculture, construction) labour shortages were identified which brought a response in the shape of gradual liberalization of the rules of access of foreigners to the Polish labour market (with growth of the scale</p>

	of labour immigration as a consequence).
<b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b>	<p>Despite prior expectations, a mass return of Polish citizens during the global downturn has not been observed. The economic slowdown (which generally brought about a deterioration of the situation on the EU labour markets) did not prove to be a key factor influencing the Polish migrants' decision concerning the possible return to Poland. Those who were returning home were reportedly doing it for different reasons (i.e. family) and declared their stay in Poland as being only of temporary character. At the same time the dynamics of outflows were visibly weaker. The crisis did not affect so much the return rate, as the tendency to leave the country. The economic situation in destination countries however did lead to a shift in the preferred direction of labour migration – Ireland and UK ('new emigration countries') became less popular among Polish migrants, in favour of traditional Polish emigration destination countries such as Germany.</p>
<b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b>	<p>No, such measures were not taken. On the one hand the economic crisis did not trigger a radical shift as regards the macroeconomic indicators for Poland (comparing to the EU average) and on the other, the scale of foreign workforce in Poland has been too marginal in scale to influence the labour market as a whole. The presence of foreigners on the Polish labour market is generally of a complementary character and, additionally, the work permit procedure (as a general rule) envisages a so-called labour market test, which is a tool created in order to secure the countrymen position on the labour market.</p>
<b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b>	<p>The global economic crisis has also impacted the Polish labour market, though less severely than in other EU countries. At the end of 2006, the unemployment rate in Poland amounted to 14.8 %. At the end of 2008 it was reduced to 9.5%, but at the end of 2009 it rose to 12.1 %. At the end of 2010, unemployment in Poland was at the level of 12.3%. The registered unemployment rate in September 2012 has reached 12,4 % (about the average unemployment level in the EU).</p> <p>Despite the visible level of unemployment, sectors, where labour shortages are identified, are defined in various studies and analyses concerning the situation of the Polish labour market. A European Social Fund project "Human Capital Balance: what type of employees are needed by Polish employers", carried out in 2010, showed that the sectors, where the demand for work force is the greatest, were "blue-collar" sectors, ie (skilled or unskilled) construction, mechanical, maintenance, technical installation. Amongst other groups, where shortages could be experienced, are financial/management staff and employees of the services sector (eg. salespeople or customer service staff).</p> <p>As a means of addressing these shortages, a strategy of improving the education system (at all levels) has been introduced. The initiation of the strategy ("Lifelong learning perspective") is dependent on the adoption of the Human Capital Development Strategy (SRKL), to which the strategy is an annex. The adoption of this document is planned for 2012. Till then, various actions encompassing both a diagnosis of the</p>

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	<p>labour market's needs and the use of instruments which are to ensure that investments in the development of necessary qualifications are carried out, are being undertaken. To name a few of them:</p> <ul style="list-style-type: none"> <li>- the development of a web-based professional and education information system;</li> <li>- the development of modular training courses for employees of labour offices to improve the implementation of tasks concerning the diagnosing of skills;</li> <li>- the development of a methodology for analysis of effectiveness of labour market policies;</li> <li>- improvement of the "Monitoring of labour market deficit and surplus" study.</li> </ul>
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<b>PARTICIPATING STATE: THE REPUBLIC OF SLOVAKIA</b>	
<b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b>	<p>The definition of circular migration is not yet in Slovak legislation defined. In 2011 the government of the Slovak Republic adopted the Migration Policy of the Slovak Republic with a view to the year 2020. The one of the task for the future of this Migration Policy is updating the conditions creating the legal framework allowing the entry of migrants into the labor market, also for seasonal employment, temporary and circular migration and the other forms of short-terms employment. This task will be dealt with accordance and needs of the national economy and the labor market.</p>
<b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b>	<p>The Slovak Republic has adopted 64 bilateral agreements on avoidance of double taxation of migrant workers. These agreements are standard prepared by the OECD Model Tax agreement on income and property which in the article 15, par. 1 governs the taxation of income from operations perform abroad. According to this article – salaries, wages and the other similar remuneration derived by a resident of the Contracting State because of the employment – are taxed only in this state. If the employment is exercised in the other State – remuneration of this employment can be taxed in that other state. But these agreements on avoidance of double taxation are not the specific instrument regulating tax policy in the migrant workers area.</p>
<b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give examples of such policies?</b>	<p>For support own nationals in finding legal employment abroad, Slovak Republic uses the free movement of labor according to EU legislation – Regulation (EU) No 492/2011 of the European Parliament and of the Council of 5 April 2011 on freedom of movement for workers within the Union.</p> <p>In relation to the third countries the Slovak Republic does not apply the policy supporting the legal migration. Legislation including constitutional law allow to search the employment also abroad for the citizens of the Slovak Republic, respective move legally abroad.</p>
<b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b>	<p>No, Slovak Republic does not apply the circular migration policy. The situation in labor market of the Slovak Republic does not require.</p>

<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>No, the Slovak Republic does not apply the circular migration policy through bilateral agreements. Slovak Republic has negative knowledge from the realization of the bilateral agreements on employment. For this reason, at present is the employment of third-country nationals realized on the basis of general applicable laws and not on the bilateral agreements.</p>
<p><b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b></p>	<p>The Slovak Republic negotiates and sign bilateral agreement for social security. The Slovak Republic as first contact those third countries where is large Slovak community while taking care that proposals are in consistent with foreign policy of the Slovak Republic.</p> <p>The Slovak Republic has concluded bilateral agreements on social security with the following third countries – Australia, Croatia, Israel, Yugoslavia (its successor states), Canada, Quebec, South Korea, Ukraine, USSR (its successor states except Georgia and the Baltic States that have not succession to bilateral agreements of USSR). In stage of approval is the bilateral agreement on social security with Turkey, Serbia and the USA. In stage of negotiation is the agreement with Japan and the negotiations are prepared with Russia Federation, Macedonia and Montenegro.</p> <p>Problem by the concluding of agreement on social security is the inclusion of health care to the content and scope of these agreements.</p>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants residing in your country?</b></p>	<p>In Slovak Republic the issue of recognition of qualification is solved in the Centre for Recognition of Diplomas on education that falls within the scope to the Ministry of Education, Science, Research and Sport of the Slovak Republic.</p> <p>Verification of competence in terms of migrants stay covers the Bureau of Border and Alien Police, Presidium of Police Force.</p> <p>Access to labor market and employment solve the Office of Labor, Social Affairs and Family.</p>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>No.</p> <p>Knowledge and skills of own citizens returning from abroad in case of employment is verifying by employer. In case of an acquisition or education amendment the Centre for Recognition of Diplomas on education.</p>
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>In this case the Slovak Republic is governed by the Directive 2005/36/EC of the European Parliament and of the Council of 7 September 2005 on the recognition of professional qualification which clearly defines the rules for the recognition of qualification.</p> <p>In case of academic education the Slovak Republic has concluded bilateral agreements on the recognition of higher education with Czech Republic, Croatia, Hungary, Germany, Poland and Romania.</p>

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<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>The number of returnees that invest in small business or in self-employment is not separately monitor from the Office of Labor, Social Affairs and Family. There are not registered the projects, policies to support returnees. Projects and policies are oriented on registered job seekers, respectively job seekers.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>These data are not separately monitored.</p> <p>There are no specific initiatives, projects or policies. It is the same as with citizens of the Slovak Republic.</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/outflows changed as a result of the global economic downturn?</b></p>	<p>The economic situation due to the negative impact of the economic crisis on the Slovak economy and labour market conditions have an impact on the inflows and outflows of migrants. The increase in the number of migrants from 2007 and 2008 significantly eased, but did not go into red numbers“, and from the Slovak Republic side has been no special restriction to limit the admission or to ensure he returns of economic migrants to their home countries.</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>Yes.</p> <p>Because of the high unemployment rate a lot of Slovak citizens seek the employment abroad, especially in the EU Member States. Also, because the loss of employment abroad many of Slovak citizens returned and after some period went back to look employment abroad.</p>
<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b></p>	<p>Migration Policy of the Slovak Republic with a view to 2020 approved the government of the Slovak Republic in 2011. Its aim is to harmonize the national migration policy within the European Union and also to manage the economic migration in accordance with primarily determined needs of the Slovak Republic.</p> <p>The basic criterion for admission of foreigners in the framework of management the economic migration is their potential for the development of the Slovak economy and society, with a preference for admission of migrants who have the necessary skills and competencies to cover continuing demand for scare occupation in the national labor market.</p> <p>These must take into account the developments of needs of the Slovak Republic as a result of the impact of the economic crisis.</p>

<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b></p>	<p>Yes. The unemployment rate in 2008 was 8.4%. In August 2012 is 13.4%.</p> <p>Yes. The Slovak Republic registers the sectors where there are labor shortages – these include healthcare, IT, partly engineering. Since each of these sectors has a different specification, it requires a different approach which cannot be solved in general but based on the requirements for manpower in the relevant sector. Policies are directed to the education of the citizens of the Slovak Republic but not in relation to third-country nationals.</p>
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<b>PARTICIPATING STATE: SWEDEN</b>	
<p><b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b></p>	<p>Sweden defines circular migration as temporary or long term movements between countries, which often are recurrent and can contribute to development in both countries of origin and countries of destination - as well as for the individual.</p> <p>In Sweden the term circular migration is mainly used to describe how migrants, who have a permanent residence permit in Sweden, can return and contribute to development in their country of origin. Circular migration in the Swedish context is not a term used to describe guest worker programs. On the contrary, circular migration is something that can include all migrants, regardless of their immigration status. The government is of the opinion that it should be possible for migrants to leave Sweden for their country of origin (or any other country), while still having the possibility to move back to Sweden, without too many obstacles.</p> <p>There is also a strong connection to the development effects of migration, and the Swedish policy has derived from a growing understanding that migrants can contribute to development in many different ways. By making it easier to move between countries these development effects can be supported.</p> <p>The notion of temporariness is also part of the picture. By definition, circular migration involves non-permanent stays in countries of destination. To complete a migration “circle”, one must have travelled abroad and then returned at some point in time. However, it is not necessarily so, that the temporary nature of migrants’ stays in countries of destination is the result of formal time restrictions on conditions for entry and stay.</p>
<p><b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b></p>	<p>Yes! Sweden, when being the state of residence, avoids or eliminates international double taxation either under an applicable tax treaty, or, in absence of such a treaty, under internal tax law (e.g. the Income Tax Act and/or the Foreign Tax Credit Act).</p>
<p><b>3. Do you run policies supporting your own nationals in finding legal employment</b></p>	<p>The Public Employment Service’s (Arbetsförmedlingen, PES) task is to bring together those who have a vacancy to fill with those who are looking for work and to contribute to a well-</p>

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<p><b>abroad? Could you give examples of such policies?</b></p>	<p>functioning labor market. The experience of PES is that contacts with employers, job seekers, governments, social partners and institutions in other countries, mainly in Europe, are becoming increasingly important to provide an efficient service. PES is actively participating in the European network EURES and the World Association of Public Employment Services.</p>
<p><b>4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?</b></p>	<p>Sweden emphasizes spontaneous circular migration – in contrast to the managed circular migration that takes place within specific programs and projects. Spontaneous circular migration takes place when migrants themselves can chose to return, on a temporary or permanent basis, while still having the possibility to move back to Sweden, without too many obstacles. This kind of spontaneous movement can take place when there is an enabling legislative framework which facilitates mobility.</p> <p>In 2009 the government set up a parliamentary committee to look at how it could further facilitate mobility – The Parliamentary Committee on Circular Migration and Development. The Committee's task was to study circular migration to and from Sweden and to propose measures to facilitate circular migration, in order to increase the positive development effects of these movements.</p> <p>In the final report from the committee, it presented both legislative changes and other recommendations aimed at facilitating mobility between Sweden and the countries of origin, in order to enhance the positive development effects. For example, it was suggested that it should be possible with absence without loss of residency status, i.e. a change to the Alien's Act so that a permanent residence permit would not be withdrawn immediately when person is no longer considered to be living in Sweden. The proposals from the committee are not yet implemented, but are currently reviewed within the governmental offices.</p>
<p><b>5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?</b></p>	<p>No, we have no such policies or agreements.</p>
<p><b>6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?</b></p>	<p>Yes, Sweden negotiates and signs social security agreements on portability of social rights of migrant workers. In such a process, the principle of reciprocity is essential from a Swedish perspective as well as the number of persons covered by the agreement.</p> <p>The main obstacles for signature/implementation are the lack of that principle and not enough Swedish personnel resources for negotiating (one or two negotiation rounds are held every year and some negotiation processes are very long).</p>
<p><b>7. Do you have a system for validating the knowledge and competence of migrants</b></p>	<p><i>PES</i> can assist persons looking for work by providing guidance and information concerning recognition of qualifications for employment purposes.</p>

<p><b>residing in your country?</b></p>	<p>In Sweden persons with a completed foreign education program and/or qualification can apply for a validation of the qualification in order to facilitate further studies or work. Responsibility for validation of qualifications is shared by three different agencies; the National Agency for Higher Education (Högskoleverket), the Agency for Higher Education Services (Verket för högskoleservice) and the National Agency for Higher Vocational Education (Myndigheten för yrkeshögskolan). Which agency that carries out the validation is determined by both the aim of the validation and the level of the qualifications.</p>
<p><b>8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?</b></p>	<p>See answer to question 7.</p>
<p><b>9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?</b></p>	<p>No, in addition to what is included in free trade agreements negotiated by the EU, Sweden is not negotiating agreements on recognition of qualifications and skills.</p>
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>There is no information available on the number of returnees investing in small businesses. There are no special projects to attract investments from Swedish citizens abroad.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>There is no information available on the number of returnees engaged in capacity building projects. There are no special projects to support Swedish citizens returning to Sweden.</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/ outflows changed as a result of the global economic downturn?</b></p>	<p>The number of first time work permits granted to third country nationals has increased from 13 877 in 2009 to 25 122 in 2011. The biggest increase was between 2009 and 2010 when it increased from 13 877 to 20 777. In 2012 (up to 23 September) 23 190 work permits have been granted. There has been a steady increase of the number of work permits since during the last four years. The increase can be attributed to the fact that new legislation was introduced in December 2008 and it is not possible at the moment to ascertain whether the global economic situation has made any impact on the increase.</p> <p>There has also been an increase of the number of EU citizens granted right of residence in Sweden between 2010 and 2011. In 2009 the number was 19 039 and in 2010 20 810. In 2011 it</p>



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	increased to 25 592. In 2012 (jan-aug) so far 17 941 have been granted right of residence in Sweden. Of the top ten nationalities in 2011 the largest increase from 2010 was made up by citizens from Poland, Romania, Greece, Lithuania and the UK.
<b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b>	At the time being, Sweden cannot provide an accurate answer to this question.
<b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b>	Sweden has not made any changes to the migration policy as a consequence of the economic situation. However, since our labor migration legislation is completely demand driven – i.e. the employer (and not an agency) decides if, and when, there is a need to recruit labor, the rules respond to different economic climates. This, of course, is one of the great advantages with the legislation.
<b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b>	<p>In August 2012 the number of unemployed persons amounted to 366 000, corresponding to an unemployment rate of 7.2 per cent, an increase of 0.6 percentage points compared to the same month last year.</p> <p>No special policy to address labour shortages, but Sweden's labour shortage list is published twice a year. The list is compiled by the PES and the National Institute of Economic Research, based on statistics that predict the country's future labor needs. The list can be found at <a href="http://www.sweden.se/eng/Home/Work/Get-a-job/Labor-shortage-list/">http://www.sweden.se/eng/Home/Work/Get-a-job/Labor-shortage-list/</a>.</p>

<b>PARTICIPATING STATE: UKRAINE</b>	
<b>1. What is the definition of circular migration in your country? Do you have one in your policy framework?</b>	Domestic legal acts of Ukraine do not define "circular migration" as a separate category. Migrant workers - seasonal migrants - are employed according to general provisions pertaining to employment of foreigners in Ukraine.
<b>2. Do you have policies regulating tax policy, e.g. avoidance of double taxation of migrant workers (both emigrants and immigrants)?</b>	Taxation and insurance arrangements for foreigners who are employed in Ukraine rely on relevant general provisions set for Ukrainian nationals in the legislation of Ukraine. Citizens of Ukraine who are employed abroad are not obliged to pay taxes in Ukraine, however, they can participate voluntarily in social insurance schemes (pension insurance, other types of social insurance) through relevant contracts with social insurance funds.
<b>3. Do you run policies supporting your own nationals in finding legal employment abroad? Could you give</b>	State authorities regulate legal employment of Ukrainian nationals abroad by means of licensing mediation activities of economic actors that provide services in the sphere of employment abroad (now, there are about 800 such licensees in Ukraine). According to relevant regulations, activities of

examples of such policies?	such mediators are supervised by the Ministry of Social Policy of Ukraine and other authorised executive bodies.
4. Do you implement policies facilitating circular migration of non-nationals to your country? Could you give examples of such policies?	Similarly to any other civilised state, Ukraine is primarily interested in job creation and employment of its own nationals at the national territory by domestic employers. Promotion of seasonal migration does not belong to priority objectives of the state.
5. Do you implement policies facilitating circular migration of your nationals abroad (e.g. through bilateral agreements)?	Similarly to any other civilised state, Ukraine is primarily interested in job creation and employment of its own nationals at the national territory by domestic employers. Promotion of seasonal migration does not belong to priority objectives of the state.
6. Do you negotiate and sign agreements with other countries on portability of social rights of migrant workers? What are the main obstacles to their signature/ implementation?	<p>. National authorities of Ukraine participate in international cooperation and information exchange in the sphere of labour, employment and labour migration with counterpart agencies of other countries by means of communication, bilateral meetings, consultations and other events. A number of intergovernmental agreements were concluded on cooperation in the sphere of labour migration and social protection of migrant workers, including <i>inter alia</i>:</p> <ul style="list-style-type: none"> <li>- in 1994, the Agreement on Cooperation in the Sphere of Labour Migration and Social Protection of Migrant Workers was signed (in the framework of CIS);</li> <li>- agreements on labour activities and social protection were also signed with Portugal, Azerbaijan, Belarus, Armenia, Moldova, Lithuania, Latvia, Poland, the Russian Federation, Switzerland, Austria, Georgia, Belgium, Bulgaria, Slovakia, the Czech Republic and Vietnam;</li> <li>- in 2007, Ukraine acceded to the European Convention on Legal Status of Migrant Workers.</li> </ul>
7. Do you have a system for validating the knowledge and competence of migrants residing in your country?	The European Convention on Legal Status of Migrant Workers (acceded by Ukraine) provides for opportunities to validate knowledge and skills of migrant workers. At the same time, internal regulations of Ukraine in the sphere of employment of foreign labour do not stipulate professional entry testing of migrant workers. According to the Economic Code of Ukraine, Ukrainian employers can employ labour force freely - i.e. employers decide on the need to use foreign labour, on professional competence of their employees and their knowledge, necessary to fulfil certain labour functions duly.
8. Do you have a system for validating the knowledge and competence of your own citizens returning back to your country?	No. Employers assess ability of employees to fulfil labour functions (employers run their business activities at their own peril).
9. Do you negotiate and sign agreements on recognition of qualifications and skills? What are the main obstacles to their signature/ implementation?	In the framework of agreements between Ukraine and other countries, a particular attention is paid to issues of mutual recognition of qualifications and education. As an example: an existing agreement between Ukraine and Russia provides for mutual recognition of education diploma. However, in any case, relevant supporting documents certifying qualification and education of foreigners (including documents of Ukrainian nationals in foreign countries), according to appropriate

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	international practices, must be notarised or apostilled. In some particular cases, education diplomas must be nostrified.
<p><b>10. What is the number of returnees that invest in small businesses every year? Are there any initiatives (projects, policies) that support them in these investments (please provide some details)?</b></p>	<p>There are no actual statistical data on Ukrainian nationals who returned after labour migration abroad and invested into small businesses. Citizens' rights to control disclosure of their personal information are protected by laws on access to personal data - i.e. relevant information may be collected and disseminated only at a person's consent. The due legislation of Ukraine provides for operational mechanisms for engagement into business activities (e.g. the State Employment Service provides relevant legal assistance and consultations on business initiation matters to persons who returned from foreign countries, the Unemployment Fund disburses start-up payments to insured persons allowing them to engage into business activities). No limitations are stipulated.</p>
<p><b>11. What is the number of returnees engaged in capacity building activities and transfer of knowledge every year? Are there any initiatives (projects, policies) to support such returnees and their activities (please provide some details)?</b></p>	<p>There are no actual statistical data. In recent years, governmental authorities tried to utilise knowledge, professional competence and experience of Ukrainian nationals who studied abroad - at that time they underwent personnel upgrade, employing young specialists with Western education. Ukrainian employers actively utilise knowledge of such individuals if their business activities are associated with entry to foreign markets.</p>
<p><b>12. To what extent are inflows and outflows of migrants determined by the general economic situation in your country? Have inflows/outflows changed as a result of the global economic downturn?</b></p>	<p>In the recent decade, both growth and decrease of numbers of Ukrainian job-seekers abroad were observed. The above trends were predominantly defined by economic situation in Ukraine and elsewhere. There is another significant underlying factor as well - different regions of Ukraine substantially differ in terms of their economic development, affecting migration trends. Eastern part of the country is more industrialised, comparatively to Western Ukraine with its traditionally more developed agriculture (jobs in rural areas are rare), as a result, the majority of Ukrainian job-seekers abroad are residents of Western Ukraine. It is worth to note that endorsement of stricter measures by several European countries to protect their national labour markets in response to the economic crisis and some economic improvements in Ukraine promoted return of a substantial part of Ukrainian labour migrants back to Ukraine. A similar trend might be seen among foreigners who seek employment in Ukraine (e.g. by the time of the global economic downturn, more than 21 thousands foreigners worked in Ukraine officially, under officially issued work permits, while now their numbers do not exceed 8 thousand persons). For information: the majority of foreigners who are employed in Ukraine, occupy jobs requiring high qualifications.</p>
<p><b>13. Has your country experienced an increase or decrease of citizens returning or leaving your country due to the economic situation in the country?</b></p>	<p>In the recent decade, both growth and decrease of numbers of Ukrainian job-seekers abroad were observed. The above trends were predominantly defined by economic situation in Ukraine and elsewhere. There is another significant underlying factor as well - different regions of Ukraine substantially differ in terms of their economic development, affecting migration trends. Eastern part of the country is more industrialised, comparatively to Western Ukraine with its traditionally more developed agriculture (jobs in rural areas are rare), as a result, the majority of Ukrainian job-seekers abroad are residents of Western Ukraine. It is worth to note that endorsement of stricter measures by several European countries to protect their national labour markets in response to the economic</p>

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<p><b>14. Has your country recently changed its migration policy or regulations due to the economic situation? Please, provide the rationale of these changes.</b></p>	<p>Accounting for adverse global trends and substantial limitations imposed by European countries for access of foreign workers to their labour markets, Ukraine passed several regulations for protection of the national labour market, preferential employment of its own nationals and established migration mechanisms similarly to the ones of European countries. In particular, the State Migration Service of Ukraine was established as an agency with specialised tasks and functions, requirements for access of foreign labour to the Ukrainian labour market were tightened, namely: fees for issuance of work permits were increased, opportunities for employment of foreigners wanted by law enforcers were eliminated, fines were substantially tightened for unauthorised use of foreign labour without relevant work permits, etc.</p>
<p><b>15. Has your country experienced a rise of unemployment? If there has been a general rise in unemployment, do you still have sectors where there is a shortage of labor? What are those sectors? Do you have a policy to address those shortages?</b></p>	<p>Now, unemployment rates in Ukraine are stable and (according to ILO indicators) unemployment in Ukraine is much lower than in some European countries. According to the State Statistics Service, the unemployment rate in Ukraine (ILO methodology), decreased from 8.2% of economically active residents in the first half of 2011 to 7.8% of economically active residents in the first half of 2012. Therefore, numbers of the unemployed decreased comparatively to the previous period. At the same time, the Ukrainian economy faces shortages of skilled workers (turners, machinists, millers, etc. as well as engineers and specialists of similar specialisations). National authorities take necessary measures to address these problems, in particular, the State Employment Service establishes specialised professional schools to train and re-train unemployed persons, focusing on professions of high demand to the Ukrainian economy. In July 2012, a new version of Law of Ukraine on Employment was approved - the new law accounts for new trends at the labour market and offers new approaches to generation of new jobs, protection of existing ones, provision of start-up jobs to the youth, employment in rural areas and in depressive regions. A particular attention is paid to regulation of migration issues.</p>

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