

EXPLORING LEGAL PATHWAYS TO FULFIL LABOUR NEEDS

EMN INFORM

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This EMN inform forms part of the 2021 series of informs on Innovation in Migration. In view of the dynamic nature of the migration policy landscape and in the context of the new Pact on Migration and Asylum,¹ the series will explore existing trends,

innovative methods and approaches in migration management and will be used as a basis for further policy reflection at EU level. This inform was prepared on the basis of contributions from 24 Member States.²

1. KEY POINTS TO NOTE

- As emphasised in the new Pact on Migration and Asylum, developing legal pathways is an important instrument not only in the context of labour migration, skills matching and addressing labour shortages, but also in their potential to contribute to reducing irregular migration. In particular, **Talent Partnerships** and work-related **complementary pathways** for persons in need of international protection are two potentially important avenues examined in this inform.
- The new Pact on Migration and Asylum introduces the new concept of Talent Partnerships as a ‘form of an enhanced commitment to support legal migration and mobility with key partners.’ Talent Partnerships will aim to provide a comprehensive EU policy framework to better match labour and skills needs in the EU, as well as being part of the EU’s toolbox for engaging partner countries strategically on migration.³ Another specific policy aim is to help boost mutually beneficial international mobility.
- The majority of Member States have initiatives in place related to the concept of **Talent Partnerships**, including initiatives aimed at labour migration, mobility and skills development. Such initiatives are defined broadly and vary in form, modality and types of stakeholder involvement across Member States.
- **Partnership initiatives** with third countries currently in place in Member States take different forms and are currently being implemented by Member States through bilateral agreements, programmes and projects.
- Some Member States have work-related legal migration frameworks or schemes **targeted at specific nationalities and/or occupations and sectors**. Such schemes may not necessarily be based on specific partnership initiatives with the third countries concerned, but nevertheless they target specific nationalities and/or occupations and sectors.
- **Complementary pathways** are understood as programmes and initiatives that facilitate access to existing legal avenues to the EU for those in need of international protection.
- With regard to work-related **complementary pathways** for persons in need of international protection, relevant initiatives and projects (operational or planned) have been reported by few Member States. Others, such as Sweden, have held discussions on the subject. However, the majority of Member States have not reported any developments in this area.

2. INTRODUCTION, AIMS AND SCOPE OF THE INFORM

2.1. Context

One of the key pillars of the new Pact on Migration and Asylum is developing legal pathways to Europe. Such new pathways are seen as an important instrument not only in the context of labour migration, skills matching and addressing labour shortages but also in their potential to contribute to reducing irregular migration, which often leads to undeclared work and labour exploitation in the EU.

The Pact foresees a reinforced and more comprehensive approach of cooperation with key partner countries on international mobility and migration in the form of **Talent Partnerships**. These will provide a comprehensive EU policy framework for cooperation with third countries, to better match labour and skills needs in the EU, as well as forming part of the EU’s toolbox for engaging partner countries strategically on migration.

Another avenue for legal migration envisaged by the Pact are **complementary pathways** which are programmes and initiatives that facilitate access to existing legal avenues to the EU for those in need of international protection, taking into

1 Communication on a New Pact on Migration and Asylum, COM(2020) 609 final https://ec.europa.eu/info/strategy/priorities-2019-2024/promoting-our-european-way-life/new-pact-migration-and-asylum_en, last accessed on 7 June 2021.

2 Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Slovak Republic, Slovenia, Spain, Sweden.

3 Communication on a New Pact on Migration and Asylum, COM(2020) 609 final https://ec.europa.eu/info/strategy/priorities-2019-2024/promoting-our-european-way-life/new-pact-migration-and-asylum_en, last accessed on 7 June 2021.

account their specific circumstances. According to UNHCR,⁴ complementary pathways are safe and regulated avenues that complement rather than substitute refugee resettlement.

2.2. Aims and scope of the inform

This inform aims to explore Member States' experiences with new legal pathways in these two above-mentioned areas, namely Talent Partnerships and complementary work-related pathways for those in need of international protection.

With regard to **Talent Partnerships**, the inform explores the sectors and nationalities targeted in existing or planned partnerships with third countries, including temporary and long-term migration, as well as circular migration. It also looks into how skills shortages that cannot be filled with the national and legally staying migrant workers already available in EU countries are taken into account in the development of such measures. Also, the mechanisms of involving employers and national employment authorities are addressed.

With regard to **complementary pathways**, the inform specifically focuses on work-related complementary pathways⁵ for persons in need of international protection.



3. PARTNERSHIPS WITH THIRD COUNTRIES AND LEGAL MIGRATION FRAMEWORKS AND SCHEMES FOR WORK-RELATED MIGRATION

The majority of Member States⁶ have initiatives in place related to the concept of Talent Partnerships – namely initiatives aimed at labour migration, mobility and skills development. Such initiatives are defined broadly and vary in form, modality and types of stakeholder involvement across Member States.

This section provides an overview of the existing or planned partnerships and initiatives by Member States with third countries (Section 3.1) as well as legal migration frameworks and schemes in place in the Member States for work-related migration (Section 3.2).

3.1. Partnerships with third countries

Partnerships with third countries, as reported by Member States, can take different forms, and are currently being implemented by Member States⁷ through bilateral agreements, programmes and projects. These initiatives are highly diverse in their scope, target groups and countries of origin and can be broadly organised into the following three categories: formal agreements on labour market access (Section 3.1.1); partnerships concerning graduates and young professionals (Section 3.1.2) and mobility projects and programmes targeting specific sectors and countries of origin (Section 3.1.3).

3.1.1. Formal bilateral agreements with third countries on labour market access

Formal agreements with third countries concerning labour migration and mobility were reported by Belgium, Bulgaria, France, Luxembourg, Slovenia, the Slovak Republic and Spain:

- Bulgaria has concluded bilateral agreements to regulate labour migration with Armenia, Georgia and Moldova, and is negotiating agreements with Ukraine and Belarus. The government also has a mandate for starting negotiations with Albania, Azerbaijan, Kyrgyzstan, Turkmenistan and Uzbekistan. The agreements provide for unrestricted access

to the Bulgarian labour market for citizens of these countries, without the need for a work permit.

- Concerning seasonal work, France concluded agreements with Morocco and Tunisia as early as in 1963, which provide Tunisian and Moroccan seasonal workers with certain facilitated admission procedures.
- Ireland's employment permits system includes an Exchange Agreement Employment Permit, designed to facilitate the employment of foreign nationals pursuant to prescribed exchange agreements to which the State is a party. Such permits may be issued for differing periods up to a maximum of two years, depending on the type of exchange agreement and there are currently five eligible agreements facilitating study, research, teaching and other educational activities.
- Luxembourg has signed a bilateral agreement with Cape Verde which envisages the issuance of up to 50 work permits annually under a simplified admission procedure, allowing Cape Verdean nationals to exercise a set of pre-defined occupation listed in the agreement. The agreement also allows up to 10 young professionals from Cape Verde per year to work in Luxembourg for three to 18 months, to improve their career perspectives in companies active in certain pre-defined sectors.⁸
- In Slovenia, a Treaty on the employment of citizens from Bosnia and Herzegovina and a Treaty on employment of citizens of Serbia were concluded determining procedures and conditions for the admission and labour market access of Serbian and Bosnian citizens in Slovenia. According to the concluded bilateral agreements, migrant workers from these countries can obtain a work permit for a period of three years. After the first year the worker is granted free access to the Slovenian labour market.
- The Slovak Republic has an agreement on mutual employment of citizens with Russian Federation, this is however not executed at the moment.

4 UNHCR, 2021, Complementary pathways for admission to third countries, <https://www.unhcr.org/complementary-pathways.html>, last accessed on 21 June 2021, and UNHCR, 2019, Complementary Pathways for Admission of Refugees to Third Countries: Key Considerations, April 2019, <https://www.refworld.org/docid/5ceb3fc4.html>, last accessed on 21 June 2021.

5 One relevant example of work-related complementary pathways is the project Talent beyond boundaries <https://www.talentbeyondboundaries.org/>, last accessed on 21 June 2021.

6 AT, BE, BG, DE, EE, ES, FR, IE, IT, LT, LU, NL, PT, PL, SI, SK.

7 AT, BE, BG, DE, ES, FR, IT, LT, LU, NL, SI.

8 Health, social, agricultural, craft, industrial, commercial or liberal nature.

3.1.2. Partnerships concerning mobility of graduates, for the purpose of study or circular mobility of young professionals

Austria, Estonia, France, the Netherlands and Spain reported on partnerships in relation to labour mobility of graduates, researchers and young professionals:

- Austria manages international cooperation programmes e.g. under the umbrella of “Scientific and Technical Cooperation” (STC). Within the framework of these STC agreements and arrangements, bilateral research projects are carried out with selected partner countries. Funding is provided for travel and accommodation expenses of researchers, as well as project-related material costs.⁹
- In Estonia, since 2019 Estonian Refugee Council (together with the Estonian startup community) has been carrying out entrepreneurship courses for vulnerable women in Ukraine. The initiative grew out of humanitarian aid programmes aimed at communities impacted by the Russo-Ukrainian War.¹⁰
- In France, 12 bilateral agreements¹¹ offer third-country nationals the opportunity to work in France after completing their studies. These agreements allow young graduates to seek and hold a job in France that is related to their training, and whose salary is 1.5 times the monthly minimum gross wage.¹² In addition, the Young Professionals programme, based on bilateral agreements with 17 countries,¹³ allows young people who are already working to gain professional experience in France for a maximum of 18 months,¹⁴ to improve their career prospects when returning to their country of origin.
- In the Netherlands, the scholarship programme ‘StuNed’ (*Studeren in Nederland*) is part of a bilateral cooperation agreement between the Dutch and Indonesian governments, aimed at strengthening and further developing knowledge in Indonesia by allowing students to follow an educational programme in the Netherlands. Annually, over 200 Indonesian students receive this scholarship for a master’s programme or short course with a focus on important economic sectors for Indonesia and the Netherlands.¹⁵
- In Spain, “Young generation as change agents” is a pilot project on legal migration with Morocco, funded by the EU under the MPF. The Mobility Partnership Facility (MPF) is funded by the European Commission (DG HOME, DG NEAR and DG DEVCO) and implemented by the International Centre for Migration Policy Development (ICMPD). The aim is to implement a short-term mobility scheme between Spain and Morocco for studying purposes, allowing up to 100 Moroccan post-graduates to enhance and strengthen their skills and knowledge through a master’s degree in Spain in specific socioeconomic key sectors for Morocco. During the studies, an award has been created to support the launch of the best projects. The beneficiaries upon their return to Morocco are developing the winning projects.

- Furthermore, in Ireland, although not based on bilateral cooperation, qualified doctors from Gulf States who wish to come to Ireland for post-graduate training offered by relevant training colleges can come to the country via an Atypical Working Scheme.

3.1.3. Partnership Programmes and Projects to promote mobility of workers from specific nationalities in certain occupations

Specific programmes and projects to promote the mobility of workers from specific nationalities and occupations were reported by Belgium, Germany, Lithuania, the Netherlands and Spain:

- Belgium carried out a pilot project from March 2019 to April 2021 with Morocco to address shortages in the ICT sector in both Belgium and Morocco. The PALIM project aimed to enable 120 Moroccans to increase their skills and knowledge in the ICT sector and thus be able to enter the ICT labour market in Belgium or Morocco. 120 Moroccan graduates were offered IT training of which approximately half were coached to find employment in Morocco and the other half to find employment in Flanders.
- In Germany, there are several partnership programmes with third countries, for example the “Triple-Win project to support the health sector, run by the Federal Employment Agency and the German Society for International Cooperation (GIZ) GmbH, to recruit and train nursing staff from Serbia, Bosnia Herzegovina, the Philippines and Tunisia. Another example is the “Hand in Hand for International Talents” project with Brazil, India and Vietnam, to increase the work force in numerous sectors outside the health sector.

THAMM programme: Supporting Regular Labour Migration and Mobility between North Africa and Europe¹⁶

The THAMM programme (“Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa”) aims to contribute to improving the governance of labour migration and the protection of migrant workers from selected North African countries – Egypt, Morocco and Tunisia – and is implemented by EU Member States – in particular Germany and Belgium – jointly with IOM and ILO. THAMM has a focus on knowledge transfer for the active management of migration in the partner countries as well as piloting placements of qualified personnel and trainees to Belgium and Germany.

- In Lithuania, the ‘Digital Explorers’ project funded under the EU Mobility Partnership Facility aims to facilitate knowledge exchanges between Lithuanian and Nigerian ICT sectors supported by an on-going collaboration between public, private and non-profit organisations in Lithuania and Nigeria.

9 Active agreements currently exist with the following third countries: Argentina, Albania, Bosnia and Herzegovina, China, India, North Macedonia, Montenegro, Serbia, South Africa, Republic of Korea, Ukraine and Viet Nam.

10 Estonian Refugee Council, ‘A business program for women is launched in Ukraine’, 2021, <https://www.pagulasabi.ee/en/news/business-program-women-launched-ukraine>, last accessed on 5 July 2021.

11 Benin, Burkina Faso, the Republic of Mauritius, Tunisia, Cape Verde, the Republic of Congo (Brazzaville), Gabon, India, Montenegro, Serbia, Georgia and Bosnia-Herzegovina. approximately €2 200 gross per month.

12 Argentina, Benin, Canada, Cape Verde, Republic of Congo (Brazzaville), Gabon, Georgia, Mauritius, Montenegro, Morocco, New Zealand (agriculture only), Russia, Senegal, Serbia, Tunisia and the United States.

14 With the exception of Canada, Russia, Montenegro and Bosnia-Herzegovina, for which the maximum duration is 12 months renewable once.

15 International Trade; Finance and Economics; Transport, (Agro) logistics and Infrastructure; Security and the Rule of Law; and Agro-Food and Horticulture.

16 For more information: https://ec.europa.eu/trustfundforafrica/region/north-africa/regional/towards-holistic-approach-labour-migration-governance-and-labour_en, last accessed on 5 July 2021.

- The Netherlands reported on the “Match” project, which is a demand-driven circular migration project to address labour market shortages in four European countries (Italy, Belgium, Luxemburg and the Netherlands), enabling an estimated 210 migrants from Nigeria and Senegal to work for a period of one to two years in EU based companies within sectors where specific labour shortages have been identified.
- In Spain, a circular migration scheme¹⁷ with Morocco has been running for many years. Temporary workers from Morocco, mostly women, come to Spain in in spring and summer for red fruit collection. These workers are critical to the coverage of these vacancies.

3.1.4. Planned Partnerships

Finland, Poland, the Slovak Republic and Spain reported on planned initiatives in the area of labour mobility and skills development:

- In Finland, partnerships are being planned with Eastern European countries, and with countries in South and Southeast Asia. The plans are in initial stages and the partner areas/countries have been explored based on labour market needs in Finland and available skills in these countries.
- Poland is exploring possible partnerships aimed at attracting international talent and highly-skilled employees, including with the Western Balkans and countries of the former USSR, such as Azerbaijan, Uzbekistan, Kazakhstan.
- In the Slovak Republic, the International Organization for Migration (IOM), in cooperation with the European Commission¹⁸ and the Ministry of Labour, Social Affairs and Family of the Slovak Republic, is developing a proposal for a Labour Mobility Scheme to facilitate the admission of foreign workers to the labour market. The scheme is expected to contribute to an effective labour migration policy, increase the attractiveness of the Slovak Republic for foreign workers and facilitate integration of foreign workers into society.
- Spain is actively working on the implementation of new projects with third countries that will focus on priority sectors such as agriculture of research.

3.1.5. Extent to which shortage occupations are considered in partnerships with third countries

Most Member States indicated that shortage occupations are taken into account to some extent when cooperating with third countries.¹⁹ For example, in Lithuania, the Digital Explorers project focuses on the ICT sector, which is included in the list of high qualification professions. In Germany, the Federal Employment Agency carries out analysis on the labour market needs and potential in third countries for the German economy. It forms

the basis of the Strategy of the Federal Government regarding the recruitment of skilled workers. The goal is to identify certain professions for which to recruit third country nationals and to identify potential partner countries from where to recruit these professionals. It is also considered regarding the countries that are specifically targeted with promotional campaigns by Make-it-in-Germany.²⁰ In France, some bilateral agreements include lists of shortage occupations which take into account specificities of partner countries.

3.2. Work-related legal migration frameworks/schemes featuring specific nationalities or skills

Work-related legal migration frameworks or schemes have also been established in the Member States. Such schemes are not necessarily based on specific partnership initiatives with the third countries concerned, as illustrated in the previous sections, but nevertheless target specific nationalities (Section 3.2.1), or occupations and sectors (Section 3.2.2).

3.2.1. Specific schemes for certain nationalities or countries of origin

Some Member States²¹ reported on special admission regimes for nationals from certain countries. These can be grouped into two categories:

- **Member States which provide facilitation to certain nationalities regardless of their occupations or professions:**²² For example, in Germany, a special regime applies to nationals²³ from specific countries, who may take up any employment with the prior consent of the Federal Employment Agency.
- **Member States which provide facilitation to certain nationalities for specific sectors or industries:** For example, the Czech Republic operates national scheme for the admission of medium-qualified, low-qualified or unqualified workers in selected sectors of the economy, including agriculture, food industry and forestry, for nationals from Ukraine.²⁴ Furthermore, the Qualified Worker Programme²⁵ for specific categories of workers is targeted to workers from Ukraine, Mongolia, Serbia, Philippines, India, Belarus, Moldova, Montenegro and Kazakhstan. In Italy, within the quota system, 6 000 places are reserved for non-seasonal jobs in the road haulage, construction and tourism-hotel sectors for citizens from certain nationalities.²⁶ In addition of the 18 000 available places for seasonal employment in the agricultural and tourism-hotel sectors, 6 000 were reserved, on an experimental basis, for workers from specific nationalities.²⁷

17 The GECCO yearly Order is published in Spain, which regulates the conditions, requirements and characteristics of circular migration scheme applicable to third-country nationals.

18 Under the DG REFORM Structural Reform Support Programme.

19 AT, BE, CZ, DE, EE, ES, FI, FR, IT, LT, NL.

20 For more information: <https://www.make-it-in-germany.com/de/>, last accessed on 5 July 2021.

21 CZ, DE, IT, LT, LU, NL, PL.

22 DE, ES, LT, PL.

23 Andorra, Australia, Canada, Israel, Japan, Monaco, New Zealand, San Marino, South Korea, the United Kingdom and the United States of America.

24 Non-extendable “special work visa” valid for up to 12 months.

25 For more information: <https://www.mpo.cz/en/foreign-trade/economic-migration/qualified-worker-programme--248608/>, last accessed on 5 July 2021.

26 Albania, Algeria, Bangladesh, Bosnia-Herzegovina, Korea (Republic of Korea), Côte d'Ivoire, Egypt, El Salvador, Ethiopia, Gambia, Ghana, India, Japan, Kosovo, Mali, Morocco, Mauritius, Moldova, Montenegro, Niger, Nigeria, Pakistan, Republic of North Macedonia, Senegal, Serbia, Sri Lanka, Sudan, Tunisia, Ukraine.

27 Albania, Algeria, Bangladesh, Bosnia-Herzegovina, Ivory Coast, Egypt, El Salvador, Ethiopia, Philippines, Gambia, Ghana, Japan, India, Korea (Republic of Korea), Kosovo, Mali, Morocco, Mauritius, Moldova, Montenegro, Niger, Nigeria, Pakistan, Republic of North Macedonia, Senegal, Serbia, Sri Lanka, Sudan, Tunisia and Ukraine.

3.2.2. Specific schemes for certain occupations or sectors

Some Member States²⁸ reported on special regimes for certain occupations or sectors:

- In Austria, Belgium, Croatia and Lithuania, facilitated admission is linked to lists of shortage occupations. In Austria, for example, as part of the points-based system for the Red-White-Red Card, in 2021, the shortage occupation list includes 45 Austria-wide occupations and 56 regional occupations that apply only to one or more provinces. In Belgium, in the federated entities within Belgium responsible for labour migration, favourable rules to gain access to the labour market are applied for certain occupations with a labour market shortage. Croatia introduced labour market test in 2021 and has a list of occupations for which third-country nationals are exempt from labour market test. Slovenia adopted in 2020 a list of occupations for which third-country nationals can be employed without the labour market test.
- In Estonia and Germany, more favourable rules apply specifically to ICT workers.

- Some Member States, such as Croatia, Estonia, Lithuania²⁹ and Portugal have in place specific national schemes for innovative entrepreneurs as a vehicle to attract start-up founders and digital nomads.

3.3. Involvement of employers and national employment authorities in the development and implementation of measures

In some Member States,³⁰ employers and national employment authorities are typically involved in the development and to a lesser extent in the implementation of partnerships with third countries and legal framework/schemes. For example, in Bulgaria, national representative organisations of employers are involved in the drafting of bilateral agreements, as members of the National Council on Labour Migration and Labour Mobility. Furthermore, the Bulgarian Employment Agency participates in drafting, negotiating and especially in the implementation of these agreements as competent authority.



4. COMPLEMENTARY WORK-RELATED PATHWAYS FOR PERSONS IN NEED OF INTERNATIONAL PROTECTION

The vast majority of Member States³¹ do not have any work-related pathways in place specifically for persons in need of international protection. Although not within the exact scope in question, some Member States reported on other relevant initiatives and projects. These included:

- Initiated by the French government with the support of civil society and with funding support provided by AMIF, the PAUSE³² programme aims to accommodate and protect researchers, scientists and intellectuals from countries in which the political situation places their work and families in danger. Some of the beneficiaries were identified upon their arrival in the Member State, while others were selected in third countries and could enter France with a long-term visa as researcher, talent or as student. Funding of € 2 million, renewed in 2019, was allocated to the programme by the Ministry of Higher Education and Research. At the end of 2020, PAUSE had supported 222 at-risk foreign researchers (as many women as men) in France: 30% of the researchers hosted came from Syria, 60% came from neighbouring countries such as Iraq, Turkey, Russia and Afghanistan, and others came from Burundi, Venezuela, Pakistan and Yemen.
- In Germany, there are also several educational programmes which are designed to offer complementary pathways.

One of the most prominent programmes is “Leadership for Syria”,³³ which provides 200 young Syrian students and researchers with scholarships to advance their education in Germany. The programme aims at integrating the students into the German workforce, but also educating them to play an important role for the development of their home country after the conflict ends. In 2020, a similar programme “Leadership for Africa”³⁴ was implemented to support refugees from Ethiopia, Kenya, Sudan and Uganda to obtain master’s degrees in selected subjects at German higher education institutions.

- Finland reported that they were engaged in some provisional planning activities to develop work-related complementary pathways; other Member States did not report on any current plans to introduce such pathways at this time. In Sweden, however, government-commissioned inquiries have devoted some attention to the idea that people in need of protection might be able to travel or migrate legally by using existing legal migration frameworks for work, study or family-related purposes. Public debates on the potential introduction of complementary pathways have not taken place in other Member States at this time.

28 AT, EE, DE, LT, PT, SI.

29 Start-up founders only.

30 AT, BE, BG, CZ, DE, ES, FI, FR, IE, IT, LT, LU, NL, SK.

31 AT, BG, CY, CZ, DE, EE, HR, FI, HU, IE, IT, LV, LT, LU, MT, NL, PL, SE, SI, SK.

32 Programme d’aide à l’Accueil en Urgence des Scientifiques en Exil - National program for the urgent aid and reception of scientists in exile. For more information: <https://www.fondationdefrance.org/fr/pause-le-programme-daide-laccueil-en-urgence-des-scientifiques-en-exil>, last accessed 16 June 2021.

33 For more information: <https://www.auswaertiges-amt.de/en/ausussenpolitik/laenderinformationen/syrien-node/-/2004582> and <https://globalcompactrefugees.org/article/leadership-syria>, last accessed 30 June 2021.

34 For more information: <https://www.daad.de/en/the-daad/what-we-do/sustainable-development/funding-programmes/funding-programmes-for-students-a-z/leadership-for-africa/>, last accessed on 16 June 2021.



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Estonia www.emn.ee

Finland www.emn.fi

France www.immigration.interieur.gouv.fr/Europe-International/Le-reseau-europeen-des-migrations-REM

Germany www.emn-germany.de

Greece <http://emn.immigration.gov.gr>

Hungary www.emnhungary.hu

Ireland www.emn.ie

Italy www.emnitalyncp.it

Latvia www.emn.lv

Lithuania www.emn.lt

Luxembourg www.emnluxembourg.lu

Malta <http://homeaffairs.gov.mt/en/MHAS-Information/EMN/Pages/European-Migration-Network.aspx>

Netherlands www.emnnetherlands.nl

Poland www.emn.gov.pl

Portugal <http://rem.sef.pt>

Romania www.mai.gov.ro

Slovakia www.emn.sk

Slovenia www.emm.si

Spain <http://extranjeros.mitramiss.gob.es/es/redeuropeamigracion/index.html>

Sweden www.emnsweden.se

Norway www.emnnorway.no

Georgia www.migration.commission.ge

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