

Labour Market Assessment in Six Target European Countries – A Study Report



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Definitions

Term	Description
EU	The European Union (EU) is an economic and political union of 27 member states which are located in Europe.
EU 27 ⁺	The 27 EU Member States plus Norway and Switzerland
Labour force	The number of people economically active (the sum over the various age ranges of the working age population * the relevant labour market participation rate) which includes employed and unemployed people.
Member state	A Member State of the European Union is a state that is party to treaties of the European Union (EU) and has thereby taken on the privileges and obligations of EU membership.
Natural growth rate	This equals birth rate less death rate. It represents the portion of population growth (or decline) determined exclusively by births and deaths.
Net migration	Net migration is defined as the total number of immigrant nationals and foreigners less the total of emigrant foreigners and nationals.
Population (15+)	Anyone of the age 15 or over is classified as part of the population in the context of the model. People over 65 are included in this definition, as these age groups have participation rates greater than zero.
Population growth rate	It represents the rate of growth of the population over a given period. It is calculated as $(P_t - P_0) / P_0 / t$ where t is the length of the period. It is expressed as a percentage.
Schengen area	The Schengen Area comprises the territories of 25 European countries that have implemented the Schengen Agreement signed in 1985.
Qualifications/skills	This term refers to the highest level of education/qualification held by the individual. The ISCED classification is used for this purpose. The most aggregate level distinguishes three main levels of

Term	Description
	education/qualification: high (ISCED 5-6), medium (ISCED 3-4, excluding 3c short) and low (ISCED 0-2, plus 3c short).
Target European countries	Countries (Sweden, Denmark., Czech Republic, Poland, Romania and France) which are a part of the LMA study project
Third country Nationals	The term ‘third country nationals’ in an EU context refers to nationals of non-EU Member States (this applies to current legal EU residents as well as to potential migrants).
Total fertility rate	The Total Fertility Rate is defined as the average number of children that would be born alive to a woman during her lifetime if she were to pass through her childbearing years conforming to the age-specific fertility rates of a given year.
Unemployment rate	Unemployment rate is the share of unemployed in the labour force (the total of employed and unemployed persons).
Working age population	Anyone of the age of 15-64 years is classified as part of the working-age population.

List of acronyms

Acronym	Description
ARACO	Romanian Association of Construction Entrepreneurs
BPO	Business Process Outsourcing
BEP	Brevet d'Etudes Professionnelles
CAP	Certificat d'Aptitude Professionnelle
CEO	Chief Executive Officer
CIA	Central Intelligence Agency
CIO	Chief Information Officer
CRM	Customer Relationship Management
CSO	Chief Security Officer
CZK	Czech Koruna
DBMS	Database Management System
DIHR	Danish Institute of Human Rights
DIS	Danish Immigration Services
DKK	Danish Krone
EEA	European Economic Area
ENIC-NARIC	European Network of Information Centres – National Academic Recognition Information Centres
ERP	Enterprise Resource Planning
EU	European Union
EURES	European Employment Services

Acronym	Description
GDP	Gross Domestic Product
ILO	International Labour Organization
IMD	International Institute for Management
IMF	International Monetary Fund
IOM	International Organization for Migration
IPCCI	Indo Polish Chamber of Commerce & Industry
ISCED	International Standard Classification of Education
ISCO	International Standard Industrial Classification of All Economic Activities
ISIC	International Standard Industrial Classification
ITeS	Information Technology enabled Services
IT	Information Technology
IU	Danish Agency for International Education
KILM	Key Indicators of Labour Market
LMA	Labour Market Assessment
MIS	Management Information System
MLFSP	Ministry of Labour, Family and Social Protection
MOIA	Ministry of Overseas Indian Affairs
NCU	National Currency Unit
NMS	New Member State
OECD	Organization for Economic Co-operation and Development

Acronym	Description
OFII	Office Français de l'Immigration et de l'Intégration
OPZZ	All-Poland Alliance of Trade Union
PMI	Patronatul Mediciniei Integrative (Romania)
PPP	Purchasing Power Parity
RON	New Leu (Currency of Romania)
SWOT	Strength Weakness Opportunity Threat
UK	United Kingdom
UNECE	United Nations Economic Commission for Europe
UNESCO	United Nations Educational, Scientific and Cultural Organization
USA	United States of America

Executive summary

Globalization, ageing populations, urbanization and the evolution of social structures are accelerating the rate of change of labour markets across Europe. New jobs and skills are emerging, as technology and innovation generate new demands. The downturn and exit strategies are increasing the pace of and making economic restructuring inevitable. In recent years, these changes have catapulted the demand for both highly skilled and medium skilled workers in a large number of European countries. This has resulted in a scenario which creates considerable opportunities for labour-intensive countries like India to tap the demand and maximize the gains from such migration.

With a view to assist the government of India to match the demand for labour in Europe with supply from India, the International Organization for Migration (IOM) project “Developing a labour market assessment in selected European countries” assesses the labour market situation in Sweden, Denmark, Czech Republic, Poland, Romania and France. Outsourced to KPMG, this study has been undertaken as part of this IOM project, funded by ICOE. The project is composed of three main components:

1. A singular level analysis of India’s Strengths, Weaknesses, Opportunities and Threats (SWOT analysis) in the field of international labour migration.
2. A skills-specific assessment on labour market needs in six potential target countries.
3. An analysis of skills verification and recognition requirements in the selected countries and other relevant information related to the labour market.

The labour market assessment and the operational roadmap with practical recommendations are to be presented to MOIA and other stakeholders during a one day IOM labour migration workshop in New Delhi.

The assessment has been based both on primary and secondary research conducted by the project team and incorporates the results of the ‘**SWOT Analysis in India in the field of International Labour Migration**’ study (hereafter referred to as the ‘SWOT analysis’ in this document). The key findings from the LMA study are presented below:

1 Significant migration opportunities in Sweden, Denmark and France

It has been forecasted that all six target European countries taken up for this study are likely to experience a declining labour force and hence are expected to witness a growth in demand for foreign labour. Among them, Sweden, Denmark and France emerge as strong future migration prospects for India especially in the high-skilled areas. This is attributed to various factors, including a strong economic situation and favorable migration outlook.

Sweden, Denmark and France have significantly higher per capita GDPs amongst the six target countries. The employment opportunities in these countries are therefore, more lucrative than others. These countries have also taken significant steps towards supporting the future skill requirements through demand-driven labour migration policies. Sweden has introduced a new policy on labour migration in 2008 that provides flexibility to employers for hiring third country nationals if they satisfy job requirements. Denmark's special tax scheme for researchers and highly-skilled professionals sharply reduces the income tax to be paid by these foreign nationals and the Green Card scheme removes the requirement of a work contract for the issue of work authorization. The latest policy changes implemented in France also intend to facilitate the migration of high-skilled professionals with increased work permit validity duration and simplified procedures, should they want their families to migrate as well.

The other target countries i.e. Czech Republic, Poland and Romania are also facing demographic challenges; however, they are expected to have limited short-term prospects for India. The immigration laws in the Czech Republic are somewhat restrictive and the recently launched Green Card scheme to attract foreign skilled work force is currently not available to Indian nationals. Poland has a negative net migration rate which indicates a high outflow of Polish workers to other countries. Romania also has a negative net migration rate and their migration policies are being reviewed in order to meet the requirement of Schengen and be consistent with the EU legislation.

2 Key focus sectors include health and personal care, construction and information technology

Based on the findings detailed in this report, the key sectors which are expected to witness significant migration opportunities in the target countries include health and personal care, construction and information technology.

The demographic challenges, faced by Europe currently, have resulted in an increase in the activities in the Health and Personal Care sector. The labour requirements in this sector are expected to increase, especially to look after the elderly, whose numbers are growing owing to an ageing population, and to look after children, whose parents are focusing on careers.

The construction sector has emerged as a major contributor to GDP in the target countries and employs a significant number of foreign workers. Cedefop's 'Skill Supply and Demand in Europe – Medium term forecast up to 2020' publication forecasts that the 'Craft and Related Trade workers' (which includes building trade workers, machinery and related workers) and the

‘Elementary Occupation’ (which includes construction labourers) groups would witness a large number of job openings between 2010 and 2020.

India’s capability in the Information Technology sector is widely recognized in the world. The Information Technology sector employs most of the Indians working in target countries and this trend is expected to continue. With a number of global Information Technology companies having offices in these countries, intra-company transfers are expected to increase during the next decade.

3 Significant demand for high-skilled professionals

The demand for high-skilled professionals is expected to increase across Europe. Assessment of the target countries indicates that a maximum demand shall be witnessed for ‘Professionals’ and ‘Technicians and associate professionals’ during 2010-2020. The projected supply in these occupations in India is also expected to be significant and hence migration in these occupation groups is expected to benefit both India and the destination countries.

4 Adequate protection of migrants’ rights and interests

The labour laws in the target countries aim to protect the welfare and interests of migrants. In most countries, the terms of employment are established by collective agreements between businesses and trade unions. The conditions and terms agreed as part of collective agreements apply both for national as well as the foreign migrants. The trade unions ensure that migrants get decent working conditions and salaries.

As illustrated above, there are significant opportunities for India as a labour-exporting country. In order to benefit from these opportunities, the following key initiatives are proposed:

- A unified system for acquiring a variety of skills, both through formal and informal means, should be developed and formalized. The system should be deployed with inputs from European representatives to facilitate a fair assessment of Indian skills/qualifications.
- The Current Training Curricula, especially in ITIs and ITCs should be upgraded to match international standards and be in line with accreditations required in the EU region.
- ICT should be used for expanding access to skill development opportunities in India. A programme with a similar objective is being developed by the Government of Philippines. (A study was carried out by the Ministry of Overseas Indian Affairs (MoIA), Government

of India, as part of the E-migration project to assess the best practices of ICT usage for managing and supervising technical education and skill up gradation programs in Philippines that can be beneficial in the Indian scenario).

- Bilateral labour mobility and social security agreements should be pursued with the target countries.
- India's supply potential across various sectors and skill-sets should be promoted through information campaigns targeted at various stakeholders in the destination countries.
- Opportunities in Europe should be publicized to attract potential Indian migrants through websites and information dissemination at Protector of Emigrants (PoE) offices.
- Pre-departure orientation trainings should be conducted to facilitate quick adaptability of emigrants to conditions prevailing in foreign countries.
- An online information system should be developed to capture the trends in migration to Europe. The data gathered through this system could be used for policy formulation.

1 Introduction

The labour market scenario in Europe offers considerable opportunities for labour-abundant countries, such as India, to tap the demand in European labour markets and maximize the gains from such migration. Simultaneously, they are able to protect the interests of their migrants. While doing so, it is important to take into account the significant inter-country differentials amongst European countries which impact the demand for labour.

In order to manage and promote labour migration to Europe for the benefit of countries of origin, destination and the migrants, the IOM, in association with MOIA, Government of India, undertook the Labour Market Assessment (LMA) project. As part of this project, labour markets of the six target European countries were assessed to identify future migration opportunities for India. The target countries included:

- Sweden
- Denmark
- Czech Republic
- Poland
- Romania
- France.

The key objective of the project was to develop recommendations towards:

- Increased number of foreign recruitment requests ensuring a better match of demand and supply of skills.
- A comprehensive labour migration policy ensuring migrant protection and migrant workers' rights.

This report presents the findings of the labour market review conducted in the selected countries. It also formulates recommendations for developing a demand-driven international labour mobility strategy in the context of the region assessed.

2 Methodology

KPMG's methodology for conducting the LMA study involved the following phases:

- Data gathering
- Designing the analytics
- Interpreting the results.

2.1 Data gathering

A four-pronged approach for effective data collection/ gathering was adopted. It included:

1. Primary research through stakeholder meetings

The project team visited the target countries as part of the data gathering phase and conducted group meetings with key stakeholders. A detailed questionnaire was used by the project team to structure the meetings. Information collated from the meetings helped the project team in validating their understanding of the labour market situation.

Overall the team conducted over 40 meetings in the six countries and covered a wide range of stakeholders including:

- IOM officials
- Government ministries/ departments related to labour
- Government ministries/ departments related to immigration/ education, etc.
- Foreign employers/ Association of foreign employers
- Labour Unions
- Research/ academic institutions
- Indian missions

Please refer **Appendix 5**: Questionnaire used for Primary research for further details.

The table below states the various stakeholders met across the six target countries:

List of stakeholders	
Sweden	Denmark
<ul style="list-style-type: none"> • IOM • National Agency for Higher Education • Ministry of Justice • Ministry of Employment • Ministry of Education and Research • Confederation of Swedish Enterprise • Indian Embassy • Swedish Migration Board 	<ul style="list-style-type: none"> • Ministry of Finance • Indian Embassy • Danish Immigration Service • Danish Institute for Future Studies • Confederation of Danish Industries • IOM Denmark • The Labour Market Authority • Consortium for Global Talent
Czech Republic	Poland
<ul style="list-style-type: none"> • IOM • Ministry of Labour and Social Affairs • Indian Embassy • CzechInvest • Manpower • Research Institute for Labour and Social Affairs 	<ul style="list-style-type: none"> • IOM • Voivodship Office in Warsaw • Employers of Poland • Indian Embassy • Ministry of Labour, Family and Social Protection • All-Poland Alliance of Trade Union (OPZZ) • Indo Polish Chamber of Commerce & Industry (IPCCI) • Institute of Public Affairs

List of stakeholders	
Romania	France
<ul style="list-style-type: none"> • IOM • Ministry of Labour, Family and Social Protection of Romania • National Agency for Employment • Romanian Immigration Office • GECAD Group • Ministry of Foreign Affairs • Employers Confederation of Romanian Industry [CONPIROM] • Indian Embassy • Romanian Association of Construction Entrepreneurs – ARACO 	<ul style="list-style-type: none"> • IOM • Ministry of Immigration • Ministry of Interior • French Office for Immigration and Integration • Indian Embassy • Synhorcat • OECD

Please refer **Appendix: 2** for complete list of representatives, for the above mentioned stakeholders, met during the primary visit.

2. Secondary Research - Historical data collection

The project team collated relevant historical data for each of the selected target country and for Europe as a whole against various data points. This includes collation of data from:

- Internet search
- Third-party publications
- Similar research conducted in the past.

Please refer **Appendix 1: References** for detailed sources used for each country's analysis.

The various data points for which the secondary research was conducted included:

- Demographic factors
 - Birth/ Death rates
 - Trends in population growth
 - Population distribution by age
 - Population distribution by skills
 - Trends in net migration.
 - Economic factors
 - Gross Domestic Product (GDP)
 - GDP growth rate
 - Contribution of various sectors to GDP
 - Unemployment rate.
 - Factors related to labour force
 - Labour force distribution by age
 - Sectoral and Occupational factors
 - Trends in employment by sector
 - Trends in employment by occupation (as per ISCO)
 - Skill standards
 - Migration laws/ policies
 - Current laws / policies
 - Recent changes in laws/ policies.
- 3. Secondary research - Market projections data collection**

The project team also collated data forecasts (with respect to labour migration in Europe as a whole and particularly in target countries) projected till 2020. For the purpose of the study, a 10-year horizon was considered wherever data for such period was available. Based on the availability of data, data points mentioned above were used for collection of data.

4. SWOT analysis report (IOM)

A separate study was commissioned by IOM to identify the strengths, weaknesses, opportunities and threats for the Indian labour market. The objective of the study also included identification of surplus skills present in India. The findings of the Labour market assessment conducted in the six target countries was then mapped to the findings of the SWOT report to ascertain the exportable skills of India.

2.2 Designing the analytics

This phase included the following activities:

- **Sectoral analysis**

Once the first phase of data collection was complete, the best data sets were identified. The various sectors¹ for which skill data was collected include:

- Agriculture, hunting and forestry
- Fishing
- Mining and quarrying
- Manufacturing
- Electricity, gas and water supply
- Construction
- Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household Goods
- Hotels and restaurants
- Transport, storage and communications
- Financial intermediation
- Real estate, renting and business activities
- Public administration and defence; compulsory social security
- Education
- Health and social work

¹ As defined under International Standard Industrial Classification of All Economic Activities, Rev.3.1

- Other community, social and personal services activities
- Private households with employed persons

The sectors given above were analyzed on the following basis:

- Number of workers employed in each of the sectors over the past few years
- Contribution to GDP of each of the sectors over the past few years
- Growth of sectoral employment of each of the sectors over the past few years.

- **Occupational analysis**

The identified data was consolidated and baselined using which the analysis could be done. The various occupational groups (in accordance with ISCO 88 classification) for which data was collected include:

- Legislators, senior officials and managers
- Professionals
- Technicians and associate professionals
- Clerks
- Service workers and shop and market sales workers
- Skilled agricultural and fishery workers
- Craft and related trade workers
- Plant and machine operators and assemblers
- Elementary occupations
- Armed forces

The above given occupational groups were analyzed on the following basis:

- Number of workers employed in each of the occupational group over the past few years
- Growth of employment in each of the occupational group over the past few years.

- **Skill level analysis**

The categorization of skills into High, Medium and Low category has been done on the basis of education requirements:

Table 2.2.1 Categorization of skills

Education	International Standard Classification of Education (I S C E D) Level	Skill ²
Pre Primary	0	Low Skilled
Primary	1	
Lower Secondary	2	
Upper Secondary	3	Medium Skilled
Post-secondary non tertiary education	4	
First stage of tertiary education	5	High Skilled
Second stage of tertiary education	6	

The above skill classification has been used to analyze the skill-distribution of employed population.

- **Assess the regional supply potential**

After analyzing the sectoral and occupational data, the focus shifted on the labour force supply for each target country. Supply level data from EU and non EU countries was collected and analyzed for each of the target country.

- **Sectors/ occupations with presence of Indian migrants**

Based on the availability of data the sectors/occupations which had a significant presence of Indian migrant workforce was recognized.

- **Future potential- forecasted job openings in occupational groups**

Based on the future data collected / available, an assessment was prepared which included evaluation of

- Forecasted job openings in each of the occupational groups

² Future skill needs in Europe Medium-term forecast, Cedefop Publication

- Forecasted change in skill wise employment structure of each of the target country.

2.3 Interpreting the results

During this critical phase, the data collected was analyzed and insights were obtained based on the analysis.

- **Sectors shortlisted**

Using the analysis described as part of ‘Designing the Analytics’, key sectors and occupations were identified in each target country.

- **Immigration and labour policies analyzed**

In order to ensure migrant protection the immigration and labour policies of the European countries were studied. The following aspects were considered while evaluating each target country:

- Visa/immigration policies
- Labour working conditions
- International labour wages compared with local wages
- Labour working hours.

- **Skills with exportable surplus in India identified**

By studying the SWOT analysis of India a list of sectors and occupations were formulated in which India has surplus labour. The results were mapped with the findings for the target countries to identify synergies.

- **Recommendations formed**

The recommendations for a demand-driven mobility strategy were formulated, considering the synergies in the labour demand in the target country and India’s supply potential and the overall migration outlook of the target country.

3 Key findings of the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis of the Indian labour market

A separate study was commissioned by IOM to identify SWOT for the Indian labour market. The objective of the study was also to identify surplus skills in India. The key findings from the study are highlighted (with data replicated from the said report) below:

1. The total labour supply from India across various occupation groups is projected to be 143.8 million in 2014-15 (*Refer table 2.3.1*). The ‘Service workers and shop and market sales workers’ group shall have the maximum supply potential followed by ‘Production workers I: Metal processors, machine operators, etc.’ group.

Table 2.3.1 Projected Requirements of Different Categories of Skilled Workforce in EU Countries by 2015 and Total Projected Indian Supply of those Workers in 2009-10 and 2014-15

Name of Occupations	EU requirements		Projected total supply in India (millions)	
	Annual Growth (%) between 2006-2015	Projected numbers by 2015 (million)	2009-10	2014-15
Legislators, senior officials and managers*	1.5	4.0	3.47	3.99
Professionals (engineers, physicians, architects, etc.)	1.4	9.5	12.99	14.94
Technicians and associate professionals	1.5	11.6	7.15	8.22
Clerks (office clerks, computing machine operators, etc.)	-0.6	4.5	13.3	15.29
Service workers and shop and market sales workers	0.9	10.6	54.11	62.21
Production workers I: Metal processors, machine operators, etc.	0.3	4.6	18.25	20.98
Production workers II: Artisans and other precision workers	-0.6	6.1	16.09	18.25

Source: SWOT Analysis in India in the field of International Labour Market: Anup K. Karan and S.K. Sasikumar

2. The total employment in India across various sectors has been projected to be 586.04 million (assuming figure in millions³) in 2014-15 (assuming a GDP growth rate of 9 percent. -Refer table 2.3.2). The ‘Agriculture and Allied’ sector shall continue to have the maximum share of employment.

Table 2.3.2 Total Sectoral Actual and Projected Employment (age 15 years and above)

Broad sectors of employment	2004-05 Actual	2009-10 Estimated	2014-15 Projected with GDP growth		
			at 8%	at 9%	at 10%
			1. Agriculture and Allied	251.83	258.18
2. Mining & quarrying	2.61	2.59	2.49	2.53	2.57
3. Manufacturing	54.06	65.87	81.43	82.69	83.96
3.1 Manufacturing (15-22)	34.87	41.14	51.59	52.39	53.20
3.2 Manufacturing (23-37)	19.18	23.35	29.83	30.30	30.76
4. Utilities	1.29	1.24	1.14	1.16	1.18
5. Construction	25.66	41.21	59.04	59.95	60.88
6. Transport, storage & communication	18.30	22.74	29.61	30.07	30.53
7. Trade, hotel & restaurant	48.43	69.10	72.39	73.51	74.64
7.1 Wholesale and retail trade,	42.58	60.56	63.13	64.11	65.10
7.2 hotels and restaurants	5.85	8.44	9.26	9.40	9.55
8. Financial and real estate	7.64	11.23	19.53	19.83	20.13
8.1 Banking & Insurance	3.09	3.85	4.74	4.81	4.89
8.2 Real estate, ownership of dwellings and business services	4.55	9.89	14.79	15.01	15.25
9. Public administration	8.83	8.16	7.64	7.76	7.88
10. Community and personal services	27.78	28.99	35.78	36.34	36.90
10.1 Education	11.25	14.32	18.47	18.76	19.05
10.2 Health	3.70	4.92	6.94	7.05	7.16
10.3 Personal & other services	12.83	11.39	10.37	10.53	10.69
Total	446.41	509.43	577.10	586.04	595.10

Source: SWOT Analysis in India in the field of International Labour Market: Anup K. Karan and S.K. Sasikumar

³ Measurement unit not provided in the SWOT report

3. India has considerable number of exportable skills across all skill levels (High, Medium and Low Skilled). The exportable skills identified in the SWOT study have been presented below:

Table 2.3.3 Occupation groups with high, medium and low levels of skills having high share in total employment and high growth between 2004-05 and 2009-10

High skill	Medium skill	Low skill
Physical, mathematical and engineering science professionals (2 to 2.3 million)	Overseers and Technicians in civil and mechanical engineering (0.86 to 1.1 million)	Spinners, Weavers, Knitters, Dyers and Related Workers (7 to 9 million)
Physicians and Surgeons, (Allopathic) (0.6 to 0.9 million)	Nurses, health assistants and related workers (0.5 to 0.7 million)	Tailors, Dress Makers, Sewers, Upholsterers (10.5 to 13.5 million)
Corporate managers, executives (1.2 to 1.5 million)	X-Ray Technicians, Opthemetrists & Opticians, Physio-Therapists and Occupational Therapists (0.16 to 0.22 million)	Machine and electric fitters, instrument makers, electronic workers, etc. (9.6 to 11.2 million)
Production workers: Metal processors (0.7 to 0.9 million)	Teachers: Higher Secondary & High School (2.5 to 3 million)	Artisans-carpenters, stone cutters, Blacksmiths, tool makers and operators, etc. (12.5 to 16 million)
Hospitality workers, managers, senior executives (1 to 1.5 million)	Medium industries' managers, executives (1.5 to 2 million)	Production workers: Equipment Operators, Oiler and Greaser, Material Handling, Transport Equipment Operators (16 to 20.5 million)
	Hospitality workers, House Keepers, Matrons and Stewards (1.5 to 2.5 million)	Sales workers: Merchants, agents, salesman, etc. (12 to 15 million)
		Construction workers (24 to 36 million)

Source: SWOT Analysis in India in the field of International Labour Market: Anup K. Karan and S.K. Sasikummar

4. The SWOT analysis of the skill base of India is summarized in the table below:

Table 2.3.4 Summary of SWOT analysis for India

Area	Particular
Strengths	<ul style="list-style-type: none"> • Large population in working age group, particularly youth population • Increasing participation of population in general and technical education • Range of informal process of skill formation • Emerging modern education system with emphasis on professional education • Surplus skill at all levels, particularly at medium levels
Weaknesses	<ul style="list-style-type: none"> • High illiteracy and low levels of education • Low women labour force participation rates • A large proportion of skilled persons are out of labour force • Predominance of low levels of skills • Less emphasis in policy on high levels professional education • Not enough institutions to provide formal training and skill • Uneven regional concentration of skill formation centers • Asymmetric information on demands for and supply of skill • Large informal sector with inadequate working conditions and low wages • Lack of standardisation in accreditation system • Lack of adequate information base on skill and international migration
Opportunities	<ul style="list-style-type: none"> • High economic growth likely to boost employment growth • Emerging new and modern industries with potential high employment of skilled workforce • High demands of skill workforce in European countries • Immigration rules in many developed countries are being made labour friendly • Indian government's emphasis on skill formation • Increasing private participation in skill formation
Threats	<ul style="list-style-type: none"> • Competition with other developing countries • Proliferating non-accredited skills and institutions providing

Area	Particular
	<p>such skills</p> <ul style="list-style-type: none"> • Growing capital intensity in industries • Declining roles of traditional skills India has comparative advantage in

Source: SWOT Analysis in India in the field of International Labour Market: Anup K. Karan and S.K. Sasikumar

The findings of the SWOT study have been mapped (Refer section 6) with the forecasted demand in the target European countries to identify the future migration potential for India.

4 Overview of the European labour market

Europe is currently facing significant demographics challenges including an ageing population. According to the Commission of European Communities, about one third of the European regions are forecasted to face significant decline in population by 2020.⁴ These regions are located mainly in Central and Eastern Europe, Eastern Germany, Southern Italy and Northern Spain. In Central and Eastern Europe, the effects of ageing will be delayed owing to their younger population, however, significant increase in their old-age population are still expected in the long term.⁴ Overall, the population growth rate of Europe is predicted to decline (from 0.08 percent to **– (0.03) percent**)⁵ significantly during 2000-20.

Population ageing in Europe is the outcome of a number of simultaneous trends. These include substantial decline (from 1.79 lakhs to **- (7.44) lakhs**)⁶ in the natural growth rate (birth rate – death rate) during 2010-2020 and an increase in the life expectancy by more than three years in the same period.⁷ The working-age population (15 to 64) in EU-27⁺ is also forecasted to decline by more than 3 million⁵ during 2010-2020. These trends indicate a gap in labour force supply in the EU and are expected to result in considerable opportunities for labour sending countries like India to tap the emerging demand in European labour markets.

Economic trends

The EU economy slid in to recession in 2008-09 and the GDP growth rate declined by about 4 percent⁶. A gradual revival is expected with GDP growth rate forecasted to grow by 0.75 percent⁶ in 2010 and by about 1.5 percent⁸ in 2011. However labour-market conditions are expected to remain weak, with the unemployment rate projected to reach almost 9.5 percent⁶ in 2011.

As per the past employment trends, labour force has shown more inclination towards services and knowledge-intensive industries rather than primary (especially agriculture) and traditional manufacturing industries. It is forecasted that these trends are likely to continue for all the member states. Although in some EU member States employment is still relatively high in primary sector there are clear signs that this is rapidly changing.

⁴ Demographic Challenges For European Regions, Commission Of The European Communities (November 2008)

⁵ UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates)

⁶ Eurostat

⁷ UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates)

⁸ European Economic Forecast autumn 2010

Significant change is evident in the job market as well with over 7 million⁹ additional jobs expected to be created between 2010 and 2020 in EU-27⁺. Among these job openings, high skilled jobs are clearly leading (15.6 million⁹ additional jobs) with the medium skilled jobs increasing only marginally (3.6 million⁹ additional jobs) and low skilled jobs declining by around 12 million⁹. Additionally, the job openings in primary and manufacturing sectors are forecasted to decline by over two million during 2010-20. Business and miscellaneous services are forecasted to have the maximum additional jobs (almost 7 million⁹) created during 2010-20, while distribution, transport, etc. (which includes hotels and catering) will have over 3 million additional jobs and the non-marketed services (which includes health and education) is projected to grow by over 1 million.

Migration policy outlook

As the demographic gap widens and the supply of European labour force declines, it is becoming difficult for Europe to meet its growing demand for high-skilled labour. In order to resolve this problem, Portuguese Presidency held a high level conference on Legal Immigration in September 2007 in Lisbon. During this conference, the Commission presented a proposal for the **Blue Card** as a part of its strategy for legal migration.

The Blue Card is the EU's main policy initiative for attracting highly skilled professionals to Europe. The objective of the blue card is to create a uniform application procedure for all non-EU workers to work within the EU. The proposal aims to attract up to 20 million¹⁰ highly skilled workers from outside the EU. This policy will allow high skilled labour force from third countries to work and reside in the EU for an initial period of two years. In order to obtain a blue card the immigrant must possess a college diploma or should have completed three years of professional experience. The applicant should also have a one-year EU job contract with a salary of three times the minimum wage. The Blue Card is renewable and can lead to permanent residency after five years. Blue Card holders are granted the same social and labour rights as the citizens of the receiving country as well as the right to family reunification. The Blue Card will be attached to an individual and not to a job. If the overall blue card proposal is accepted and is formulated as an EU policy, all the member states will need to align their migration policy to it.⁸ Please refer **Appendix 6** for detailed comparison of scenarios with and without the blue card.

⁹ 'Skills supply and demand in Europe: Medium-term forecast upto 2020': Cedefop

¹⁰ <http://www.euractiv.com/en/social/europe/eu-blue-card-high-skilled-immigrants/article-170986>

Box: 1.1: The Blue Card impasse

The Blue Card is an EU Directive which allows non - EU high skilled migrants to work and live within the EU. Following the announcement of the Blue Card scheme, a number of European countries expressed their apprehensions about the scheme.

Countries including Denmark, the United Kingdom and Ireland have have their own 'high-skilled' immigration schemes and are therefore, not likely to participate in this scheme. Though many other Member States do recognize the shortage of high-skilled workers in their own countries, they are yet to see merit in establishing a common policy for EU nations. The reasons for these are multi-fold:

Firstly, Member States fear that such a policy would lead to a loss of national sovereignty. The Member States' willingness to sign-over authority to the EU in this key area of national sovereignty is extremely low.

Secondly, one of the major concerns of many Member States is that this policy may hamper the labour-market potential of their own local population. Post-recession unemployment in the European countries has reached an all time high. Thus with a significant ratio of their own population being unemployed, the enthusiasm to allow increased immigration of high skilled workers is low among the EU member states

Finally, many other countries, especially African countries and EU's Eastern neighbours, have expressed concern that this policy would aggravate the 'brain drain' problem. The young and intellectual population from these countries would be tempted to pursue jobs with higher salaries and better working conditions, rather than looking for local jobs or setting up a business that will strengthen the local economy.

All these issues contribute to the resistance in acceptance of the Blue Card Scheme among the EU member states.

¹ Source: <http://www.europeanunionbluecard.com>

Overview of the six target European countries

A closer look at the six target European countries confirms the above overall picture.

Table 4.1 Change in population structure, 2010-20

Countries	0-14 Years	15-64 Years	65+ Years
Sweden	9.86%	-(1.09)%	19.74%
Denmark	-(6.88)%	-(1.70)%	22.32%
Czech Republic	12.82%	-(6.85)%	29.79%

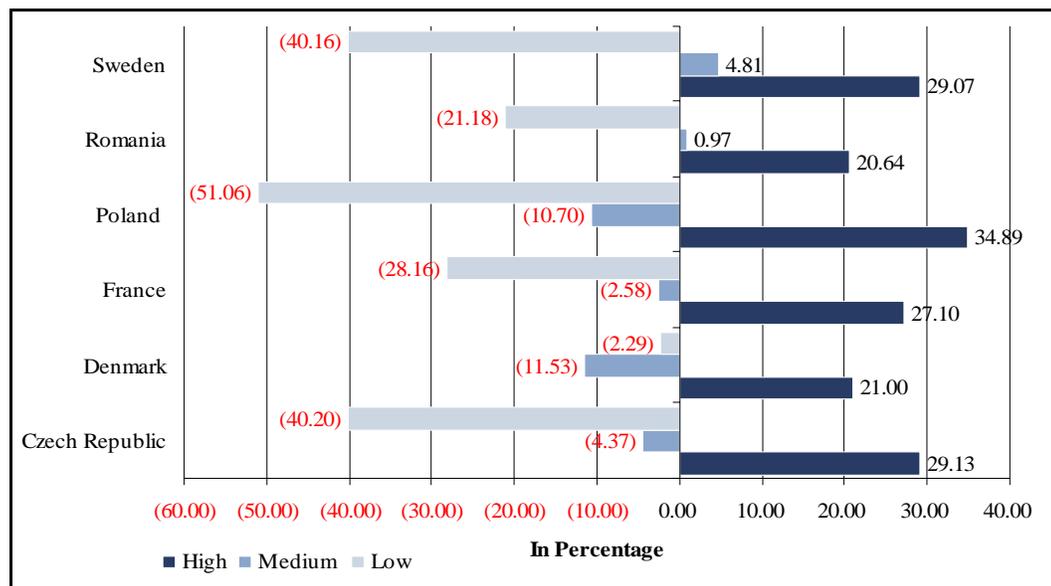
Countries	0-14 Years	15-64 Years	65+ Years
Poland	-(2.90) %	-(7.69) %	33.51 %
Romania	-(7.69)%	-(6.41)%	3.40%
France	-(1.67)%	-(1.17)%	27.85%

Source: Data UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates) (date)

As illustrated from the above table, all the six countries are expected to witness a decline in the working age population (15-64 year old) and an increase in the elderly population. Among these, Poland has the highest rate of declining working age population.

The demographic patterns in terms of skills described across the six countries in Figure 4.1 are generally common across all the six countries, although with significant differences in the magnitude. Therefore, while common trends can be seen for low skills (declining) and high skills (growing), the pattern for medium skills is quite different. While in some countries the number of the medium-qualified workforce is expected to rise (Sweden, Romania) during 2010-20 in others it is forecasted to decline.

Figure 4.1 Past and likely change of future supply of qualifications, labour force (15+)



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

In terms of migration, Romania and Poland have a negative net migration rate indicating that more people are going out of these countries than coming in. According to the World Bank's

Migration and Remittances Fact book 2011, France holds the 8th position among the top migrant destination countries.

Economically, Poland was the only country in the EU which registered a positive economic growth during the recession in 2009. The other five countries experienced negative growth rate during that year.

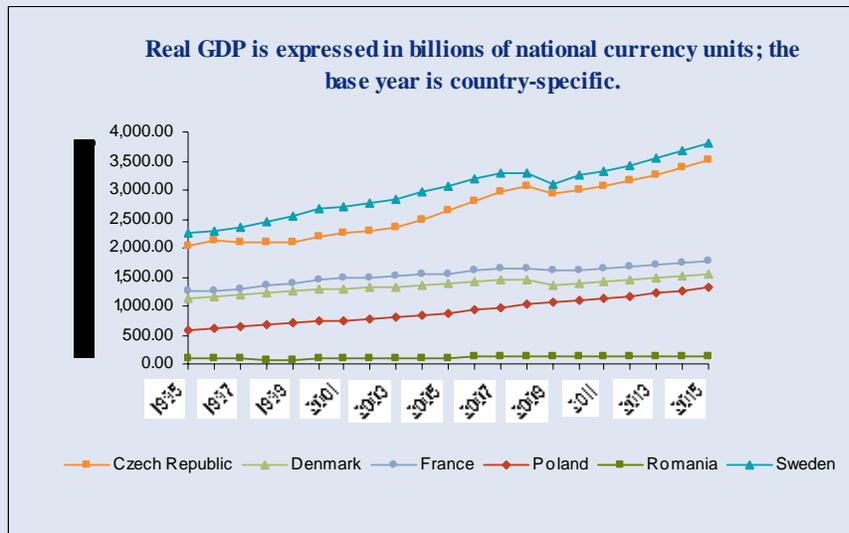
Overall, most countries in the EU have high unemployment rates. Despite this, all the six countries are experiencing a shortage of labour force across different sectors and occupations. This is because in certain cases people are unemployable due to lack of requisite skills. Besides, there are skill needs which cannot be fulfilled internally within these countries. Sweden, Denmark and France (Refer Appendice 3- 'Labour Shortage Lists' for the latest lists for the three countries) have formal labour shortage lists in which they intend to employ migrants.

Currently Sweden and Denmark have a very Employer-Centric migration policy as the labour mobility rules have been eased for the immigrants. France has also opened up its labour market for the entire EU member states (except Romania and Bulgaria) and has come up with a list of 30 occupations list in which it intends to employ the third world countries migrants.

A detailed analysis of the six countries has been presented in the following sections of the report.

Box: 1.2: Overview of comparison among the target countries

The box below highlights the economic growth in the target countries in terms of Gross Domestic Product in national currency.



Source: International Monetary Fund, World Economic Outlook Database, October 2010

The figure clearly illustrates that countries like France, Denmark, Sweden and are performing economically better than the rest of the target countries.

Moreover Sweden, Denmark and France have taken substantial steps towards the integration of their labour migration policies to support the future skill requirements. Thereby highlighting Sweden, Denmark and France as better migration destination opportunities than the other target countries.

5 Irregular migration in the EU

Irregular migration is a colossal problem for many developed countries. According to conservative estimates (Skeldon, 2000), there is an army of around 11 million irregular migrants worldwide. Moreover many irregular migrants resort to traffickers and human trafficking is a multi-billion dollars business (Kyle and Koslowski, 2001). Therefore, this is a growing problem for the entire world.

Threats of irregular migration

Some of the threats associated with irregular migration include:

- Security Threat

Irregular migration heightens the impact on national security. It may compromise national sovereignty and highlight the inability to defend ones borders and enforce immigration laws. This inability may be ascribed to either lack of resolve, incompetence, or both. The situation is worsened by the policies and statutes that exist at both, the federal and state levels that render citizenship ineffective, legal immigrant status redundant, and illegal immigrant status penalty-less.

Large irregular immigrant groups present a threat to national security by leading to formation of huge population concentrations with ambivalent or questionable loyalty to the member state. If such groups are left ignored or unattended, these relatively unassimilated immigrant population groups may offer recruiting opportunities to terrorist entities.

- Economic Threats

Among most immigrants, the primary reason for entering and remaining in a member state is economic. The influx of migrants to a nation puts economic pressures on the locals. The low and medium skilled people are the ones who bear the effects of irregular migration as the high skilled work force generally do not form part of illegal migrants.

Although there is a wide class of high skilled professionals, the overall economy may still be surrounded by bouts of high unemployment cycles coupled with low wages for existing jobs. Thus the overall economic situation of the member state may decline.

- Planning Threats

This threat represents the consequences of voluminous irregular migration .Such a trend may lead to a situation where the government faces a situation wherein the authorities have no idea of 'who' is living or operating within its borders. This chaos puts strain on any kind of planning done for the development and growth of the country.

Irregular immigration may compromise the national planning initiatives by placing strains on various sectors such as health, education and law. For instance, with a stipulated budget for the health care sector, economic pressure is applied on it as such immigrant population may force the health care centers to reduce or eliminate services due to non-payment or simply overburdening the system capacity by sheer volume.

Overview of EU irregular migration

According to EU sources, around half a million irregular immigrants enter the EU every year¹¹. Addressing the growing irregular immigration has been a central and vital part of the EU's common immigration Policy since its inception in 1999. The Treaty of Amsterdam created Community competencies in this field as the legal basis for regulations relating to border controls and visa policy, as an explicit basis for measures on irregular immigration and illegal residence, including the repatriation of illegal residents.

In particular, through a communication on a common policy on irregular immigration issued in 2001, the Commission announced its intention to "address the issue of irregular immigration with a comprehensive approach" to encompass all the phases of the migration process. The three 2002 Council Action Plans on illegal immigration, border controls and return listed such a comprehensive set of measures and actions. In July 2006 the Commission has adopted a wide-ranging communication on irregular immigration which takes account of the progress made in fighting irregular immigration and identifies the EU's relevant policy priorities in this area.

Thus EU follows a through approach to combat irregular migration as well as protect the rights of individuals. Some of the key features of their measures are:

- Inter-state cooperation

There is an urgent need of dialogue and cooperation on migration between the EU and countries of origin and transit. These dialogues can result in labour mobility agreements which can facilitate legal migration and thereby combat irregular migration. In particular, substantial short and mid-term measures are currently being undertaken in response to irregular immigration. These include joint patrols, surveillance and reinforced response capacity. In the longer perspective, push-factors for irregular immigration will continue to be addressed through development policies.

- Further strengthening of external borders

¹¹ <http://www.euractiv.com/en/security/illegal-immigration-asylum-border-control/article-117508>

The primary aim of this measure is to develop a framework which has already been set up through which border controls can be further developed to a high standard. The scope of this measure includes use of latest technology to control / track illegal migration. In the future biometric technology, such as fingerprints and digital photographs, may have a significant impact on border control systems.

In order to accomplish the same, EU authorities are considering the creation of a generalized and fully automated entry-exit system for registration of third country nationals entering into or leaving EU territory. This would address two purposes: first it would enable Member States to check if a third-country national was "overstaying", for example after expiry of a visa, or had done so in the past. Second, such a system could be used to administer legal migration management as a register of especially seasonal workers from third countries

- **Fight against human trafficking**

Another major focus of EU policies is towards combating trafficking of human beings. The member states of EU plan to undertake various measures to cover a range of issues to tackle this threat. The measures include better understanding of the crime and its dimensions, reduction of demand, more efficient investigation and trials, protection and support of victims, return and reintegration of migrant in to the host country.

- **Tackling illegal employment**

The illegal immigrants in EU are likely to find employment in unregulated sectors such as construction, catering and textile. Moreover such immigrants are subject to exploitative conditions at work. It is therefore, suggested to focus on this issue. Member States are called upon to introduce sanctions for employers who tend to exploit immigrants. Action at EU level, with the aim of harmonizing such sanctions, may act as an additional tool for preventing further illegal immigration.

- **Regularization of illegal immigrants**

Stringent actions are required to regularize the illegally present third country nationals in the EU who are unlikely to return to their countries of origin. These persons are not considered for integration measures due to their status as illegal migrants. Some member states have already started large scale regularization programmes. Such programmes are of immense importance because of the growing scale and strength of such illegal migrants across EU.

- **Return policy**

The main element of EU migration policy is the return policy. This is the most effective way of handling irregular migration. The priorities defined in the common policy on illegal migration

are the conclusion of further readmission agreements; progress on the proposed return Directive that is currently under negotiation in Council and Parliament; enhanced use of joint return flights by Member States; improved possibilities for documentation for return of third-country national who do not have travel documents; and the establishment of common training standards for officers involved in return.

- Improved information exchange

Another important feature of the policy is operational cooperation between member states enabling sharing of information of a technical and strategic nature easily. The Communication therefore focuses on for better use of existing instruments, such as ICONet (a web-based network for the exchange between Member States of strategic, tactical and operational information concerning illegal migratory movements), networks of Immigration Liaison Officers of member states posted in countries of origin and Europol support.

- Policy evaluation

The implementation of measures already agreed is an integral part of how the EU continues to address illegal immigration. It is suggested that one needs to evaluate legislation on two accounts to ensure that the objective is being achieved. Firstly there are commercial carriers (persons/ organizations providing passenger transport by air, sea or land) obligations which are to prevent illegal immigration. Secondly there are measures against the facilitation of unauthorized entry, transit and residence (smuggling), with a view to identifying any shortcomings or gaps. This evaluation will be carried out in close cooperation with both member states and relevant stakeholders (transport industry, humanitarian organizations).

Thus EU and the host country will have to combat irregular migration by various means and measures to facilitate legal migration. Moreover legal migration will help EU countries meet their growing demand of labour and legal migration will also aid the host country by efficient utilization of its excess supply of labour force.

6 Competitive advantages for Indians

As can be inferred from the findings of the study illustrated in the above sections, the European labour market is likely to have an increasing demand for labour force in certain sectors/occupations. India may look forward to finding employment opportunities in European market for its vast reservoir of human capital. Certain competitive advantages of Indian migrants in Europe have been cited below:

- **High-skilled Indian workforce**

Indians are widely recognized and appreciated across the world for their skills in the Information Technology (Information Technology)/Research sector. Most of the Indians in the countries (Sweden, Denmark, Czech Republic, Poland, Romania, and France) studied as part of the study are employed in the Information Technology sector and the study re-affirms that this trend is likely to continue. With the number of global Information Technology companies with operations in these countries increasing, intra-company transfers are expected to increase during the next decade.

Thus, when viewed from Information Technology sector perspective, India is one of the top labour exporting nations. Also the demand for high skilled professionals is expected to increase across Europe. The assessment of the target countries indicates that maximum demand shall be witnessed for 'Professionals' and 'Technicians and associate professionals' during 2010-2020. The projected labour supply in these occupations in India is also expected to be significant and hence migration in these occupation groups is expected to benefit both India and the destination countries.

However in the current sphere of Information Technology services, India is present at the lower end of the market spectrum and its dominance in this sphere is also expected to decline. These inferences can be attributed to three major factors. Firstly, majority of Indian software companies are neither chip-based nor are they involved in high-level software coding. Moreover, other than the Information Technology giants (Wipro, TCS, Infosys) of India, there are several small players in the software market which have managed to establish themselves overseas. Thus the overall reach and standard of India in the Information Technology sector is limited. Secondly, countries like China are fast catching up by developing their English language skills which has thus far been one of the competitive advantages for India. Thus the language advantage for India is diminishing. Thirdly, European countries like Romania and Estonia are developing their own BPO/Outsourcing sector. Thus the need for services which used to be outsourced to India is declining. Therefore in order to maintain its competitive

advantage India needs to move in to a higher level of Information Technology education/training. This situation also prompts India to analyze sectors beyond Information Technology to promote and develop from the migration perspective.

- **Positive image of Indian migrants**

It has emerged from discussions with various stakeholders that the Indian migrants in Europe are perceived as hardworking and knowledgeable workers who contribute significantly to the organization. This image of Indian migrants acts as in the favor of prospective emigrants from India seeking employment in Europe.

It was also highlighted that India has several advantages over other non-EU labour sending countries and is in a better position to effectively meet the supply gaps in Sweden. Generally Indian citizens are believed to be law-abiding and to be having fewer integration issues.

- **Requirement of low-skilled workforce**

The Strengths, Weaknesses, Opportunities and Threats analysis (SWOT analysis) commissioned by IOM highlights that India has a vast supply of low and medium skilled people. In 2004-05 more than 91 percent of the population had low/no skills. There are more than 6 million low skilled workers including small enterprise owners/managers, production workers: Tailors, Dress Makers, Sewers, Upholsterers, Midwives and Health Visitors, Nursing, Sanitary and Other Medical and Health Technicians, Dental, Veterinary and Pharmaceutical Assistants, Teachers, Transport and Communication workers, Telephone and Telegraph operators, Hotel and Restaurant keepers, House Keepers, Matrons, Stewards, Waiters , Bartenders, etc.¹²

During discussions with various stakeholders, it was noted that the EU nationals are reluctant to undertake low skilled jobs. Thus employers generally look towards third country nationals for such jobs. Thus India has a huge untapped supply of low skilled work force which can be further utilized by the growing European demands.

- **Labour mobility issues**

The findings of the study showcase low intra-country mobility amongst nationals of certain EU countries. This accounts for the irregularities in unemployment in different regions in many EU countries like Czech Republic. Thus low intra country mobility leads to labour market segmentation.

Moreover it was highlighted during the meetings that the Indian Migrants are highly mobile by nature that can help reduce the regional disparity in EU.

¹² SWOT Analysis in India in the field of International Labour Market: Anup K. Karan and S.K. Sasikumar

- **Reducing language barrier**

Knowledge of local language in EU used to be a vital element for integration in to the European society. But the importance of local language has been declining over the past decade. This change may be accounted for, by the fact that these days, for professionals in the high skilled sectors like Information Technology and research, English is the more prominent and the upcoming language. Such sectors do not require the knowledge of local language.

Further, during discussions with various stakeholders it was highlighted that countries like Denmark and France are taking steps to promote knowledge of local language through integration programs, so that migrants do not face any language barrier later.

7 Barriers for Indian migrants

Europe has realized and recognized the fact that third country nationals will have to be looked upon to meet their labour market demand for future. Accordingly they are implementing policy and procedure level changes including reduction in tax rates, simplification of the procedure for issue of work permits/ visas, etc, to attract skilled labour force from third countries. Even after these proposed changes, there are certain areas/ issues related to the Indian labour force because of which they would face hurdles when searching for employment opportunities in Europe. These barriers include:

- **Perception of Indians as high-skilled Information Technology professionals**

The phenomenal growth of the Indian Information Technology & ITeS industry over the last decade and the increasing number of Indian Information Technology companies establishing operations in Europe, has contributed to development of an outlook towards Indians as potential source for Information Technology professionals only, thereby creating hindrance for other (especially lesser skilled people) to find appropriate jobs.

Box: 1.3: Promoting sectors other than IT

During the course of this assessment, it was observed that India is predominately recognized for its capabilities in the Information Technology domain. Most of the stakeholders met as part of the study were not aware of India's supply potential in other sectors.

It is therefore proposed that targeted campaigns need to be launched to also promote India as a front-runner in other sectors. It has been observed during the study that there are significant opportunities for migration to the health, education and the construction sectors since India possesses world class professionals in these sectors.

Potential EU employers should be given an extensive introduction to India skills in these sectors. This is especially important to ensure that the potential employers are aware of India's capability across various sectors in order to increase migration to EU.

In order to create awareness, India should try and conduct more sector specific migration activities. Institutions such as IOM conduct many global migration conferences. In addition to such conferences, focus should now be shifted on conducting sector specific migration conferences so that Indian can highlight its skills in the particular sectors. The Government of India should explore the opportunity to collaborate with various industry bodies to devise and conduct customized out-reach programs in various target countries to promote India's skills across various industry sectors. Such measures would assist in show-casing skills of Indian workforce in sectors other than IT.

- **Proximity to Europe**

The nearest European country is more than 4300kms away from India. This distance from Europe and proximity to Middle Eastern countries, is one reason why significant proportion of migration from India takes place to the Middle Eastern countries like Dubai, Philippines, etc.

- **Language barriers**

Knowledge of local language is important for immigrants for smooth integration into the society. It is very challenging to succeed and assimilate into a new culture without speaking the local language of a new country.

As is illustrated through the findings in the previous section “Overview of the European Labour Market”, declining working population and an overall ageing population are two well established demographic trends in Europe. These are expected to generate greater demand for non-EU nationals as skilled professionals, technicians and associate professionals in the Health & Personal Care sector. However, knowledge of local language will be essential for individuals from non-EU countries wanting to be employed in this sector, especially in the area of elderly care for obvious reasons.

- **Lesser demand for lowly educated Indians**

The segmented Indian labour market is pre-dominated by lesser-educated and low skilled labour force. As far as general educational level of Indian population is concerned, it is highly skewed with approximately 40 percent illiterate population, and additional 32 percent with only primary education, in the year 2004-05. The low-skilled labour in India is employed in jobs like machine operators, helpers, trainees, cutters and processors, carpenters, house maids, waiters, cleaners, etc. Most of these low-skilled labourers undergo no professional training/ certification.

There is lesser demand for uneducated/ lowly-educated people in the European labour market. For employment in most countries in Europe, a person requires some level of professional qualification. Vocational trainings/ certification programs are available for professions including Housemaids, Plumbers, etc. India needs to up-skill its low-skilled people through formal training & recognition of professional qualification, so as to help them meet the requirements of the European markets.

The findings also reflect that there is less salary differential between high and low skilled jobs. Plumbing, in India, is a low-skilled low-paying job; however, in Europe, plumbing is a high-skilled high-paying job. Demand increases as per the increase in skill & qualification of people.

- **Procedural difficulties**

The country nationals face difficulties in accessing the European labour market. One of these is getting the work-permit/ work-authorization. The prescribed timeline for issue of the work-permit/ work-authorization in most European countries is 1 to 2 months, however in practice it takes 4-5 months in most cases and at times even longer. Countries like the Czech Republic require permission at three levels (certificate from Labour Office, work permit, residence permit) before an employer can hire a third country national. The resulting delay prevents the employers from hiring third country nationals and they instead prefer hiring labour from nearby European countries (especially in case of shorter duration projects).

Additionally, work-permit/ work-authorization issued are linked to a particular employer and job, and an immigrant has to apply for a fresh authorization even if he changes job without changing the employer. (The implementation of Blue Card scheme is expected to do away with this procedural requirement)

8 Labour market assessment in target countries

8.1 Sweden

The findings presented in this section are based both on the information gathered through primary and secondary research for Sweden.

8.1.1 Country overview

Capital: Stockholm
Population (2010): 9.23 million
Area: 450,295 sq km
Major Language: Swedish
Currency: Swedish Krona
GDP per Capita PPP (2007): USD 37,512
Net Migration Rate (2010): 1.7 migrants /1,000 population
Immigrants (2009): 1.09%
Population under 15 (2010): 16.5%

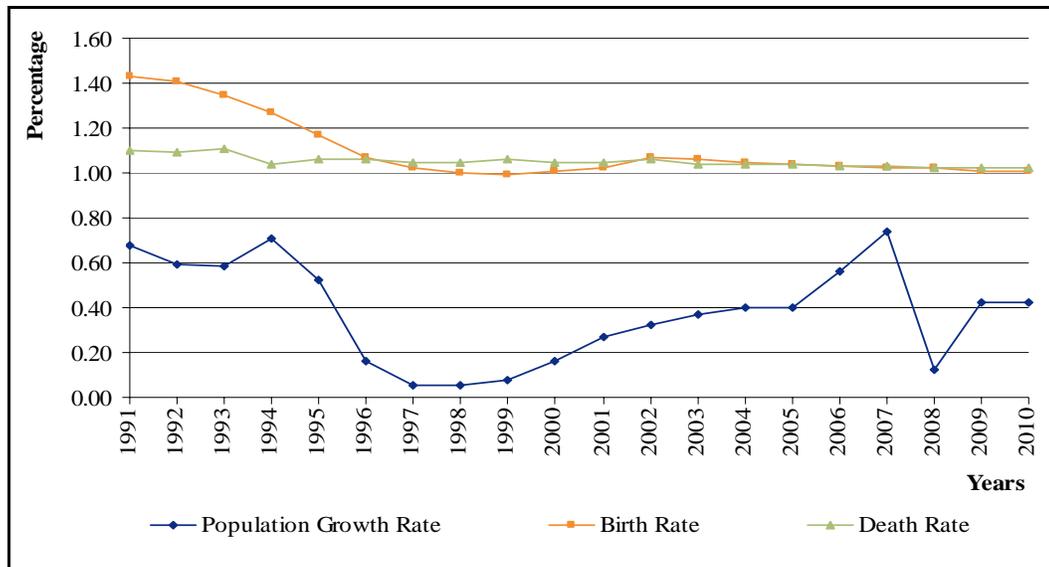
- Sweden is located in Western Europe, bordering the Baltic Sea, Gulf of Bothnia, Kattegat, and Skagerrak, between Finland and Norway.
- The demographic trends in Sweden indicate an ageing population and it is expected that a significant number of people would soon be leaving working life. Statistics Sweden's publication '*The future population of Sweden 2009–2060*'¹³ indicates that immigration shall account for a significant proportion of the population increase during this period.
- Sweden is a major economy in Northern Europe. It was affected by recession in 2008-09; however the economy is recovering and it is expected that the GDP growth rate shall be 4.4 percent in 2010.
- The unemployment rate in Sweden was 8.3 percent in 2009. During discussions with various stakeholders it was highlighted that even with this high rate of unemployment, Sweden has skill needs which cannot be fulfilled internally.
- Sweden introduced a new labour migration policy in December 2008. The new regulation provides flexibility to employers for hiring third-country nationals if they satisfy job requirements.

¹³ http://www.scb.se/statistik/publikationer/BE0401_2009I60_BR_BE51BR0901ENG.pdf

8.1.2 Demographic trends

Demographic changes have had a marked impact on Swedish labour market. Presently, Sweden is facing an ageing population coupled with low birth rates. *Figure 8.1.1* illustrates the trends in various demographic factors.

Figure 8.1.1 Trends in Demographic Factors



Source: Data from US Census Bureau International Database

Birthrate in Sweden had declined till 2000 and since then it has remained nearly constant. Correspondingly the population growth rate also had declined (though not negative) till 2000. The rise in population growth rate post 2000 may be attributed to a positive net migration rate.

Statistics Sweden's publication 'The future population of Sweden 2009–2060' indicates that immigration shall account for a significant proportion of the population increase during this period. After 2030, it is estimated that only immigration surplus would contribute to the continuing population increase as the number of deaths will exceed the number of births.

Due to declining birthrates and increasing life expectancy¹⁴ Sweden's population structure is changing (*Refer table 8.1.1*).

Table 8.1.1 Age Wise Distribution of Population (in thousands)

Year	0-14 years	15-64 years	65+ years
1950	1,644	4,651	719

¹⁴ UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates)

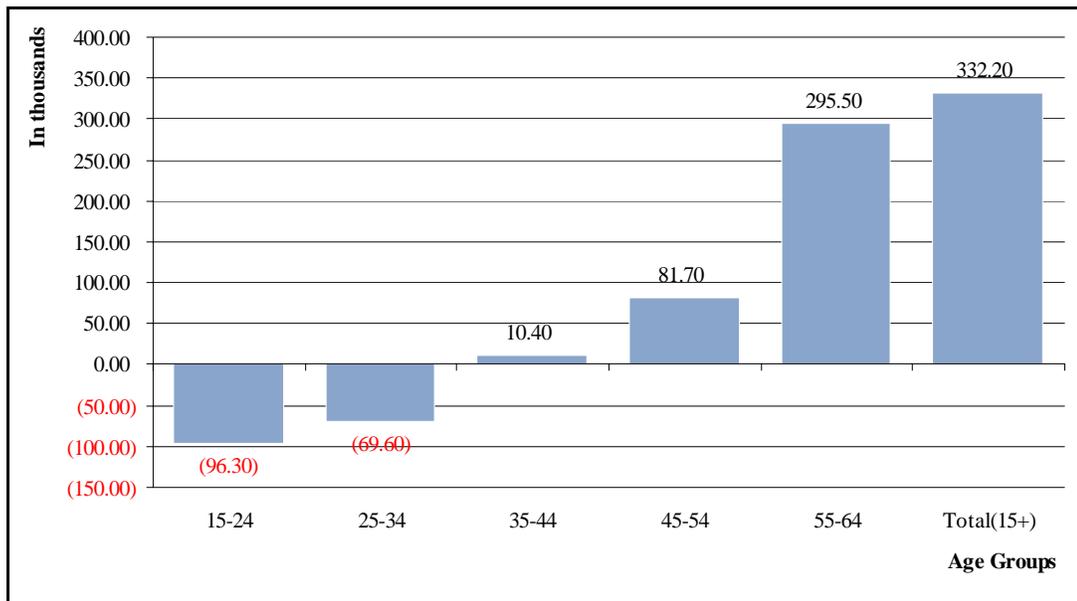
Year	0-14 years	15-64 years	65+ years
2010	1,531	6,059	1,702
2015	1,612	5,980	1,906
2020	1,682	5,993	2,038
Change (2010-2020)	9.86%	-(1.09)%	19.74%

Source: UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates)

It can be inferred from the table above that many people will be retiring from active work life (15-64 age group) during 2010-2020.

Figure 8.1.2 represents the change in the labour force during 1990-2009. The age group of 55-64 has witnessed a significant increase during this period suggesting an ageing labour force.

Figure 8.1.2 Changes in labour force by age (in thousands), 1990-2009



Source: Data from UNECE, Labour force by Age, Sex, Measurement, Country and Year

Skill-wise Distribution of population

Table 8.1.2 highlights the structure of Swedish population by skills/educational attainment.

Table 8.1.2 Skill wise Distribution of Population, Age group 18-74 (in thousands)

Year	Low	Medium	High
2004	1,384.3	3,293.9	1,504.1
2005	1,392.2	3,264.2	1,571.5
2006	1,646.9	2,998.7	1,664.1
2007	1,625.4	3,025.2	1,715.4
2008	1,622.1	3,052.3	1,765.4
2009	1,596	3,093.3	1,832.3

Source: Eurostat, "Educational level of population"

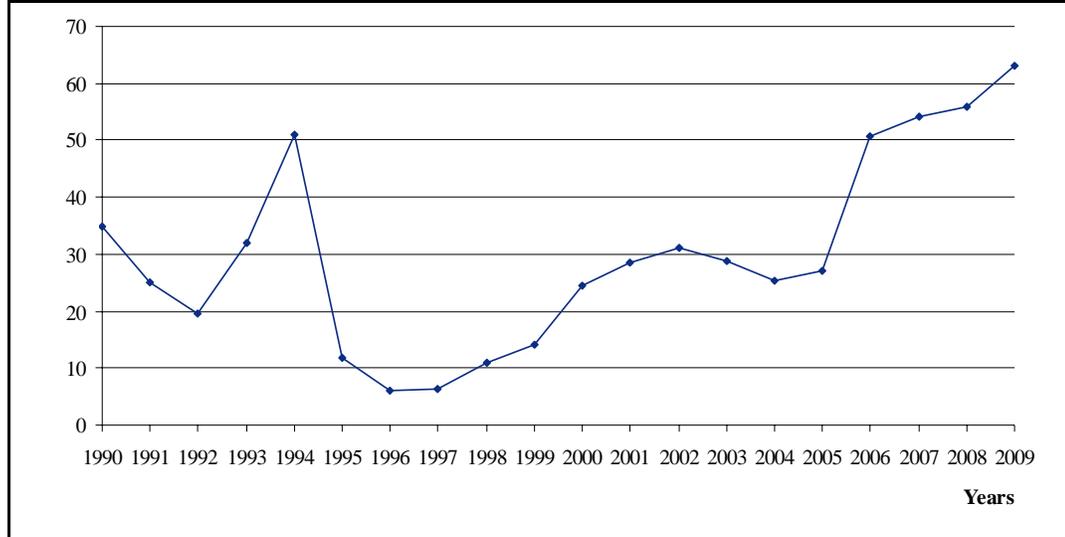
Though a major proportion of Swedish population is medium qualified, the group has seen a decline in recent years (reduced by about 6 percent during 2004-2009). During discussions with various stakeholders it was noted that there is a low differential between the wages for low-skilled and high-skilled jobs. This is expected to be a factor which often deters young people from taking up higher education. The increase in high skilled people may thus be because of the older population in the labour force that needs to upgrade and broaden their knowledge, skills and competencies to maintain their efficiency.

Trends in migration

Sweden joined the European Union (EU) in 1995. It permitted other EU citizens to work and live in Sweden. In 1996, Sweden also accepted the Schengen agreement, which allows for free movement of people across all Member States. This may have contributed to the increase in net migration post 1995 (Refer Figure 8.1.3). In May 2004, when 10 more countries joined the EU, Sweden was one of only three existing Member States (along with the UK and Ireland) that agreed to allow citizens of the eight, new Eastern European Member States to work without formally requiring a permit. The others still insisted on provisional regulations to monitor migration flows.¹⁵ Figure 8.1.3 presents the net migration trend for Sweden.

¹⁵ Centre for Research in International Migration and Ethnic Relations Stockholm University

Figure 8.1.3 Trends in Net Migration (Number of immigrants – number of emigrants, in thousands)



Source Data from Statistics Sweden, Population and population changes in Sweden. Year 1749-2009

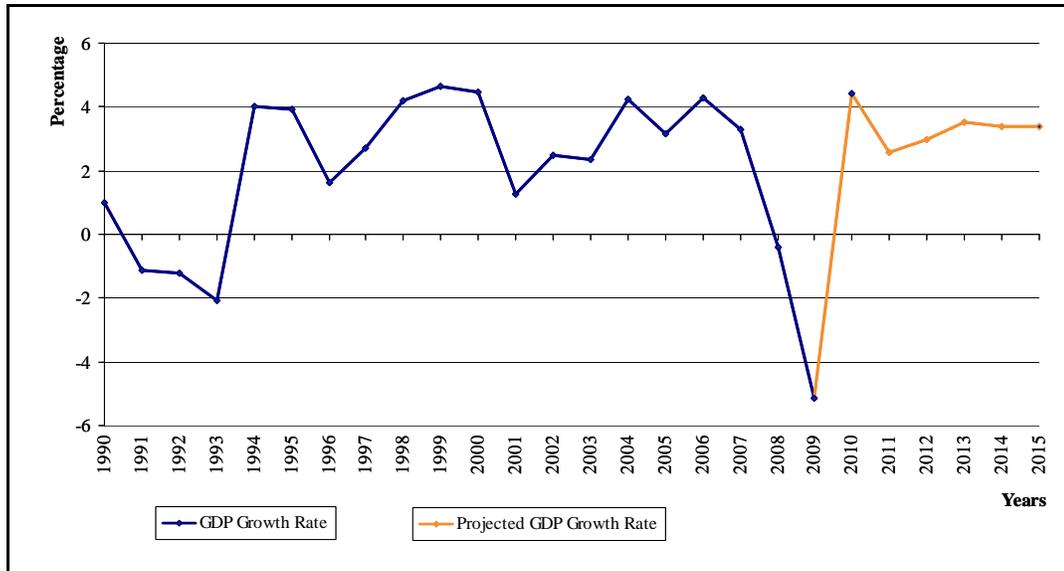
A remarkable increase in the net migration can be witnessed from 2005.

8.1.3 Economic trends

Sweden is a major North European economy. Until 2008, Sweden experienced an economic upswing. This economic growth was boosted by significant exports and increased domestic demand. Despite its strong position, the Swedish economy went into recession in the third quarter of 2008 and experienced as negative growth in the first half of 2009 because of the deteriorating global economy.¹⁶

¹⁶ CIA Fact Book

Figure 8.1.4 Trend in GDP Growth Rate (percentage)



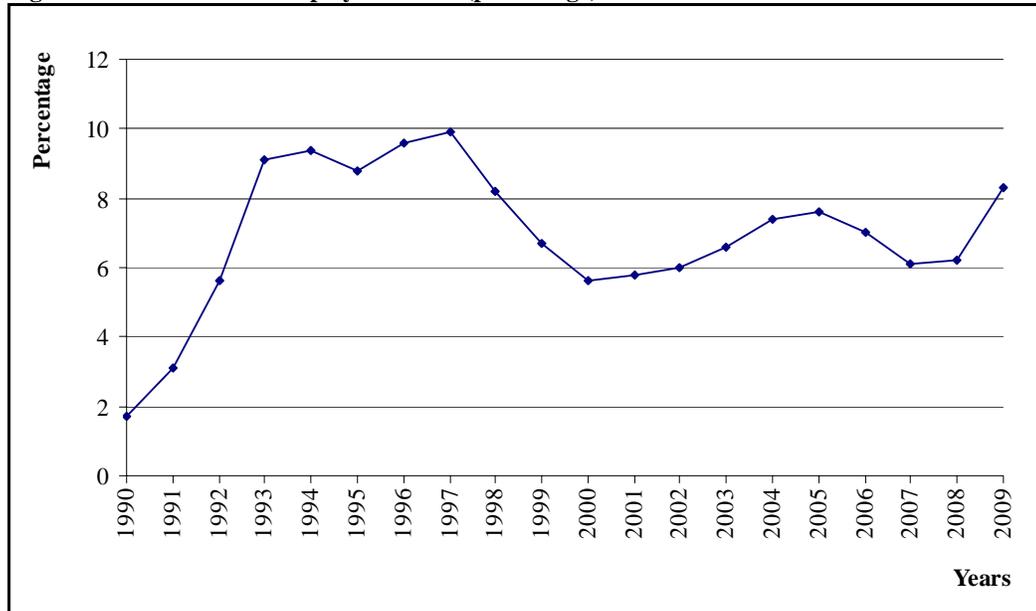
Source Data from International Monetary Fund, World Economic Outlook, Annual percentages of constant price GDP are year-on-year changes; the base year is country-specific. Estimates Start After 2009

After a period of low growth following the recession of 2008-09, the recovery of the Swedish economy accelerated in the first half of 2010. It is forecasted that the GDP growth rate in 2010 will be 4.4 percent and would reach 3.4 percent in 2015 (*Refer Figure 8.1.4*).

Unemployment rate

Sweden's Unemployment Rate (*Refer figure 8.1.5*) averaged 5.53 percent between 1980 and 2009.

Figure 8.1.5 Trends in unemployment rate (percentage)



Source: Data from UNECE , Unemployment Rate by Country and Year

In 2009 the unemployment rate was 8.3 percent and is expected to be 8.1 percent¹⁷ in 2010. While there is unemployment in Sweden, it does not indicate that there is a lack of employment opportunities. It may be attributed to lack of requisite skills in the Swedish labour market. As a result, despite unemployment there are skill needs which cannot be fulfilled internally within Sweden¹⁸.

8.1.4 Current labour market landscape

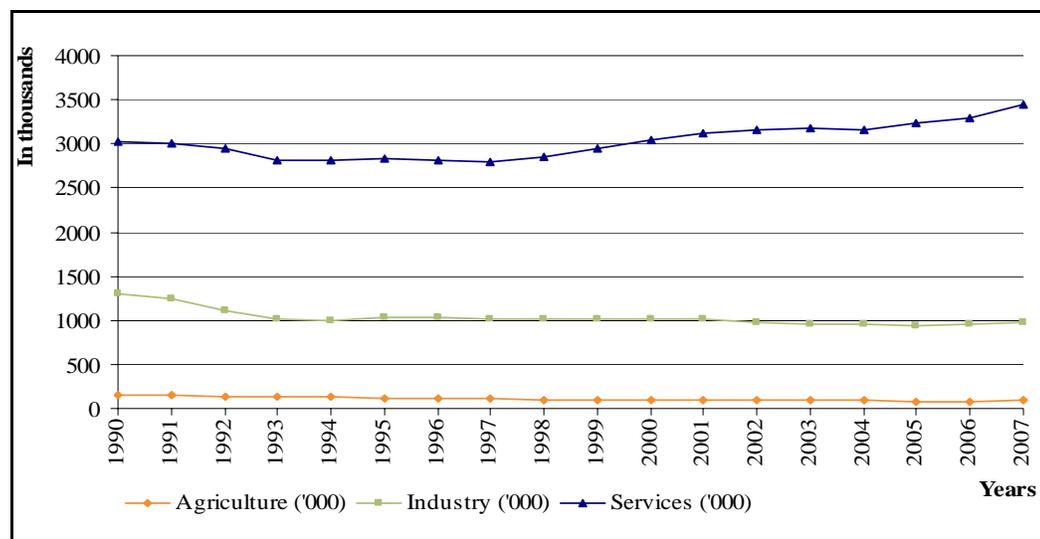
Sectoral analysis

Services segment in Sweden dominates the share of employment and has registered higher growth in employment compared to the primary and secondary segments (*Figure 8.1.6*).

¹⁷ Statistics Sweden

¹⁸ 'New rules for labour immigration' publication of Ministry of Justice, Sweden

Figure 8.1.6 Trends in sectoral Distribution of employment (in thousands)



Source: Data from KILM

Table 8.1.3 depicts the share of various sectors in total employment during 1995-2007.

Table 8.1.3 Share of sectors in total employment

Sectors	1995	2000	2005	2007
Health and social work	20.57%	18.51%	16.58%	15.94%
Real estate, renting and business activities	9.36%	12.00%	13.65%	14.62%
Manufacturing	19.09%	18.20%	15.29%	14.49%
Wholesale and retail trade	12.77%	12.50%	12.55%	12.27%
Education	7.23%	7.91%	11.07%	10.81%
Construction	5.77%	5.41%	5.93%	6.39%
Transport, storage and communications	6.55%	6.71%	6.31%	6.19%
Public administration and defence	5.02%	5.36%	5.58%	5.73%
Other community, social and personal services activities	4.92%	5.07%	5.35%	5.29%
Hotels and restaurants	2.51%	2.79%	2.74%	3.15%
Agriculture, hunting and forestry	3.01%	2.28%	1.97%	2.18%
Financial intermediation	2.06%	2.09%	1.90%	1.96%
Electricity, gas and water supply	0.83%	0.72%	0.63%	0.55%

Sectors	1995	2000	2005	2007
Mining and quarrying	0.20%	0.22%	0.16%	0.20 %
Fishing	0.10%	0.07%	0.05%	0.07%

Source: Data from KILM, Employment by 1-digit sector level (ISIC-Rev.3, 1990) (by sex)

As per the above data, the sectors that have the maximum share in employment (in 2007) are:

- Health and social work sector
- Real estate, renting and business activities
- Manufacturing

Table 8.1.4 No. of people employed in various sectors

Sectors	2000 (in thousands)	2007 (in thousands)	Percentage Change
Education	329	491	49.24%
Real estate, renting and business activities	499	664	33.07%
Construction	225	290	28.89%
Hotels and restaurants	116	143	23.28%
Public administration and defence	223	260	16.59%
Other community, social and personal services activities	211	240	13.74%
Wholesale and retail trade	520	557	7.12%
Agriculture, hunting and forestry	95	99	4.21%
Financial intermediation	87	89	2.30%
Transport, storage and communications	279	281	0.72%
Fishing	3	3	0.00%
Mining and quarrying	9	9	0.00%
Health and social work	770	724	-(5.97)%
Manufacturing	757	658	-(13.08)%
Electricity, gas and water supply	30	25	-(16.67)%

Source: Data from KILM, Employment by 1-digit sector level (ISIC-Rev.3, 1990) (by sex)

The sectors which have the maximum potential to offer increased employment opportunities (based on growth during the 2000-2007 period) include:

- Education
- Real estate, renting and business activities
- Construction

Table 8.1.5 Sectoral Contribution to GDP

Sectors	1995	2000	2005	2007
Real estate, renting and business activities	18.58%	20.98%	20.47%	21.41%
Manufacturing	22.39%	21.99%	19.93%	19.63%
Health and social work	9.43 %	9.82%	10.86%	10.61%
Transport, storage and communications	7.88%	7.92%	7.53%	7.27%
Financial intermediation	7.88%	7.92%	7.53%	7.27%
Education	5.18%	5.20%	5.62%	5.35%
Construction	4.59%	4.28%	4.78%	5.33%
Wholesale and retail trade	4.59%	4.28%	4.78%	5.33%
Public administration and defence	5.64%	5.39%	4.84%	4.82%
Other community, social and personal services activities	3.37%	3.65%	4.02%	3.99%
Electricity, gas and water supply	3.12%	2.73%	2.99%	3.09%
Agriculture, hunting and forestry	2.74%	2.11%	1.53%	1.79%
Hotels and restaurants	1.22%	1.44%	1.40%	1.42%
Mining and quarrying	0.29%	0.23%	0.31%	0.59%
Fishing	0.03%	0.03%	0.02%	0.03%

Source: Data from Eurostat

In terms of contribution to GDP, the following sectors have the maximum share in the GDP: (Refer table 8.1.5)

- Real estate, renting and business, activities
- Manufacturing
- Health and social work.

Occupational analysis

The table below presents the employment data for various occupational groups:

Table 8.1.6 No. of people employed in various occupational groups

Occupational groups	2000	2005	2009
Technicians and associate professionals	835,900	861,100	930,800
Professionals	688,600	844,500	892,200
Service workers and shop and market sales workers	734,500	807,100	850,500
Craft and related trade workers	455,300	421,300	427,100
Plant and machine operators and assemblers	451,000	433,900	402,800
Clerks	428,000	395,900	379,700
Elementary occupations	213,900	261,300	270,200
Legislators, senior officials and managers	192,800	209,600	239,400
Skilled agricultural and fishery workers	111,200	96,600	93,300
Armed forces	10,100	11,200	9,100
Not stated	4,000	4,100	4,100

Source: Data from UNECE, Employment by Occupation, Sex, Measurement, Country and Year

The occupational groups in which maximum people are employed include:

- Technicians and associate professionals
- Professionals
- Service workers and shop and market sales workers.

The occupational groups with substantial growth in employment between 2000 and 2009 (*Refer figure 8.1.7*) include:

- Professionals
- Service workers and shop and market sales workers
- Technicians and associate professionals.

Table 8.1.7 Changes in occupational Pattern, 2000-2009

Occupational group	Change
Professionals	203,600
Service workers and shop and market sales workers	116,000
Technicians and associate professionals	94,900
Elementary occupations	56,300
Legislators, senior officials and managers	46,600
Not stated	100
Armed forces	-(1,000)
Skilled agricultural and fishery workers	-(17,900)
Craft and related trade workers	-(28,200)
Plant and machine operators and assemblers	-(48,200)
Clerks	-(48,300)
Total	373,900

Source: Data from UNECE, Employment by Occupation, Sex, Measurement, Country and Year

8.1.5 Legal framework

*Migration policy*¹⁹

In December 2008, the Government of Sweden introduced a new labour migration policy that promotes a demand-driven system. The new regulation facilitates easier recruitment from overseas. The mandatory requirement is that the job vacancy needs to be listed with EURES system for 10 days prior to seeking third-country workers. Furthermore, the employer will need to provide the same working conditions and salary to the foreign migrant as that provided to a Swedish national.

The new migration policy ensures that without any conditions on education and skills, family members are allowed to accompany migrants, and have full access to the labour market.²⁰ Time limits for work permits have also been extended. A temporary permit can be granted for the duration of the employment or for a maximum of two years; however, it is possible to extend

¹⁹ International Migration Outlook 2010 – OECD: Recent Changes in Migration Movements and Policies (Country Notes)

²⁰ Meeting with the Ministry of Justice

the duration. The total permit period may amount to no more than four years. After four years, a permanent residence permit can be granted. The authorization of the overall process has shifted from the Public Employment Service to the Swedish Migration Board.

Under the new regulations and despite the economic recession, applications for work permits increased by 30 percent in 2009 compared to 2008, with 16,500 applications, of which 85 percent were granted permits²¹. Thus there has been a positive impact of the new regulation. The largest population groups applying for permits were Asians, especially from India, China and Thailand. The largest share of permits is due to seasonal summer employment in the agricultural sector. Most of the permanent migrants are employed in computer, telecommunications and electronic jobs.

Another aspect of the new migration policy allows students to study as well as work simultaneously and they can also apply for work permit while staying in Sweden only. The asylum seekers are also allowed to work in Sweden.

Migrant protection

The labour rules in Sweden aim to protect the welfare and interests of migrants. The key features of the rules which ensure migrant protection include:

- **Collective agreements:** In Sweden, the terms of employment are established by collective agreements between businesses and trade unions. The conditions and terms agreed as part of collective agreements apply both for nationals as well as the foreign migrants. The trade unions ensure that migrants get the same working conditions and salaries as that of a Swede.
- **Review of terms of employment:** In accordance with the new migration policy, the Swedish Migration Board has started to examine whether the terms offered, i.e. salary, insurance protection and other terms of employment are in congruence with the conditions applying to employees already resident in the country. In assessing the conditions offered with the employment, the employer is normally required to give the employee organizations/ trade unions an opportunity to state an opinion on the terms of employment. The statements made by employee organizations are of great importance when making these examinations.
- **Working time limit:** Sweden has no daily working hour limit but it has a weekly limit of 40 hrs. Over time hours are restricted to 200 hours per year, 48 hours over a 4 week period or 50 hours in 1 month. The overtime limit does not apply to a worker who holds a managerial

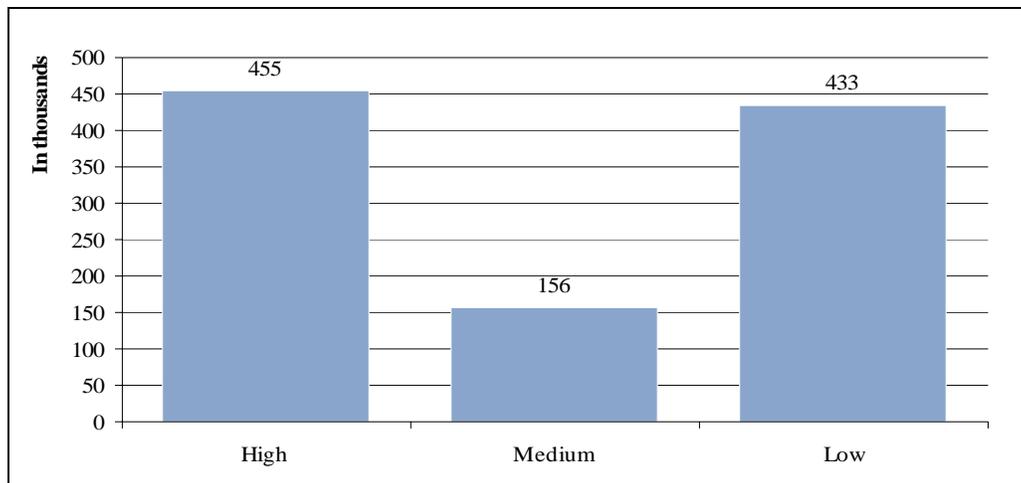
²¹ International Migration Outlook: OECD 2010

or comparable position. The compensation for overtime is determined through collective arrangements. The annual leave is 25 days a years.²²

8.1.6 Projected labour demand

Cedefop's 'Skill Supply and Demand in Europe – Medium term forecast up to 2020' publication, highlights a general increase in the skill level requirements in Sweden in the next 10 years (*Refer figure 8.1.7*). In particular the expected increase in the number of jobs employing high and low skilled people is more significant.

Figure 8.1.7 Change in employment trends by qualification (in thousands), 2010-20

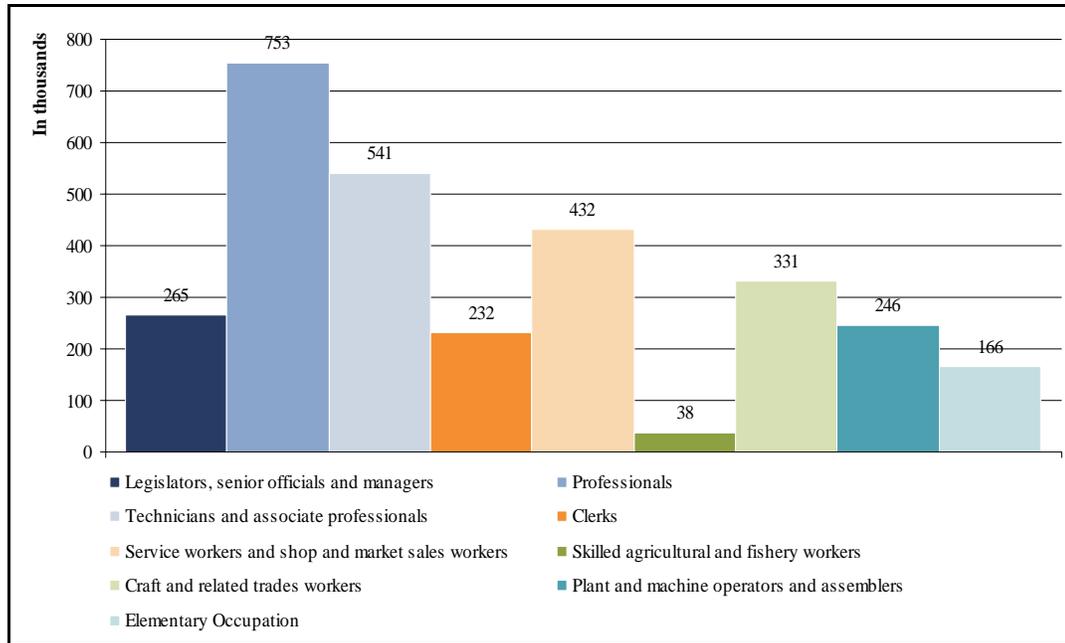


Source – Data from Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

At an occupational level, the job openings/demand is expected to grow in the 'Technicians and associate professionals' and 'Professionals' occupational groups by about 5.4 lakhs and 7.5 lakhs respectively (*Refer figure 8.1.8*).

²² Natlex,ILO

Figure 8.1.8 Total Job Openings by occupation (in thousands), 2010-2020



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

Table 8.1.8 highlights the number of retirements as a share of the workforce employed in 2010.

Table 8.1.8 Retirements as a share of the workforce

Occupation	Retirements as a share of the workforce 2010-2025
Remedial teachers	66%
District nurses	65%
Dental nurse	61%
Train drivers	59%
Children nurses	58%
High school teachers, practical studies	56%
Midwives	55%
Biomedical analyst	55%
Nurses, psychic care	54%

Occupation	Retirements as a share of the workforce 2010-2025
Dentists	54%
Agricultural technists	54%
Bus drivers	52%
Engineers, mining and metal	52%
Prescriptionists	51%
Nurses, x-ray	51%
Psychologists	51%
Administrators in public sector	50%
Machine operators	49%
Medical doctors	47%
Nurses, operation	46%
High school teachers	45%

Source - Ministry of Employment

The above table highlights that a large workforce would retire from the health care and education sector by 2025. Considering the overall decrease in working population that Sweden and EU are expected to face by 2020 (refer ‘Overview of European Labour Market’), the demand for workers from third countries in these sectors is therefore expected to increase over the next 15 years.

Sweden also publishes an official labour shortage list (<http://www.sweden.se/eng/Home/Work/Get-a-job/Swedens-labour-shortage-list/>) based on statistics that predict the country’s future labour needs in relation to expected graduates and retirements. The list is published twice a year. (Refer Annexure 3 for the latest labour shortage list).

Supply potential

As per OECD, International Migration Outlook 2010 the top 10 nationalities in terms of inflows of foreigners over the period 1997-2007 include:

- 1 Iraq
- 2 Poland

- 3 Denmark
- 4 Somalia
- 5 Germany
- 6 Thailand
- 7 China
- 8 Romania
- 9 Finland
- 10 Norway.

In 2010, about 8,288 immigrants had valid work permits.

Table 8.1.9 highlights country wise number of valid work permits issued by Sweden in 2010.

Table 8.1.9 Number of valid work permits as on 27-04-2010

Country	Valid work permits
India	2,109
China	1,090
Turkey	526
Thailand	366
Ukraine	324
USA	284
Pakistan	211
Russia	210
Iran	192
Canada	191

Source – Confederation of Swedish Enterprise

Table 8.1.10 represents the number of work permits issued for various occupations.

Table 8.1.10 Number of valid work permits for various professions as on 27-04-2010

Country	Number
Computer Specialist	2,312
Housekeeping & Restaurant Staff	1,162
Civil engineers	523
Engineers and technicians	383
Helpers, etc.	353
Restaurant assistants	343
Business economists	255
Confectioners	193
Building and Construction Worker	181
Personal care staff	168

Source – Confederation of Swedish Enterprise

The above table clearly indicates that maximum immigrants are employed in the Information Technology sector followed by the restaurant staff and engineers in the construction sector.

Table 8.1.11 presents the country-wise and occupation-wise distribution of work permits issued.

Table 8.1.11 Distribution of valid work permit country and occupation wise as on 27-04-2010

Occupation	Country	Number of work permits
Computer Specialist	India	1,671
Housekeeping and restaurant Staff	China	382
Housekeeping and restaurant Staff	Turkey	215
Computer Specialist	China	162
Housekeeping & restaurant Staff	Thailand	138
Architects, engineers, etc	China	131

Occupation	Country	Number of work permits
Engineers	India	122
Aide In agriculture, Gardening	Ukraine	119
Architects, engineers, etc.	India	112
Engineers	China	112
Butcher, related trades workers	Turkey	94
Computer Specialist	Canada	87
Hairdressers and other services	Thailand	66
Computer Specialist	Russia	61
Computer Specialist	USA	57

Source – Confederation of Swedish Enterprise

Among the Indian migrants in Sweden, Computer specialists were the most common group followed by engineers (*Refer table 8.1.11*)

8.1.7 Skill standards

Sweden belongs to the world leaders regarding equality of educational opportunities with strong social consensus on the conception of equity in education. Sweden has one of the most generously funded education systems, with free primary and secondary education and parental choice of education for their children. In 2006, Sweden spent 6.3 percent of its GDP on education, which is slightly higher than the OECD average of 5.7 percent (OECD, 2009). Under the Education Act all children, irrespective of gender, place of residence, social or financial situation, have equal access to education in the public school system.²³

The Swedish school system comprises compulsory and non-compulsory schooling. Sweden has nine years of compulsory schooling, between the ages of 7 and 16. Almost all students that complete ninth grade continue to upper secondary schooling, which consists of three-year programmes. Pupils with interests other than those covered by the national programmes can opt to follow a specially designed programme.

²³ OECD Reviews of Migrant Education in March 2010

Compulsory schooling includes regular compulsory school, semi-school, and compulsory education for pupils with intellectual impairment and special schools for pupils with certain disabilities.

Non-compulsory schooling includes pre-school activities and after school child care, the pre-school class, upper secondary school, and upper secondary school for pupils with intellectual impairment, municipal adult education, and education for adults with intellectual impairment.

Historically, private schools were rare in Sweden. After a school reform in the beginning of the 1990s, private schools approved by the National Agency for Education (from 2008 by the Swedish Schools Inspectorate) were entitled to municipal funding and the numbers of private schools have been increasing since then. Since they are financed by grants from the student's home municipality they are commonly called independent or charter schools (Söderström and Uusitalo, 2005).

The education system followed in Sweden is as follows:

Table 8.1.12 Education system in Sweden

Educational Level	Age	Features
Pre School	1-5	Preschool is available to children from age one to the time they begin preschool class for six-year-olds or primary school. There is a legal cost limit, hence it is affordable.
Preschool class	6	Preschool class allows young children to meet future classmates and prepare for primary school without the stress of heavy studies or homework. In Sweden, preschool class is non-compulsory. It gives children a transition year during which social activities and lighter learning go hand in hand.
Compulsory schooling	7-16	In Sweden, all children between seven and 16 are required to attend school. Education at this level is provided free of charge and by law includes a hot meal. The majority of Swedish primary, or elementary, schools are municipally run.
High school	16-19	Swedish high school is free-of-charge, non-compulsory schooling lasting three years. Students aiming to pursue a professional career or higher studies can choose between ranges of programs at this

Educational Level	Age	Features
		<p>level.</p> <p>Students at high school are free to choose from 17 national programs as well as individual and specially designed programs. Each program consists of eight core subjects, program-specific subjects and a special project. Programs can range from business, media or arts programs, to natural science and technical programs.</p>
University/university college	Age 18 and above	<p>Sweden is one of the most inclusive countries in the world for higher education, with over eight percent of the students coming from abroad. Today, PhD candidates from some 80 countries are enrolled in post-graduate programs in Sweden. Swedish universities are well known for their innovative thinking and advanced research, and all residents attend free of charge.</p>

Source: <http://www.sweden.se/eng/Home/>(Sweden's Official Website)

Certifications/ Accreditations Required by Migrants^{24 25}

Various professions in Sweden are categorized as regulated and unregulated professions. A regulated profession requires some kind of licensed, chartered or registered status and usually requires the completion of a specialized study programme and the granting of professional status.

Sweden has fewer regulated professions than other countries. For example, architecture and engineering are not regulated professions in Sweden. A list of regulated professions and competent authorities (who issue license/ chartered or registered status) is provided below:

- Driving instructor - Swedish Transport Agency
- Electrical contractor - Swedish National Electrical Safety Board
- Estate agent - Swedish Board of Supervision of Estate Agents

²⁴ 'Recognition of professional qualifications in Sweden', 'Recognition of higher education qualifications from abroad' publications of National Agency for Higher Education;

²⁵ Discussion with the National Agency for Higher Education representative

- Fire safety officer - Swedish Civil Contingencies Agency
- Health professionals - National Board of Health and Welfare
- Interpreter and translator - Legal, Financial and Administrative Services Agency
- Lawyer - Swedish Bar Association
- Security guard - County Administrative Board of Stockholm
- Teacher, pre-school teacher and recreation instructor in the national school system - Swedish National Agency for Higher Education
- Veterinary surgeon - Swedish Board of Agriculture

For the above professions, professional status must be obtained from the competent authority before applying for work. For example, teaching is a regulated profession in Sweden and thus anyone willing to take up permanent employment as a teacher in a Swedish Public School must have their qualifications recognized. If the applicant meets the pre-requisites, a certificate is issued entitling an applicant to take up a permanent teaching post either in pre-school, primary school, secondary school or extended school.

For unregulated professions, a formal recognition from authorities is not generally required and it is the potential employer who determines the relevance of qualifications. However, there is a qualification recognition process which makes it possible for individuals to use qualifications from other education systems without losing the real value of these qualifications. The agency responsible for this process is the Swedish National Agency for Higher Education. In order to get qualifications evaluated, the applicant needs to submit his application to the Agency. The assessment of qualifications is done using the Lisbon Convention, an international convention of the Council of Europe elaborated together with the UNESCO.

Another agency, named the National Agency for Higher Vocational Education has been recently setup which provides validation of informal learning.

8.1.8 Opportunities for India

Sweden recognizes the need for responding to the demographic challenges it faces today. The recent change in the migration policies attempts at making the system more effective and flexible and aims at facilitating movement of people to come to Sweden for employment. Besides, Sweden is amongst the fastest growing economies in the EU and is expected to offer a host of employment opportunities in future.

Based on analysis of the labour market in Sweden, the following sectors are expected to have potential opportunities for India in the medium to long term:

1. Health and personal care
2. Education
3. Information Technology & other high-skilled professionals

1. **Health and personal care:** Following observations indicate the potential of health and personal care sector in Sweden:

- Share of employment in 'Health and Social work' sector has been the highest since 1995 and the trend is expected to continue
- 'Health and Social work' sector has been the third-largest contributor to the GDP
- Demographic changes and in particular ageing population is expected to create demand for elderly care personnel
- A significant proportion of professionals in this sector (includes District nurses, dental nurses, children nurses, etc.) are forecasted to retire during 2010-25. This is expected to create a gap in the labour force which would need to be met by recruitment of foreign nationals.
- A number of professions have identified in the Sweden's labour shortage list under 'Health care' sector. This includes hygienists and health officers.
- The job openings for 'Professionals' is forecasted to grow by 753,000 during 2010-2020. This includes Health professionals, nursing and mid-wifery professionals for which the demand is also expected to increase
- The job openings for 'Technicians and associate professionals' is forecasted to grow by 541,000 during 2010-2020. This includes nursing and mid-wifery associate professionals and medical associates for which the demand is also expected to increase.

2. **Education:** Following observations indicate the potential of education sector in Sweden:

- 'Education' sector had a significant (10.81 percent) share in total employment.
- Employment in this sector has seen the highest increase (49.24 percent) in employment during 2000-2008
- A number of professionals in this sector are forecasted to retire during 2010-25. This includes Remedial teachers, High school teachers for which the demand is expected to increase.
- The job openings for 'Professionals' is forecasted to grow by 753,000 during 2010-2020. This includes teaching professionals (across primary, secondary and higher education areas) whose demand is also expected to increase.

- The job openings for ‘Technicians and associate professionals’ is forecasted to grow by 541,000 during 2010-2020. This includes teaching associate professionals (across primary, secondary and higher education areas) whose demand is also expected to increase.

3. **Information Technology and other High Skilled Professionals:** Following observations indicate the potential of Information Technology and other high-skilled professionals in Sweden:

- The job openings for ‘Professionals’ is forecasted to grow by 753,000 during 2010-2020. This includes computing professionals (system designers, programmers, etc.), engineering professionals (electrical engineers, mechanical engineers, etc.) whose demand is also expected to increase
- A number of professions have been identified in the labour shortage list under ‘Information and Technology’ area which includes Information Technology strategists/analysts.
- A majority of Indians who emigrate to Sweden are computer specialists. Also, Indians form a significant proportion of the non-EU computer specialists in Sweden. This highlights that Indians are being preferred over other nationalities in this sector.

During discussions with various stakeholders, it was noted that India has several advantages over other non-EU labour sending countries and is in a better position to effectively meet the supply gaps in Sweden. Generally India has a good profile and Indian citizens are believed to be law-abiding and to be having fewer integration issues. This along with the recent changes in the migration policy, which facilitate migration of non-EU nationals, is expected to open up various opportunities for India in the next 10-15 years.

8.2 Denmark

The findings presented in this section are based both on the information gathered through primary and secondary research for Denmark.

8.2.1 Country overview

The salient features of Denmark's location, demographics, economy and migration policy are presented below:

Capital: Copenhagen
Population (2010): 5.48 million
Area: 43,098 sq km
Major Language: Danish
Currency: Danish Krone (DKK)
GDP per Capita PPP (2007): USD 36,130
Net Migration Rate (2005-2010): 1.1 migrants /1,000 population
Immigrants (2010): 8.8%
Population under 15 (2010): 18.1%

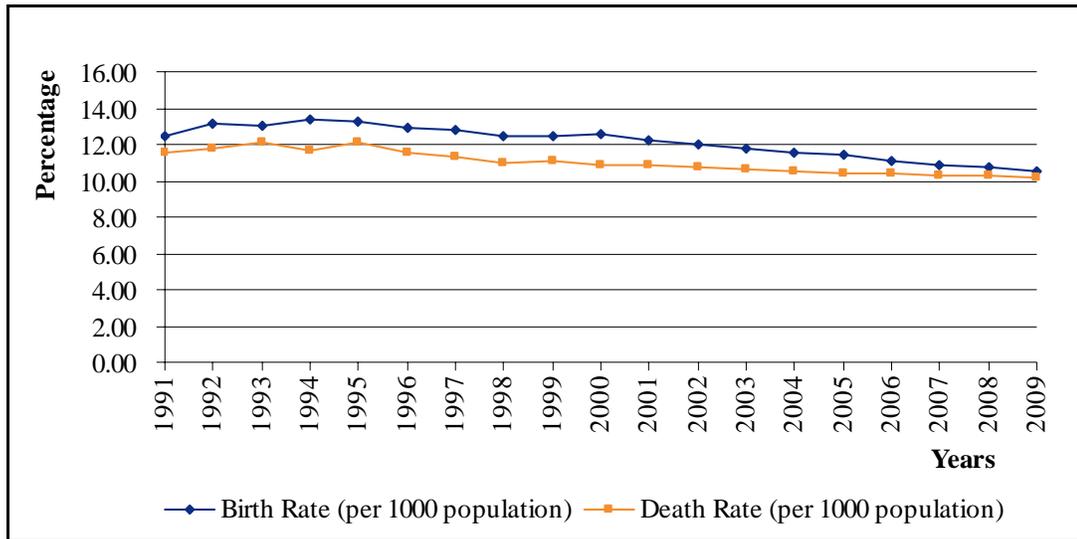
- Denmark is located in Northern Europe, bordered primarily by the Baltic Sea and North Sea. It consists of the peninsula of Jutland, north of Germany, and close to 406 islands, 80 of which are inhabited.
 - The demographic trends in Denmark indicate an ageing population.
 - Denmark has a strong economy, with a high GDP at current prices of 1, 657, 857 NCU in 2009, which allows the Danes one of the highest standards of living in the world.
-
- Denmark's unemployment rate (4.10 percent in February 2010) is amongst the lowest in Europe.
 - Denmark's migration policies are modern and flexible. The labour market is subject to the least amount of government regulation, with majority of employment terms and working conditions being determined by collective agreements as opposed to statutory regulations. Various schemes such as the Positive List, Green Card Scheme, etc. have been established to facilitate migration of third-country nationals to Denmark for work purposes.

8.2.2 Demographic trends

Demographic changes have had a marked impact on Danish labour market. From 1967 to the present, the fertility and mortality rates have been declining like its neighboring countries and have remained under two (below the world average) since 1973. Average life expectancy at birth has increased, but it is notable that life expectancy for men and for women in Denmark is

lower than most of its neighbors, especially for women in 2008 life expectancy for women was 80.99, while in Germany and Sweden it was 82.8 and 83.51 respectively.²⁶

Figure 8.2.1 Trends in Birth and Death Rates

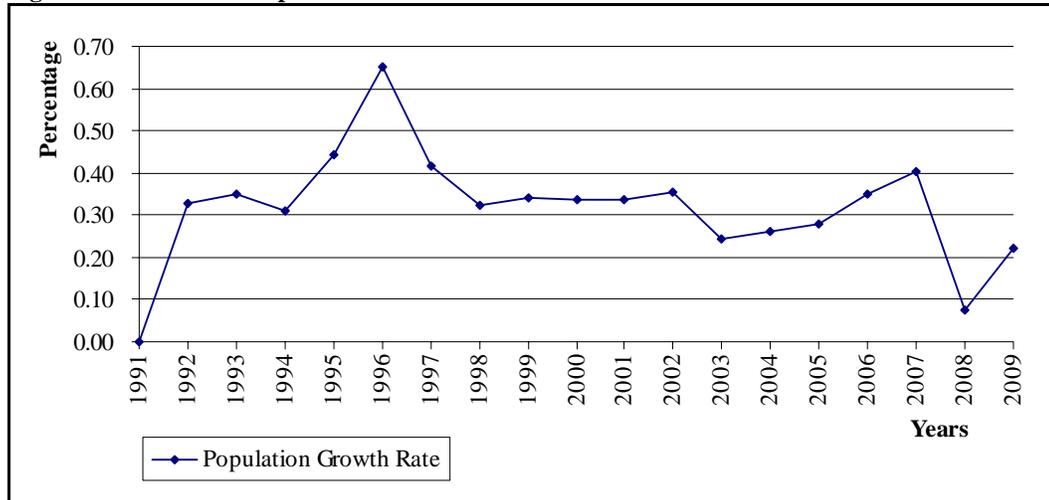


Source: Data from US Census Bureau International Database

The birth and the death rates have declined over the last two decades (*Refer figure 8.2.1*), resulting in a deteriorating natural population growth rate.

²⁶ Based on data from the World Bank and Eurostat

Figure 8.2.2 Trends in Population Growth Rate



Source: Data from US Census Bureau International Database

Overall, the population growth rate has been consistently low (*Refer figure 8.2.2*). In 2009, the population growth rate was 0.22 percent.

The demographic impact of the baby-boom on the working-age population is expected to be huge with people born after 1945 entering their sixties and retiring from the active work-life. *Table 8.2.1* below illustrates the past and expected trend in the population structure.

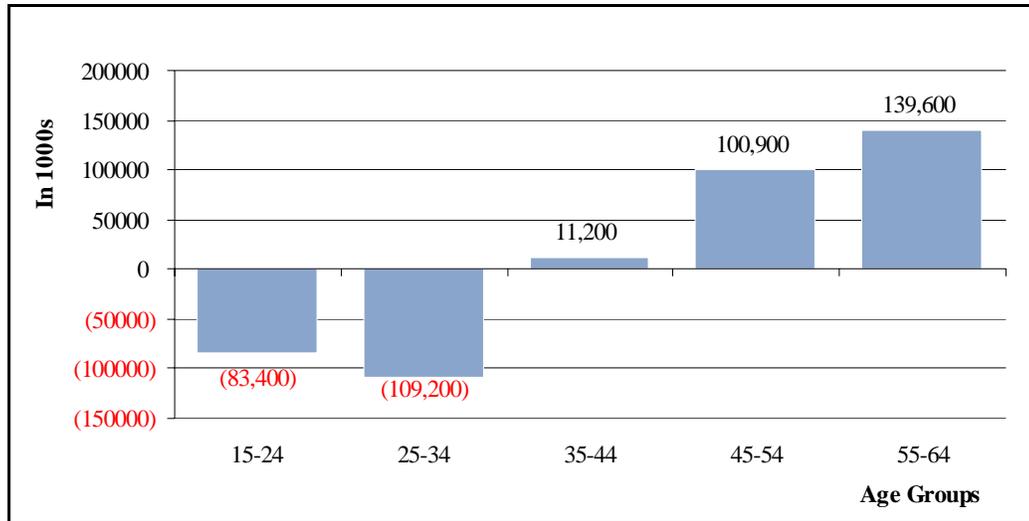
Table 8.2.1 Age Wise Distribution of Population (in thousands)

Year	0-14 years	15-64 years	65+ years
1950	1,124	2,757	390
2010	998	3,579	914
2015	947	3,538	1,038
2020	920	3,518	1,118
% change (2010-2020)	-(6.88)%	-(1.70)%	22.32%

Source: UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates)

As is also substantiated by the data in the table above, the age distribution has shifted as a consequence of the low level of fertility, with an increasing proportion of elderly people in the population. The trend is likely to continue and it is forecasted that by 2015 and 2020 the population below 15 years will reduce to 947,000 and 920,000 respectively, and at the same time the 65 years and older population group will register a growth of 22.32 percent during 2010-2020.

Figure 8.2.3 Changes in labour force by age (in thousands), 1990-2009



Source: Data from UNECE, Labour force by Age, Sex, Measurement, Country and Year

Labour force changes (*Refer figure 8.2.3*) between 1990 and 2009 have depicted trends similar to the overall population trends. The number of young people (15-34 years age group) in the labour force has decreased during the period and concurrently there has been a considerable increase in the population in the age-groups of 45-54 and 55-64 years, indicating high possibility of these people retiring from the workforce very soon and creating a gap in labour supply which will have to be fulfilled.

Skill-wise Distribution of Population

In terms of educational attainment, Danish population's qualification level has dropped over the years. The percentage of people with medium qualification (*Refer Table 8.2.2*) has declined significantly between 2004 and 2009.

Table 8.2.2 Skill wise Distribution of Population, Age group 18-74 (in thousands)

Year	Low	Medium	High
2004	901.9	1849.8	1058.8
2005	894.0	1826.2	1098.6
2006	879.8	1816.8	1135.1
2007	1119.6	1604.7	1015.7
2008	1053.0	1642.1	1112.8
2009	1107.9	1613.7	1090.6

Source: Eurostat, "Educational level of population"

Higher education does not seem to be very popular, as only about 32 thousand people have acquired 'High skills' during the said period. This may be correlated to the fact that the ageing population, which forms a major proportion of the population, has not invested in skill and knowledge up-gradations; hence the slow rate of growth in the high skilled workforce.

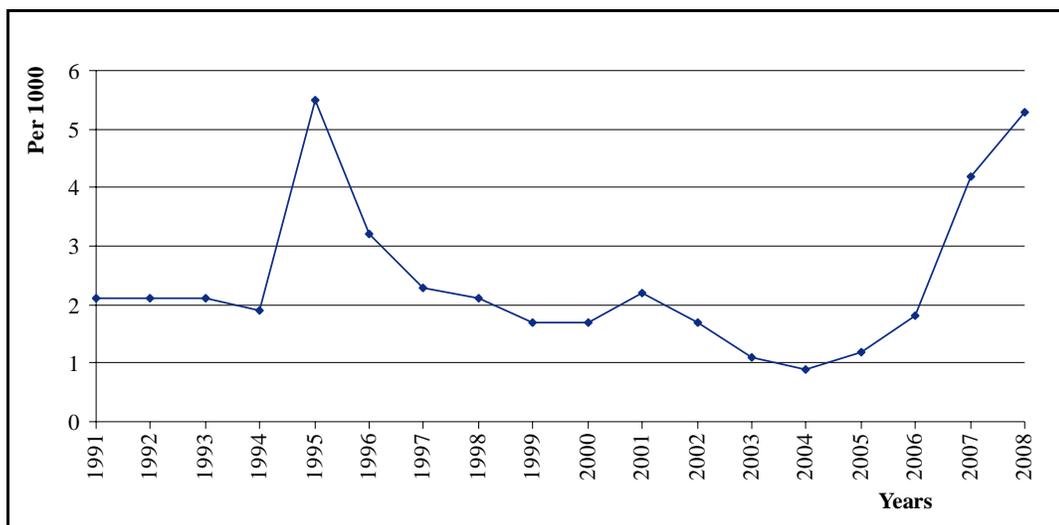
Trends in Migration

Until 1950, a high rate of unemployment registered in Denmark led to a net emigration, i.e., more people went out of Denmark than the number who came into the country. Before 1965 Norway, UK, USA and Sweden were mainly the countries from where people immigrated to Denmark. Economic growth and subsequent improvement in the labour market conditions started impacting the immigration flows in the later half of the decade.²⁷

Subsequently, an inflow of foreign labour recruitments started from Yugoslavia, Turkey and Pakistan, but the trend was disrupted with restrictions imposed on non European Economic Area (EEA) citizens due to the Oil Crisis Due in 1973. The beginning of late 1980s was marked by a new wave of immigration consisting of refugees from Vietnam, Chile, Poland, Iran, Sri Lanka and Lebanon.²⁸

Post the 19th century outward migration from Denmark has been limited, owing mainly to the relatively high standard of living in Denmark²⁹.

Figure 8.2.4 Trends in Net Migration Rate (per 1000)



Source: Data from OECD Factbook 2010

²⁷ <http://www.iom.int/jahia/Jahia/denmark>

²⁸ <http://www.iom.int/jahia/Jahia/denmark>

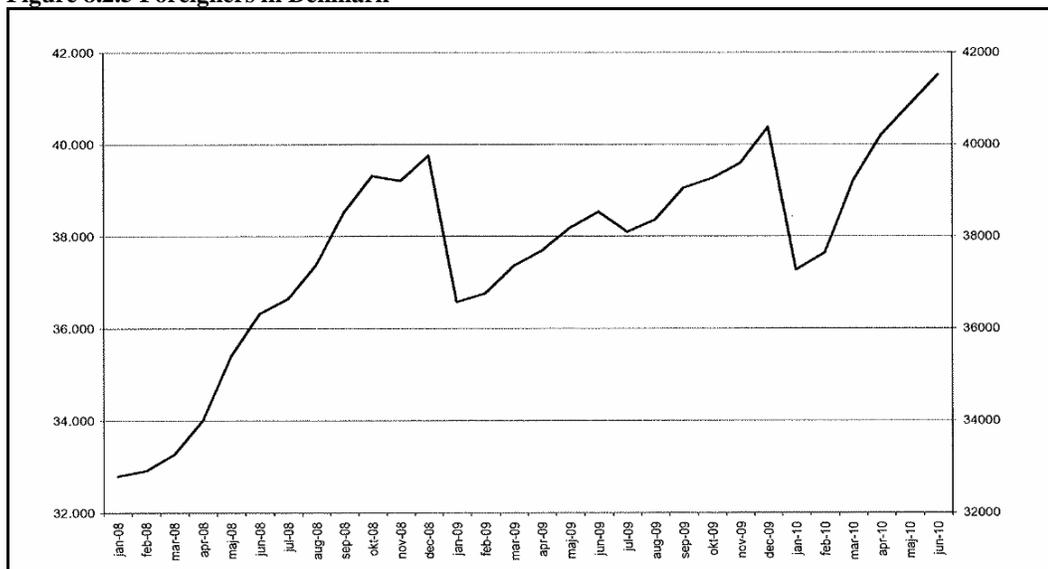
²⁹ Based on GDP data from World Bank, UNECE and World Economic Outlook database (April 2010).

Post 2000 immigrants have primarily come from other European Union countries, North America and Asia resulting in a sharp increase in the net migration rate especially between 2006-2008 (*Refer figure 8.2.4*), while the flow from Africa has decreased³⁰.

Foreigners in Denmark

The *figure 8.2.5* depicts the number of foreigners in Denmark during January 2008 and June 2010. The data includes all people who are not citizens of Denmark (Both EU and Non-EU nationals) but does not include nationals of Nordic countries.

Figure 8.2.5 Foreigners in Denmark

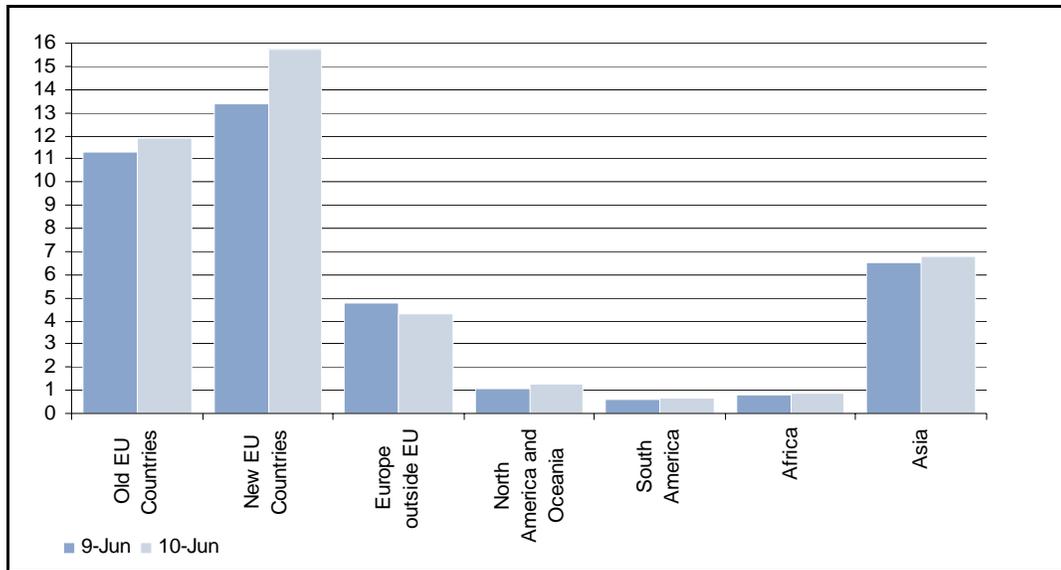


Source: 'Status over udenlandsk arbejdskraft i Danmark', The Labour Market Authority, Denmark

In June 2010 there approximately 42,000 foreigners were residing in Denmark. The *figure 8.2.6* depicts foreigners in Denmark by region.

³⁰ Based on 'Immigration by sex, age group and citizenship' data from Eurostat.

Figure 8.2.6 Number of foreign workers by region



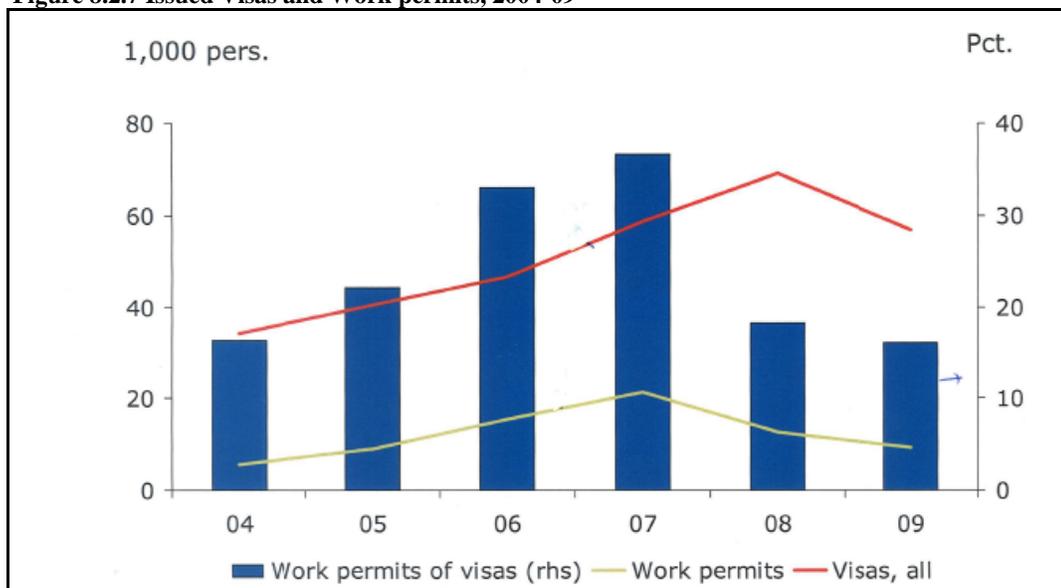
Source: Figure 3, 'Status over udenlandsk arbejdskraft i Danmark', The Labour Market Authority, Denmark

Note: The above graph is an approximate representation of the source figure and translations of text have been done using Google translate

It can be clearly inferred that most of the foreigners in Denmark are from EU countries.

The *figure 8.2.7* represents the visas and work permits issued to non-EU third country nationals between 2004 and 2009.

Figure 8.2.7 Issued Visas and Work permits, 2004-09



Source: Ministry of Finance, Denmark

A relatively lesser number of work permits were issued in 2009 than in the previous two years. This is attributed to the impact of recession to the Danish market during this period.

Table 8.2.3 provides sectoral distribution of the foreigners with work permit in Denmark.

Table 8.2.3: Number of foreign workers by sector

Sector	June 2009	July 2010
Travel agents, cleaning & other operating services	4868	6116
Agriculture, forestry & fishing	5832	5450
Industry	4914	5175
Hotel & restaurants	4024	4596
Education	2,846	3578
Trade	3046	3218
Transportation	2437	2671
Unknown activity	2866	2669
Knowledge services	2220	2480
Health & social services	1519	2040
Information & communication	1821	1857
Construction & installation	1762	1324
Culture & leisure	694	707
Other services	585	654
Finance & insurance	583	563
Real estate & rental	434	437
Public administration, defence & police	216	374
Energy	60	83
Mining	55	73
Water supply & waste collection	55	47
International organizations & embassies	1	4

Source: 'Status over udenlandsk arbejdskraft i Danmark', The Labour Market Authority, Denmark

Based on discussions with various stakeholders, it was noted that Indians in Denmark are employed mainly in the following occupations:

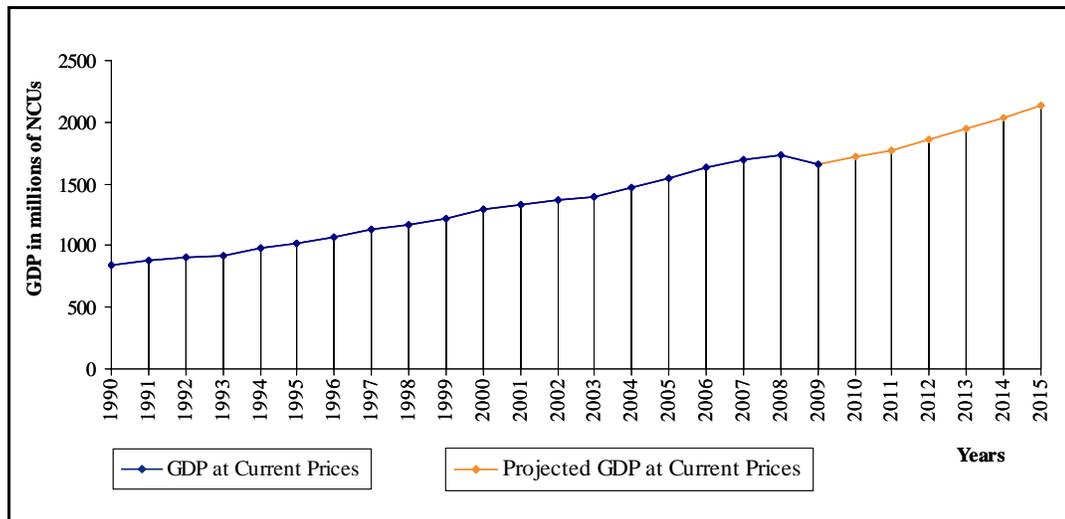
1. Information Technology -specialist
2. Engineers
3. Economists
4. Researchers, technology and science professionals
5. Physicians

Moreover, Information Technology specialists and engineers account for a significant proportion of the Indians employed in Denmark.

8.2.3 Economic trends

Denmark has a strong economy, with a high GDP at current prices of 1, 657, 857 millions of NCU (*Refer figure 8.2.8*) in 2009, which allows the Danes one of the highest standards of living in the world.

Figure 8.2.8 Trends in GDP at current (2009) prices (in billions of NCU)

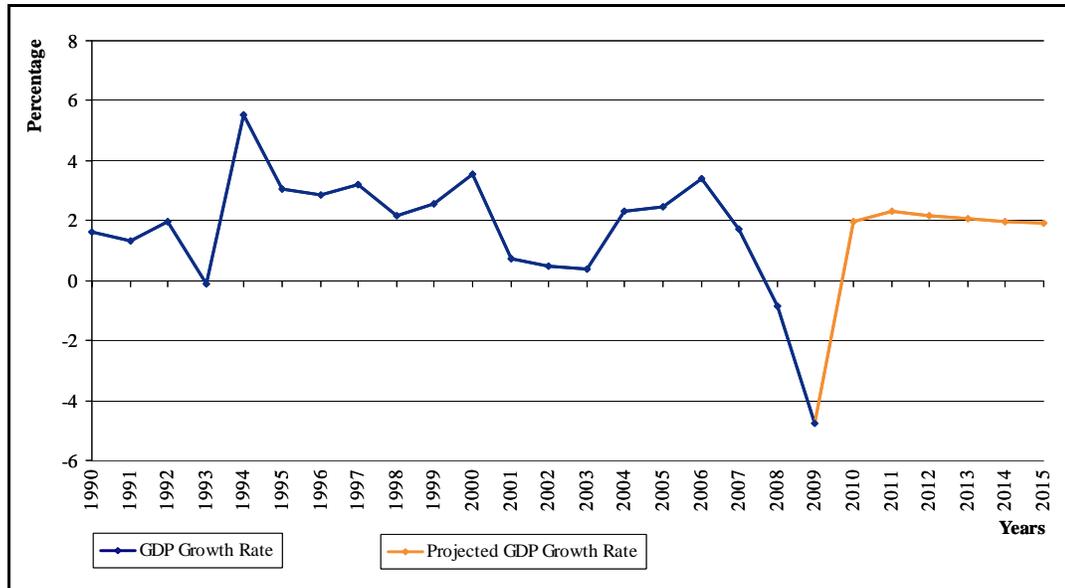


Source: Data from World Economic Outlook database, April 2010, of the IMF

Of the over 2.85 million people available in the workforce in 2008, about 74.3 percent earned a living through the service-sector³¹. Danish society has a strong welfare system and significant importance is given to health care delivery and imparting quality health education.

³¹ Based on data on Sectoral Distribution of Employment from KILM, ILO

Figure 8.2.9 Trends in GDP Growth Rate (percentage)



Source Data from International Monetary Fund, World Economic Outlook, Annual percentages of constant price GDP are year-on-year changes; the base year is country-specific. Estimates Start After 2009

Following the sharp downturn as a result of the world economic crisis, the Danish economy has experienced a positive growth for four consecutive quarters ending first half of 2010³². It is predicted that the GDP growth rate in 2010 will be 1.9 percent and the GDP will continue to rise at the same rate till 2015 (*Refer Figure 8.2.9*). Both private consumption and exports rose sharply in the first half of 2010. The economic resurgence is partly due to a number of temporary factors like tax cuts, extraordinary release of the Special Pension Savings, etc. In the coming years, the absence of these temporary impulses might tend to slow down economic growth.

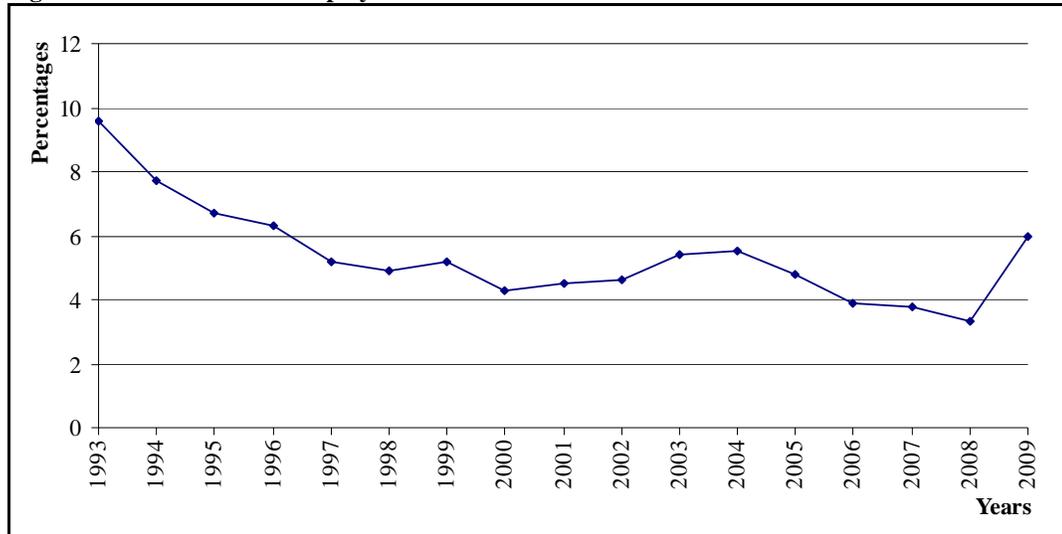
Unemployment Rate

The unemployment rate in Denmark was 4.10 percent in February of 2010, totaling 159,200 people³³. From 1996 until 2010, Denmark's unemployment rate averaged 4.50 percent reaching an historical high of 9.60 percent in 1993 and a record low of 3.30 percent in May of 2008.

³² Based on data from Statistics Denmark

³³ Country Report, Denmark, September 2010, page 12, Copenhagen Institute of Future Studies

Figure 8.2.10 Trends in Unemployment Rate



Source: Data from UNECE

Denmark's unemployment rate fell in February 2008 (*Refer figure 8.2.10*) with government's stimulus spending and record-low interest rates leading companies to hold on to workers in anticipation of higher demand. The central bank slashed interest rate to record-low of 1.05 percent, government reduced taxes and freed pension savings ushering in a 55 billion krone (\$9.9 billion) stimulus to boost consumer spending and pull the economy out of its worst recession in six decades. The measures helped boost domestic demand and the unemployment rate fell, however the economic crisis in 2008-09 resulted in increase in the level of unemployment.

Denmark's unemployment rate is much below the 9.3 percent in neighboring Sweden and is one of the lowest in Europe.

8.2.4 Current labour market landscape

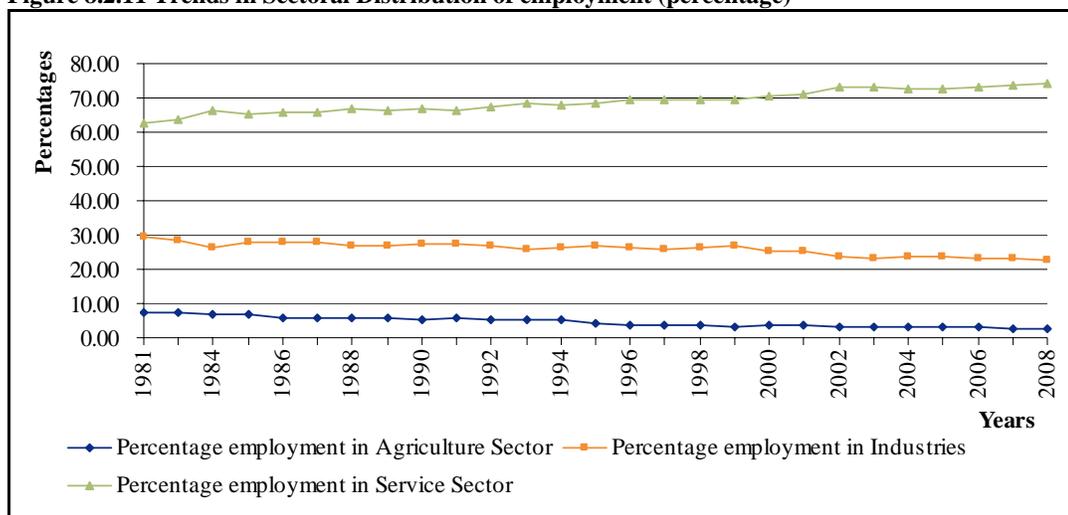
The Danish labour market is currently subject to increasing interest from the other European countries owing to Denmark's strong economy, with high employment rate and low inflation. The EU-Commission and the French government have hosted separate conferences to discuss the feasibility of the application of Danish labour market model to other European countries.

The following sub-sections provide insight as to prospects across sectors, occupations and skills in Denmark.

Sectoral analysis

Past trends illustrate predominance of services sector (considering employment and growth in employment) compared to the primary and secondary sector. (Refer figure 8.2.11).

Figure 8.2.11 Trends in Sectoral Distribution of employment (percentage)



Source: Data from KILM, ILO

The share of employment during the period 1995-2007 for as per ISIC classification is represented in the table below.

Table 8.2.4 Share of sectors in total employment

Sectors	Years			
	1992	1998	2003	2008
Health and social work	6.53%	17.03%	18.22%	18.2%
Wholesale and retail trade	20.33%	13.99%	15.4%	15.25%
Manufacturing	20.03%	18.79%	15.72%	15.04%
Real estate, renting and business activities	0.26%	8.34%	9.13%	10.38%
Education	10.81%	7.11%	7.4%	7.44%
Construction	6.18%	6.72%	6.63%	6.85%
Public administration and defence	6.27%	5.94%	5.66%	6.14%
Transport, Storage and Communication	7.02%	7.04%	7.15%	5.66%
Other community, social and personal services activities	9.88%	4.26%	5.01%	5.28%
Financial Intermediation	3.5%	3.02%	2.82%	3.07%

Sectors	Years			
	1992	1998	2003	2008
Hotels and restaurants	2.56%	2.75%	2.35%	2.89%
Agriculture, hunting and forestry	4.91%	3.52%	3.06%	2.72%
Electricity, gas and water supply	0.7%	0.73%	0.54%	0.62%
Mining and Quarrying	0.1%	0.15%	0.21%	0.13%
Fishing	0.24%	0.18%	0.23%	-

Source: KILM, ILO

As per the above data, the sectors that have maximum share in employment (in 2008) are:

- Health and social work
- Wholesale and retail trade
- Manufacturing

Table 8.2.5 Number of people employed in various sector

Sectors	2000 (in thousands)	2008 (in thousands)	Percentage Change
Electricity, gas and water supply	11.20	17.70	58.04%
Hotels and restaurants	68.00	82.40	21.18%
Real estate, renting and business activities	249.40	296.10	18.72%
Education	181.80	212.20	16.72%
Other community, social and personal services activities	129.30	150.60	16.47%
Wholesale and retail trade	379.90	435.20	14.56%
Health and social work	472.30	519.40	10.25%
Public administration and defence	159.00	175.30	9.97%
Construction	181.80	195.40	7.48%
Mining and Quarrying	0*	3.60	-
Fishing	4.00	0*	-
Financial Intermediation	92.30	87.50	-(5.20)%
Transport, Storage and Communication	183.20	161.40	-(11.90)%
Manufacturing	490.00	429.30	-(12.39)%

Sectors	2000 (in thousands)	2008 (in thousands)	Percentage Change
Agriculture, hunting and forestry	95.30	77.50	-(18.68)%

* Data not available

Source: KILM, ILO

The sectors which have maximum potential to offer increased employment opportunities based on growth in sectoral employment during 2000-2008 include:

- Employment in Electricity, gas and water supply
- Hotels and restaurants
- Real estate, renting, and business activities

The sectors were further assessed in terms of their contribution to GDP over the years (*Refer Table 8.2.6*).

Table 8.2.6 Sectoral Contribution to GDP

Sectors	1990	1995	2000	2005
Real estate, renting and business activities	16.81%	17.06%	17.62%	18.71%
Manufacturing	17.37%	17.12%	16.19%	14.25%
Health and social work	9.94%	10.06%	10.27%	10.78%
Transport, Storage and Communication	7.62%	7.58%	8.16%	8.54%
Financial Intermediation	7.62%	7.58%	8.16%	8.54%
Public administration and defence	7.28%	6.84%	6.34%	6.25%
Education	5.38%	5.53%	5.53%	5.63%
Construction	5.11%	4.67%	5.49%	5.42%
Wholesale and retail trade	5.11%	4.67%	5.49%	5.42%
Other community, social and personal services activities	4.25%	4.34%	4.17%	4.16%
Mining and Quarrying	1.05%	0.86%	3.025	3.90%
Electricity, gas and water supply	0.00%	2.43%	2.11%	2.05%
Hotels and restaurants	1.54%	1.53%	1.46%	1.44%
Agriculture, hunting and forestry	3.67%	3.23%	2.41%	1.30%
Fishing	0.33%	0.25%	0.20%	0.13%

Source: KILM, ILO

On the basis of GDP (*Refer Table 8.2.6*), the following sectors have been the highest contributors over the years:

- Real estate, renting and business activities
- Manufacturing
- Health and social work

Occupational analysis

The table below presents the employment data for various occupational groups:

Table 8.2.7 Number of people employed in various Occupational Groups

Sectors	1995	2000	2005	2009
Technicians and associate professionals	435,300	548,400	577,900	631,500
Service workers and shop and market sales workers	401,800	406,000	414,000	461,000
Professionals	320,000	352,000	429,100	460,800
Elementary occupations	276,600	336,700	301,500	279,500
Clerks	328,500	307,100	271,000	268,600
Craft and related trade workers	326,800	298,700	297,800	262,400
Legislators, senior officials and managers	170,200	198,400	200,500	175,400
Plant and machine operators and assemblers	213,700	179,100	178,500	159,900
Skilled agricultural and fishery workers	88,100	69,800	66,500	64,900
Armed forces	15,000	14,000	14,300	11,300

The occupational groups in which maximum people are employed include:

- Technicians and Associate Professionals
- Service Workers, shop and market sales workers group
- Professionals

Table 8.2.8 Change in Occupational Pattern, 1995-2009

Variable	Change
Technicians and associate professionals	196,200
Professionals	140,800

Variable	Change
Service workers and shop and market sales workers	59,200
Legislators, senior officials and managers	5,200
Elementary occupations	2,900
Armed forces	-(3,700)
Skilled agricultural and fishery workers	-(23,200)
Plant and machine operators and assemblers	-(53,800)
Clerks	-(59,900)
Craft and related trade workers	-(64,400)

Source: UNECE

The occupational groups with substantial growth in employment between 1995 and 2009 (*Refer table 8.2.8*) include:

- Technicians and Associate Professionals
- Professionals
- Service Workers, shop and market sales workers

8.2.5 Legal framework

History of immigration and immigration policies, especially in the Scandinavian countries isn't that long. Danish immigration policies were developed in the beginning of the 21st century and since then have been changed frequently. Denmark is in an experimental phase, wherein they are creating policies, since they are experiencing, that they lack in certain aspects or are not really responding to the current and future needs and hence are subject to be revised again.

During discussion with the stakeholders, it emerged, that the Danish labour market is subject to the least amount of government regulation, with majority of employment terms and working conditions being determined by collective agreements as opposed to statutory regulations. As a consequence, there are relatively fewer statutory labour and employment rules in Denmark, and the statutory rules that do exist are often the result of EU legislation.

Access to Denmark

Denmark labour law is modern and flexible. The Aliens Act, which applies to all aliens (people who are not citizens of Denmark) lawfully residing in Denmark, specifies the rules under which

foreigners may be eligible for a residence permit to work or study. The EU nationals and nationals of third countries seconded to Denmark from another EU country have freedom of movement within Denmark due to implementation of the EU policies.

In February 2008 the government, the Danish People's Party, the Social Liberal Party and Liberal Alliance concluded an agreement to ensure supply of labour to enterprises, which included initiatives to increase recruitment of foreign labour. The same was passed by the Parliament in 2008 and enforced from July 1, 2008. Accordingly the access to Denmark for third country nationals to work is defined by the following schemes:

1. **Positive List**- This facilitates the migration of qualified nationals of third countries to Denmark, by identifying clearly the occupations with demand for labour that cannot be met from the regional supply channels. The occupations mentioned in the Positive List include Accountants, Lawyers, Medical Specialist, Biologist, Head Nurse, etc. Danish Immigration Services (DIS) publishes the Positive List every six months; last version was published in July 2009 and since there were no changes in the following periods, no updates were published. Some of the jobs mentioned in the Positive List require authorization from a competent Danish authority. In certain sectors authorizations are required from designated agencies like the **health sector authorizations** for occupations including Physicians, Nurses, Bio-analyst, etc. are provided by the **Danish Health Board**. *(Danish Agency for International Education (IU) assesses foreign education for occupations not mentioned in the Positive List. A person applying for work permit will have to submit his/ her diploma to the DIS and they get it assessed by the IU.)*

2. **Pay Limit Scheme**- This is a scheme for easy access of Danish labour market for third country nationals with an assigned work contract and a minimum annual salary of DKK 375,000. Qualified third country nationals fulfilling these requirements do not need any authorizations from any agency to get their work permit.

3. **Corporate Scheme**- This scheme is for facilitation of intra-company transfers and benefits companies who want to exchange employees between their international offices (intra-firm international mobility). A person migrating to Denmark under this scheme does not require a labour market scrutiny to be done in order to get the residence and work permit from the DIS, provided the salary and work condition requirements are met.

4. **Green Card Program**- This is a scheme to facilitate movement of highly skilled professionals for working in Denmark. It is a point-based scheme where selection of an

application for issue of work permit is dependent on the points scored by the applicant. An applicant has to **score a minimum 100 points** to get the residence permit under this scheme. An applicant with a degree from a recognized university according to the **THESQS ranking** (an international list of recognized universities world over) is eligible for **bonus points**. Another distinguishing feature of this program is that, unlike other schemes, it **does not require** an applicant to have **a work contract** before applying for the residence permit. A migrant under this scheme gets a **work permit for 3 years** during which he can go to Denmark and search for a job there.

The Green Card scheme is the only scheme that does not require a work contract before entering Denmark. It can give access to a permanent residency status in Denmark. The green card program has faced a few challenges as well. Some of the people allocated the green card do not work in the same profession as authorized by the green card. Furthermore, securing a work contract post acquiring the green card has been a problem for some of the migrants and one of the reasons for them seeking 'other professions'.

Tax Regulations³⁴

Marginal tax rate in Denmark is as high as 56 percent. Such a high tax rate can be a potential barrier for non-EU nationals to work in the country. To address this, the Danish government has introduced a special tax programme for researchers and key workers (with specialized skills) reducing the income tax rates to 25 percent for 3 years residency in Denmark or 33 percent for 5 years. Tax rules have been further reformed and as per the new Finance Act, passed on 10 November 2010, the tax rate under the special tax scheme for researchers and highly skilled professionals would be 26 percent for 5 years effective from 2011. This is a major step towards retention of highly skilled expatriate labour force already in Denmark and for attracting potential migrants. It is anticipated that similar programs to attract highly qualified professionals could be rolled out in the future.

Migrant Protection

Protection against discrimination: All migrants in Denmark are covered by the international conventions on human rights. The civil and political liberties are secured under the Danish Constitution of 1849³⁵ and the criminal legislation prohibits any act of racial discrimination. The Ministry of Integration Affairs, Denmark, set up "Division for Cohesion and Prevention of Radicalization" in 2008 that formulated an action plan "A common and safe future". With the

³⁴ Based upon discussions with the Consortium of Global Talent, Denmark

³⁵ 'Country Report, Denmark', Copenhagen Institute for Future Studies, September 2010

aim to link the integration policies to active labour market, the existing language courses have been extended to migrants.

The Copenhagen Board on Equal Treatment, created in January 2009, is responsible for handling complaints regarding any discriminatory practices which were earlier handled by the Danish Institute for Human Rights (DIHR). The board deals with complaints based on gender, religion, sexual orientation, age, race, color, nationality, etc.

Collective agreements: The Danish labour market is marked by collective agreements that determine most of the terms and conditions enjoyed by Danish workers. Employment laws have traditionally existed to provide a framework for collective bargaining and to reinforce the application of resulting agreements. Collective agreements on working conditions cover most of the private and public sectors. These agreements define minimum rights and workers negotiate individual conditions.

Working Conditions:

1. *Contract of work*- According to the Employment Contracts Act an employer is under a legal obligation to ensure that the employee receives written notification of all essential employment terms. Failure to comply with the Employment Contracts Act could result in the employer becoming liable to pay compensation to the employee in question.

All employment relationships should be marked with an employment contract that must describe salary conditions, workplace, working hours, annual leave, notice period, etc. There are no legislative requirements as to the duration of an employment contract. The Employers' and Salaried Employees' (Legal Relationship) (Consolidation) Act, 1996, specifies that:

- Employment contract can only be terminated by a prior notice of at least one month
- Notice period for contract termination increases by one month for every 3 years of service
- Other points include payment of allowance to dependents of deceased employee, termination on probation, etc.

2. *Working hours*- There is no legislative provision on what constitutes normal working hours, and they are therefore determined through the collective agreements. Normally it is fixed at 37 hours a week. Maximum working hours are 48 hours, including overtime, calculated over a period of four months. Overtime is also governed by collective agreements.

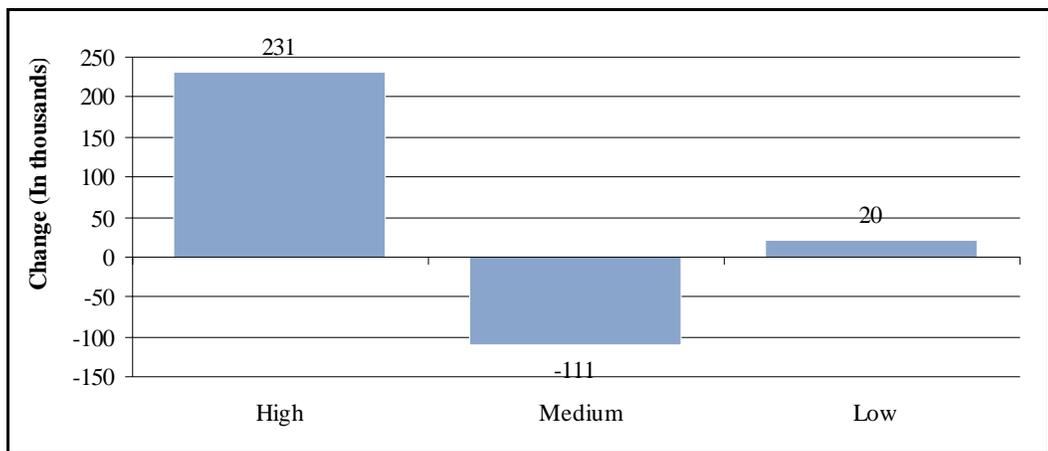
The definition of overtime depends on what is set out in the collective agreement. Some collective agreements stipulate that only hours worked in excess of the normal working week

can be considered overtime, while others stipulate that overtime includes all hours worked in excess of the normal working day. There is no legislation prohibiting or limiting night work. The only restriction prohibiting night work applies to those under 18 years of age. Work on Sundays is not prohibited. The only rule is that an employee must be allowed one day of rest for every seven days. Work on public holidays entitles the employee to a bonus of 100 percent.

8.2.6 Projected labour demand

It is forecasted that Denmark would need at least 100,000 foreign workers by 2018.³⁶ The demographic changes in Denmark will play an important role in defining future labour requirement.

Figure 8.2.12 Change in employment trends by qualification (in thousands), 2010-20

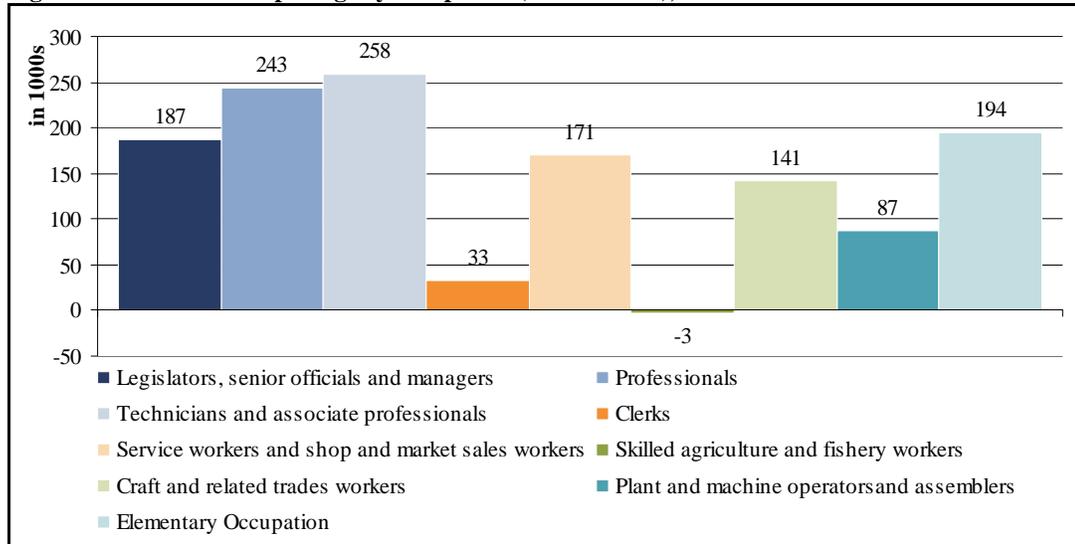


source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

The requirement for highly-skilled labour force is supported by the forecasting of skills, done by Cedefop. It is projected that 231,000 additional high-skilled professionals shall get employed in the next decade. (Refer figure 8.2.12)

³⁶ Copenhagen Institute for Future Studies: An analysis of the Danish Labour needs and the Global labour supply by 2018

Figure 8.2.13 Total Job Openings by occupation (in thousands), 2010-2020



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

At an occupational level, the job openings/demand is expected to grow in the ‘Technicians and associate professionals’ and ‘Professionals’ occupational groups by about 2.5 lakhs and 2.4 lakhs respectively (*Refer figure 8.2.13*).

Supply potential

As illustrated by OECD in its publication *International Migration Outlook 2010*, the top 10 nationalities in terms of inflows of foreigners over the period 1997-2007 include:

1. Poland
2. Germany
3. Norway
4. Ukraine
5. Sweden
6. Iceland
7. United Kingdom
8. China
9. Philippines
10. Lithuania

As stated earlier, traditionally Denmark was not considered a country of immigration, but since the end of the guest-worker program in the early 1970s, a growing numbers of immigrants, mainly refugees and family dependents of refugees and former "guest workers," have

challenged the status quo. One of the consequences was that by November 2006 more than half the growth of the Danish population in the last 35 years, or more than 250,000 people, could be accounted for by immigrants and their descendants.

With the Schengen Agreement in 1985 and the subsequent Schengen Convention in 1990 leading to initiation of the abolition of border controls between participating countries, significant inflows were witnessed from EU countries. Given the demographic trends that are prevalent across EU, the projected demand of 105000 labour force by 2019 will surely need migrant support from third countries in order to be able to keep up the current levels of production³⁷.

8.2.7 Skill standards

For third country nationals entering Denmark, education and certification requirements are defined on the basis of the scheme [Refer 'Access to Denmark' under section 8.2.3- Legal Framework of this report for details on the various schemes available] under which they are migrating to Denmark. The salient features include:

- As part of the Positive List, which mainly concerns highly skilled professions, an applicant mainly requires a 3-year university education in the domain applying for. For example an Information Technology consultant requires a 3 year university education. Jobs like accountant, chemist, dentist, lawyer, associate professor, etc. require Masters' degrees.

Table 8.2.9 Educational Qualification and Certification/ Authorization requirement for foreigners

Professional Field	Educational Qualification and Certification/ Authorization
Management	At least 3 years of university education
Education, social and religious work	Professional Bachelors' degree
Sales, purchase and marketing	At least 3 years of university education
Health, health care and personal care	Professional Bachelors' degree + Danish authorization
Education and Tuition	Professional Bachelors' degree + Danish authorization
Information Technology and Telecommunication	At least 3 years of university education
Academic work	Mainly Masters' degree. (Danish authorization required for some professionals)

Source: The Positive List, v July 2009, Danish Immigration Services

³⁷ Based upon discussions with the Consortium of Global Talent, Denmark

The authorizations for Health, health care and personal care are provided by the Danish Health Board; for education and tuition and Academic work by the Ministry of Education and for all others by the Danish Agency for International Education (IU).

- For applicants under the Green Card scheme, the DIS gets their diploma/ degree assessed by the IU. Only when the diploma/degree is certified by the IU, does the DIS proceed with the issue of Green Card.
- As for the migration under the Corporate Scheme and the Pay Limit Scheme, there are no regulations with respect to education or certification, only the conditions of work and salary determine the eligibility of the applicant.

8.2.8 Opportunities for India

“15 of the largest Danish and international companies in Denmark have joined forces and launched a new initiative – Consortium for Global Talent – whose main objective is to create better framework conditions for highly skilled global professionals in Denmark. Furthermore, the Consortium aims at changing the general attitude and behavior of Danes towards expatriates. According to the companies, action is crucial if Denmark wishes to maintain its position as one of the richest countries in the world.”

-Press Release, Copenhagen, February 2010

Denmark is viewing high skilled migration very intensively especially given the demographic challenges of an ageing population, and resultant lack of experienced workforce. Different institutions and government agencies have different views in terms of the expected demand in numbers, but all agree that Denmark will have a strong need for labour force over the next 10 years. Denmark has also recognized the fact that it can no more continue to depend on neighboring countries like Germany, Sweden and Poland for workers as it has been doing in the recent past. These countries themselves are confronting demographic changes that will impact their labour market and they are bracing themselves for the challenges ahead.

Based on analysis of the labour market in Denmark, the following sectors are expected to have potential opportunities for India in the medium to long term:

1. Health and personal care
2. Education
3. Information Technology & other high-skilled professionals

1. **Health and personal care:** Following observations indicate the potential of health and personal care sector in Denmark:
 - ‘Employment in Health and Social work’ sector has been the third-largest contributor to the GDP
 - Employment in ‘Health and Social work’ sector seen a significant increase in employment (10.25 percent) during 2000-2008 and the trend is expected to continue
 - The job openings for ‘Professionals’ is forecasted to grow by 243,000 during 2010-2020. This includes Health professionals, nursing and mid-wifery professionals for which the demand is also expected to increase
 - The job openings for ‘Technicians and associate professionals’ is forecasted to grow by 258,000 during 2010-2020. This includes Nursing and Mid-wifery associate professionals and Medical associates for which the demand is also expected to increase.
 - Demographic changes and in particular ageing population is expected to create demand for elderly care personnel
 - A number of professions have been identified in the positive list under ‘Health, healthcare and personal care’ area

2. **Education:** Following observations indicate the potential of education sector in Denmark:
 - Employment in ‘Education’ sector has seen a significant increase (16.7 percent) in employment during 2000-2008 and the trend is expected to continue
 - The job openings for ‘Professionals’ is forecasted to grow by 243,000 during 2010-2020. This includes teaching professionals (across primary, secondary and higher education areas) for which the demand is also expected to increase.
 - The job openings for ‘Technicians and associate professionals’ is forecasted to grow by 258,000 during 2010-2020. This includes Teaching Associate professionals (across primary, secondary and higher education areas) for which the demand is also expected to increase.
 - A number of professions have been identified in the positive list under ‘Academic work’ ‘Educational, social and religious work’ and ‘Education and tuition’ areas

3. **Information Technology and other High Skilled Professionals:** Following observations indicate the potential of Information Technology and other high-skilled professionals in Denmark:
 - The job openings for ‘Professionals’ is forecasted to grow by 243,000 during 2010-2020. This includes computing professionals (system designers, programmers, other high skilled professionals, etc.), engineering professionals (electrical engineers, mechanical engineers, etc.) whose demand is also expected to increase.

- A number of professions have been identified in the positive list under ‘Information Technology and telecommunication’ area
- Information Technology specialist and Engineers account for a significant proportion of the Indians employed in Denmark.

Denmark has taken up various steps to promote migration from the third countries. Specifically a ‘Work in Denmark’ center has been opened in New Delhi to provide one-stop information access to potential migrants. It is anticipated that similar programs to attract professionals could be rolled out in the future and would facilitate migration of Indian workers.

8.3 Czech Republic

The findings in this section are based both on the information gathered through primary and secondary research for Czech Republic.

8.3.1 Country overview

The salient features of the Czech Republic's location, demographics, economy and migration policy are presented below:

Capital: Prague
Population (2010): 10.4 million
Area: 78,866 sq km
Major Language: Czech
Currency: Czech Koruna (CZK)
GDP per Capita PPP (2007): USD 24,144
Net Migration Rate (2005-2010): 4.4 migrants /1,000 population
Immigrants (2010): 4.4%
Population under 15 (2010): 14.1

- Czech Republic is located in the central Europe and shares borders with Germany, Poland, Austria and Slovakia
- The demographic trends in Czech Republic indicate an ageing population.
- The Czech GDP is forecasted to be 3,738,016 millions of NCU in 2010.³⁸ The economy is mainly

export driven and was growing at a high rate between 2005 and 2007. With the impact of the recession and a dip in the external demand the growth rate declined by 4.2 percent in 2009. The declining trend is expected to continue for another year or two before the economy recovers.

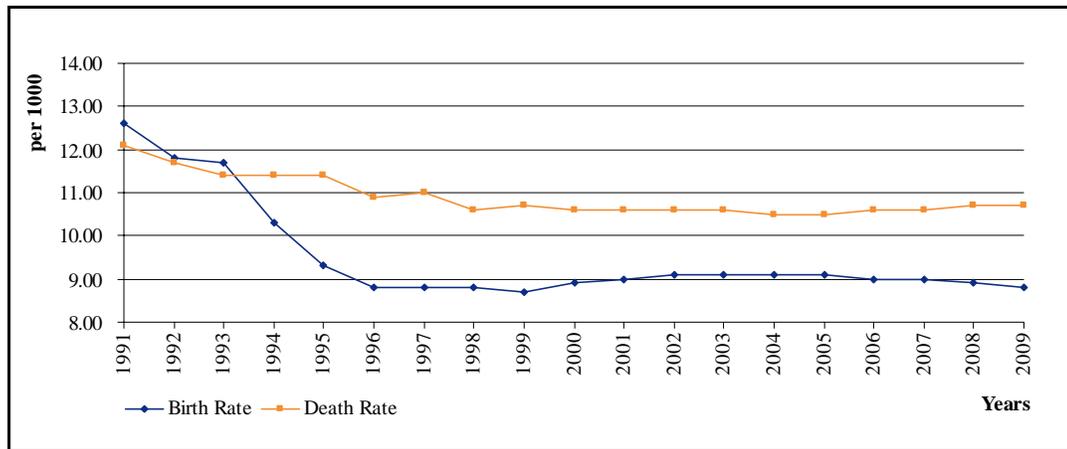
- Czech economy is still experiencing the impact of the economic crisis with a high unemployment rate of 8.5 percent in November 2010
- The Czech migration laws are moderately restrictive owing to the current high unemployment rate locally.
- Czech Republic introduced a Green Card scheme in 2009 to attract foreign skilled work force. The scheme is available for nationals of few countries (India does not feature in the list). However, as a result of the impact of the recession and rising unemployment locally, few Green Cards have been issued since the implementation of the scheme.

³⁸ World Economic Outlook database, April 2010, International Monetary Fund

8.3.2 Demographic trends

Czech Republic has been experiencing a declining population. During the early 20th centuries, population growth was mitigated by emigration to the urban centers of Austria-Hungary and United States³⁹.

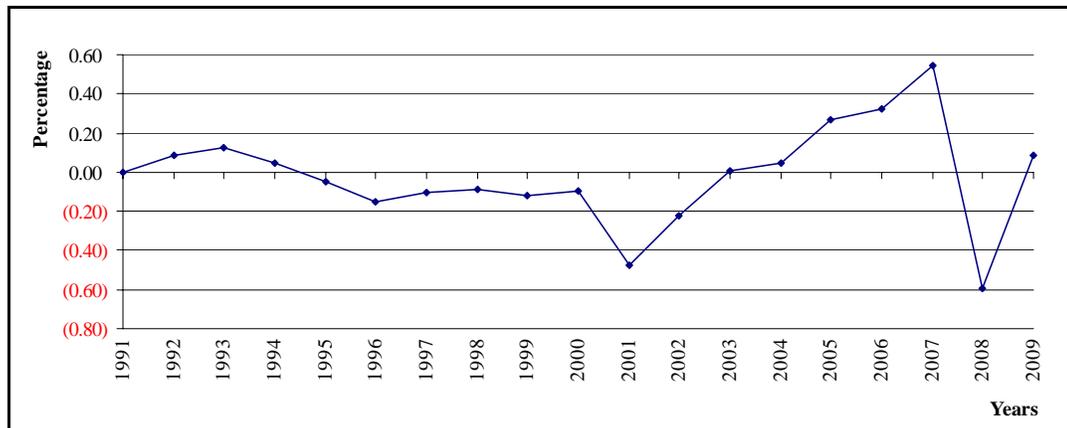
Figure 8.3.1 Trends in Birth and Death rates



Source: Data from US Census Bureau International Database

Post 1994, the birth rate has been lower than the death rate (*Refer figure 8.3.1*), with the impact that the net growth in population kept on declining and remained negative after 1995 till up to the middle of 2003 (*Refer figure 8.3.2*).

Figure 8.3.2 Trends in Population Growth Rate



Source: Data from US Census Bureau International Database

More than 90 percent of population growth in Czech Republic over the period 2003-2007 was accounted for by migration.⁴⁰ With the economic crisis in 2008 and introduction of some

³⁹ Based on data from OECD Database on Population and Vital Statistics

restrictive policies for migration, the population declined for the most of 2008 and the growth rate became positive only in the later half of 2009. *Table 8.3.1* and *figure 8.3.3* illustrate the changes in age-distribution of the population and the labour force, respectively.

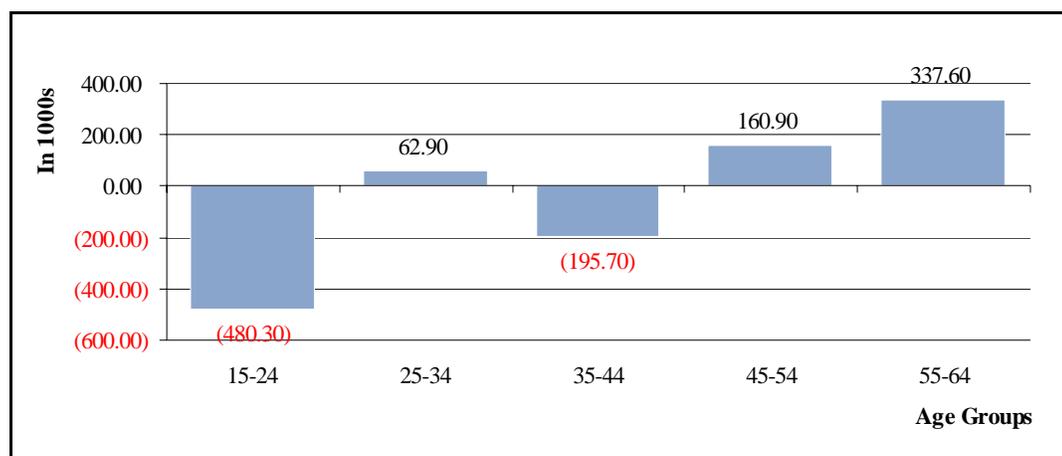
Table 8.3.1 Age-wise Distribution of Population (in thousands)

Year	0-14 years	15-64 years	65+ years
1950	2,167	6,015	742
2010	1,467	7,356	1,588
2015	1,588	7,082	1,841
2020	1,655	6,852	2,061
% change (2010-2020)	12.82%	(-6.85%)	29.79%

Source: UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates)

The age distribution has shifted as a consequence of the low level of fertility⁴¹, with more people over age 64 than under age 15. According to World Population Prospects (The 2008 Revision, UN Population division) the above 64 years population group in Czech Republic will increase to 17.5 percent and 21.4 percent of the total population by 2015 and 2030, respectively.

Figure 8.3.3 Changes (2009-1990) in Labour Force by Age Groups (in thousands)



Source: Data from UNECE, Labour force by Age, Sex, Measurement, Country and Year

Labour force changes have depicted trends similar to the overall population trends. The number of young people (15-24 years age group) in the labour force has decreased tremendously and there has been considerable increase in the population in the age-groups of 45-54 and 55-64

⁴⁰ Based on data from International Migration Outlook: SOPEMI 2010@OECD, Figure I.5, Page 46

⁴¹ Based on data from Eurostat

years (*Refer figure 8.3.3*), indicating high possibility of these people leaving the workforce very soon and creating a gap in labour supply which will have to be fulfilled.

Skill-wise Distribution of Population

In terms of educational attainment, the qualification level of the Czech population has increased over the years. Between 2004 and 2009, the number of people with low qualification (*Refer table 8.3.2*) has dropped significantly while the number of those with high and medium qualification has increased tremendously.

Table 8.3.2 Skill wise Distribution of Population, Age group 18-74 (in thousands)

Year	Low	Medium	High
2004	1,177.80	5,680.60	817.50
2005	1,079.90	5,764.00	867.80
2006	1,058.40	5,799.40	904.20
2007	1,041.80	5,844.20	923.10
2008	1,025.50	5,873.60	997.30
2009	974.40	5,910.40	1,088.90

Source: Eurostat, "Educational level of population"

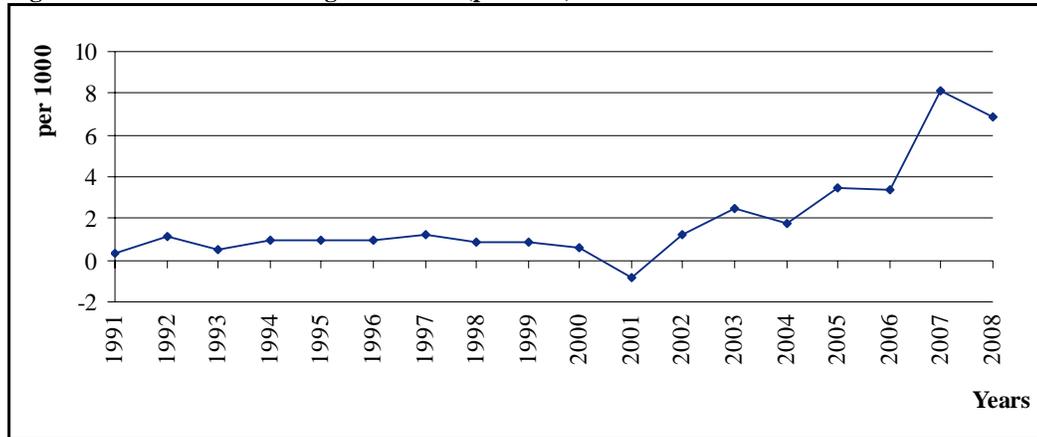
This above table also illustrates the increased importance being given to medium and high-skills in the Czech labour market.

Trends in International Migration

The role of migration in population growth of Czech Republic has changed significantly since 1991. The regional structure of migration, for example, has changed radically as has the distribution of migrants by age and education. In 1992 and 1993 alone, when Czech-Slovak migration exchange was at its peak, Czech statistics recorded more than 33,000 moves across the common border. The opening of the frontiers in 1989 and the emergence of independent Czech Republic in 1993 was the major factor in the increase in cross-border migration, complemented by much closer international contacts and the changing political and economic situation. The cross-border movement of people was also highly impacted by the Schengen Agreement as new legislations were implemented.⁴²

⁴² Laws for Legal Immigration in the 27 EU member states: IOM publication

Figure 8.3.4 Trends in Net Migration Rate (per 1000)



Source: OECD Factbook 2010

During discussions with various stakeholders it emerged that foreign population in the country comprises mainly of Slovaks, Ukrainians, Poles, Lebanese and Vietnamese; and for Czech Republic, migration accounts for almost the entire population growth. However due to the global economic crisis there was a sharp decrease (*Refer figure 8.3.4*) in the net migration in the year 2008 (about 25 percent decline).

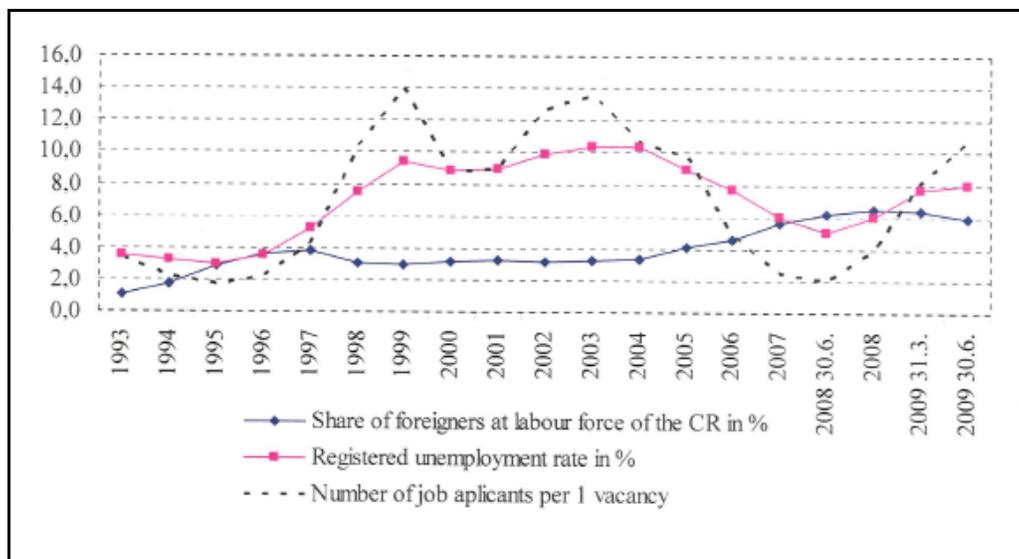
Foreigners in Czech Republic⁴³

The share of foreigners in the total population of Czech Republic increased from 2.5 percent to 4.2 percent between 2004 and 2008. During the same period the share of registered foreigners in Czech labour market went up from 3.3 percent to 6.4 percent of the total labour force.

The figure below illustrates the developments in the labour market and foreigner employment.

⁴³ "Labour Migration Development in the Czech Republic in the context of the Economic Crisis", Research Institute for Labour and Social Affairs, Milada Harakova, June 2009

Figure 8.3.5 Labour Market Development and Foreigner Employment Development



Source: "Labour Migration Development in the Czech Republic in the context of the Economic Crisis", Research Institute for Labour and Social Affairs, Milada Harakova, June 2009

Due to the impact of the economic crisis, the share of foreigners in the labour market decreased by 5.9 percent in the first half of 2009 (*Refer figure 8.3.5*) while their share in population remained almost unchanged. As is also evident from the *figure 8.3.5*, the total number of foreigners employed in Czech declined. The number was 361,709 in December 2008 and reduced to 335,176 in June 2009 (-26,533). However it is interesting to note that the number of foreigners with residence permit increased during the same period (+4,205). It is likely that most of them came to pursue business opportunities rather than to look for employment, as the number of foreigners registered at labour offices reduced (from 284,551 to 251,662) while the number of trade license holders increased by 6,356 (from 77,158 to 83,514).

The industries which registered a drop in the number of foreigners employed from December 2008 to June 2009 include:

- Processing industry (-27,540)
- Building industry (-8,872)
- Science, research and technology (-2106)
- Transport and storage (-1,325)

Mainly the number of Vietnam (-7,177), Mongolia (-6,192), Ukraine (-5383) and Slovakia (-5,294) nationals as registered employees declined during this period.

Indians in Czech Republic

In October 2010, there were 664 Indians out of the total foreign population of 219,917 and only 174 of these had valid work permits.⁴⁴ The tables below provide details on the number of Indian citizens employed in Czech Republic over the years and the number of women amongst them and the main sectors where Indians are employed.

Table 8.3.3 Indian citizens employed in Czech Republic

As on (Month/Year)	Total Number	No. of women
December 31, 1993	30	*
December 31, 1994	44	*
December 31, 1995	68	13
December 31, 1996	79	13
December 31, 1997	57	9
December 31, 1998	65	12
December 31, 1999	84	14
December 31, 2000	106	11
December 31, 2001	90	12
December 31, 2002	95	13
December 31, 2003	121	17
December 31, 2004	201	25
December 31, 2005	296	38
December 31, 2006	439	42
December 31, 2007	620	61
December 31, 2008	848	84
December 31, 2009	651	80

* Number of women citizens of India in the reference period is not available
Source: Ministry of Labour and Social Affairs, Czech Republic

Table 8.3.4 Sectoral distribution of Foreigners in Czech Republic

Year	Total Number	No. of Indians
Information and communication	7,141	286
Hotels and restaurants	2,914	79
Manufacturing	18,026	65
Wholesale trade; repair of motor vehicles, motorcycles and personal and household goods	7,444	59
Education	1,488	38
Financial Intermediation	419	14
Health and social work	952	12
Real estate, renting and business activities	4,610	11
Transport, storage and communication	1,374	10
Other community, social and personal services activities	1,412	8
Construction	24,097	5
Agriculture, hunting and forestry	2,341	3
Mining & Quarrying	175	1
Fishing	272	0
Electricity, gas and water supply	349	0
Public administration and defence; compulsory social security	66	0
Private households with employed persons	37	0

Source: Ministry of Labour and Social Affairs, Czech Republic

As on September 30, 2010, there were 669 Indians employed in Czech Republic out of which 75 were women. Hence by the end of September 2010, the number of Indian citizens employed in Czech Republic constituted 0.3 percent of the total number of foreign citizens (219,260) and 0.9 percent of the total number of foreigners employed from third-countries (75,311). Further,

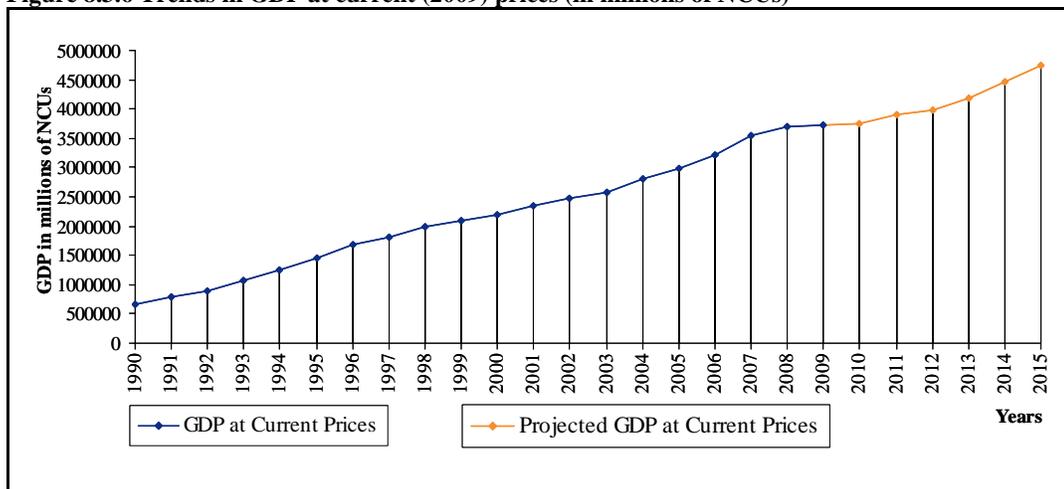
⁴⁴ Data provided by CzechInvest

Information and Communication sector employs the maximum number of Indians in the country.⁴⁵

8.3.3 Economic trends

Czech Republic's transition from a communist, centrally planned, economy to a market-driven economy was catalyzed by an open investment climate. Advantageous location in central Europe, relatively low cost structure and well qualified work force, makes Czech Republic an attractive destination for foreign investment.

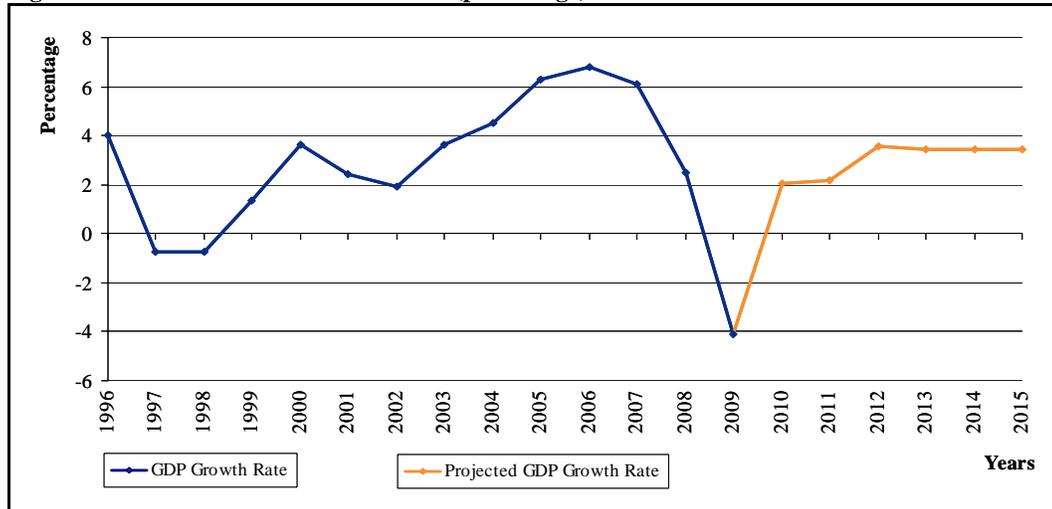
Figure 8.3.6 Trends in GDP at current (2009) prices (in millions of NCUs)



Source: Data from World Economic Outlook database, April 2010, of the IMF

⁴⁵ Ministry of Labour and Social Affairs, Czech Republic

Figure 8.3.7 Trends in GDP Growth Rate (percentage)



Source Data from International Monetary Fund, World Economic Outlook, Annual percentages of constant price GDP are year-on-year changes; the base year is country-specific. Estimates Start After 2009

The GDP was 3,688,994 millions of NCU for 2008⁴⁶ (*Refer figure 8.3.6*). Just before the economic crisis, the Czech economy was growing at one of the highest rate in the EU. The export-driven Czech economy grew by over 6 percent annually from 2005-2007 and by 2.5 percent in 2008.⁴⁷ (*Refer figure 8.3.7*) .But it fell by 4.2 percent in 2009, mainly due to a significant drop in external demand as the Czech Republic's main export markets fell into recession. The GDP decline of 4.9 percent year-on-year (2Q 2009 compared to 2Q 2008) was the largest fall in the history of Czech Republic.⁴⁸ In the course of discussions with stakeholders, it was informed that currently the Czech economy is growing at about 2 percent.

Unemployment Rate

The labour market in Czech was performing strongly before the economic crisis with strong labour demand driving unemployment to record low levels in 2008. Most of the residual unemployment was structured, long-term unemployment, meaning that the barriers the unemployed face may be due to lack of skills, lack of motivation to work or other reasons such as discrimination.⁴⁹ Even with strong labour demand, the fact that structural unemployment is rising may be attributed to two factors:

⁴⁶ World Economic Outlook database, April 2010, International Monetary Fund

⁴⁷ The World Factbook, CIA

⁴⁸ "Labour Migration Development in the Czech Republic in the context of the Economic Crisis", Research Institute for Labour and Social Affairs, June 2009

⁴⁹ "The Labour Market in Czech Republic and opportunities for Low Skilled Workers", World Bank, http://siteresources.worldbank.org/ECAEXT/Resources/258598-1224622402506/CZ_Roma_Employment_Ch3.pdf

- **Regional variation in labour market conditions.** While the overall labour market conditions are good, there might be some regions of the country where labour demand is much weaker and accordingly, unemployment is substantially higher (*Refer table 8.3.5*). This may further mean that labour market segmentation exists in Czech Republic due to limited labour mobility.

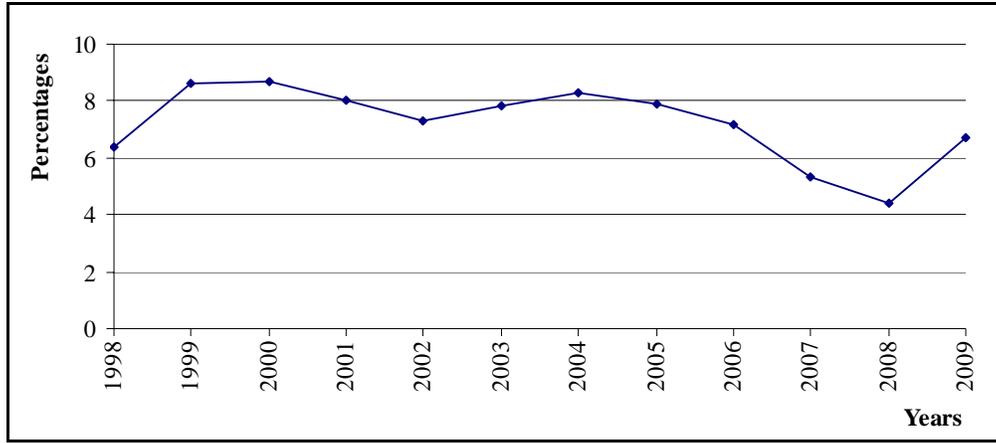
Table 8.3.5 Unemployment Rate in regions of the Czech Republic (Q3 2009)

Region	Unemployment Rate
Prague	4.0%
Central Bohemia	5.0%
South Bohemia	4.6%
Plzen	7.1%
Karlovy Vary	12.2%
Usti	10.6%
Liberec	8.9%
Hradec Kralove	7.6%
Pardubice	7.0%
Vysocina	6.5%
South Moravia	7.3%
Olomouc	8.2%
Moravia-Silesia	8.1%
Zlin	10.2%

Source: Fact Sheet No. 7- Labour Availability, CzechInvest, January 2010

- **The changing skill profile of labour demand.** Technological progress tends to increase the demand for higher skills. This gives rise to skills mismatch: shortage of some, usually higher skills coupled with excess supply of other, usually lower skills.

Figure 8.3.8 Trends in Unemployment Rate (percentage)



Source: Data from UNECE

The unemployment rate was below 5 percent in 2008, but the impact of the economic crisis resulted in a sharp increase to 6.7 percent in 2009 (*Refer figure 8.3.8*). In terms of numbers, the registered unemployment increased from 352,250 in December 2008 to 463,555 in June 2009. The rise continued in first quarter of 2010 and began gradually dropping from the second quarter. The *table 8.3.6* provides the monthly unemployment rates for 2010.

Table 8.3.6 Monthly Unemployment Rate for 2010

Month	Unemployment Rate
January	9.8%
February	9.9%
March	9.7%
April	9.2%
May	8.7%
June	8.5%
July	8.7%
August	8.6%
September	8.5%
October	8.6%
November	8.5%

Source: Ministry of Labour and Social Affairs, <http://www.mpsv.cz/>

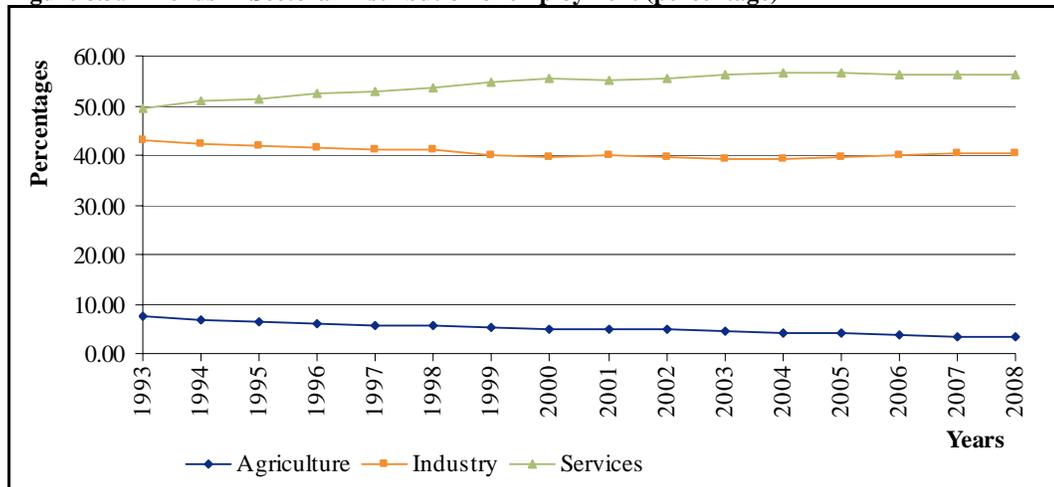
8.3.4 Current labour market landscape

The Czech labour market downfall started in January 2009 and since then the trend has continued. The impact of the crisis on the Czech economy has been substantial and can mainly be attributed to the fall of the manufacturing sector due to decreased external demand.

Sectoral analysis

Past trends illustrate predominance of services sector (considering employment and growth in employment) compared to the primary and secondary sector (*Refer figure 8.3.9*).

Figure 8.3.9 Trends in Sectoral Distribution of employment (percentage)



Source: Data from KILM, ILO

The share of employment during the period 1995-2007 for as per ISIC classification is represented in the table below.

Table 8.3.7 Share of sectors in total employment

Sectors	Years			
	1993	1998	2003	2008
Manufacturing	29.6%	27.6%	27.3%	28.6%
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	10.5%	13.3%	13.3%	12.7%
Construction	8.7%	9.7%	9.3%	9.2%
Transport, storage and communications	8.0%	7.8%	7.6%	7.5%
Real estate, renting and business activities	4.5%	5.1%	6.0%	7.4%
Health and social work	5.8%	5.5%	6.5%	6.5%

Sectors	Years			
	1993	1998	2003	2008
Public administration and defence; compulsory social security	6.3%	6.6%	7.0%	6.5%
Education	6.5%	5.9%	6.1%	5.6%
Other community, social and personal services activities	3.3%	3.8%	3.9%	4.0%
Hotels and restaurants	3.1%	3.5%	3.6%	3.5%
Agriculture, hunting and forestry	7.7%	5.5%	4.5%	3.3%
Financial intermediation	1.4%	2.1%	2.0%	2.3%
Electricity, gas and water supply	2.0%	1.9%	1.6%	1.6%
Mining and quarrying	2.6%	1.8%	1.1%	1.1%
Fishing	0.0%	0.0%	0.0%	0.1%

Source: KILM, ILO

As illustrated above, the following three sectors emerge with maximum share in employment:

- Manufacturing
- Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods
- Construction

Table 8.3.8 Number of people employed in various sectors

Sectors	2000 (in thousands)	2008 (in thousands)	Percentage Change
Private households with employed persons	1.63	9.23	7.61%
Transport, Storage and Communication	5.62	7.40	1.78%
Manufacturing	27.09	28.64	1.55%
Other community, social and personal services activities	0.04	1.56	1.52%
Public administration and defence	6.15	6.55	0.40%
Education	3.72	3.98	0.26%
Construction	3.30	3.54	0.24%
Hotels and restaurants	2.11	2.30	0.19%
Fishing	0.04	0.05	0.01%

Sectors	2000 (in thousands)	2008 (in thousands)	Percentage Change
Health and social work	0.04	0.05	0.01%
Electricity, gas and water supply	12.95	12.66	-(0.29)%
Mining and Quarrying	1.48	1.11	-(0.37)%
Wholesale and retail trade	7.88	7.49	-(0.39)%
Real estate, renting and business activities	6.32	5.63	-(0.69)%
Financial Intermediation	7.25	6.53	-(0.72)%
Agriculture, hunting and forestry	5.09	3.26	-(1.83)%
Extra-territorial organizations and bodies	9.28	*	-

Source: KILM, ILO

* Data not available

The sectors which have maximum potential to offer increased employment opportunities based on growth in sectoral employment (*Refer Table 8.3.8*), during 2000 and 2008 include:

- Private households with employed persons
- Transport, storage and communication
- Manufacturing

The sectors were further assessed in terms of their contribution to GDP over the years (*Refer Table 8.3.9*).

Table 8.3.9 Sectoral Contribution to GDP (in percentage)

Sectors	1990	1996	2002	2008
Manufacturing	25.47%	26.27%	25.35%	24.66%
Real estate, renting and business activities	11.52%	11.73%	13.00%	14.18%
Transport, Storage and Communication	3.65%	10.07%	11.25%	10.52%
Financial Intermediation	3.65%	10.07%	11.25%	10.52%
Construction	10.51%	8.32%	6.21%	6.60%
Wholesale and retail trade	10.51%	8.32%	6.21%	6.60%
Public administration and defence	3.68%	5.51%	5.62%	5.48%
Electricity, gas and water supply	7.52%	5.25%	3.85%	4.83%

Sectors	1990	1996	2002	2008
Education	2.63%	4.22%	4.07%	4.13%
Health and social work	2.75%	3.45%	4.10%	3.98%
Other community, social and personal services activities	2.68%	2.64%	3.23%	3.13%
Agriculture, hunting and forestry	7.86%	4.65%	3.29%	2.53%
Hotels and restaurants	0.94%	2.62%	2.04%	1.81%
Mining and Quarrying	2.65%	1.98%	1.32%	1.51%
Private households with employed persons	-	0.02%	0.01%	0.01%
Fishing	0.11%	0.05%	0.03%	0.01%

Source: KILM, ILO

On the basis of GDP (*Refer Table 8.3.9*), the following sectors have been the highest contributors over the years:

- Manufacturing
- Real estate, renting and business activities
- Transport, storage and communication
- Financial Intermediation

Occupational analysis

The table below presents the employment data for various occupational groups:

Table 8.3.10 Number of people employed in various Occupational groups

Sectors	1995	2000	2005	2009
Technicians and associate professionals	890,083	882,990	1,041,400	1,182,200
Craft and related trade workers	1,072,355	965,608	888,300	870,400
Plant and machine operators and assemblers	639,885	606,640	734,600	719,300
Service workers and shop and market sales workers	556,756	567,767	575,400	587,400
Professionals	468,305	504,754	513,700	576,500
Clerks	378,420	364,740	357,800	362,700

Sectors	1995	2000	2005	2009
Legislators, senior officials and managers	305,847	290,749	294,200	292,900
Elementary occupations	468,973	393,254	265,700	265,100
Skilled agricultural and fishery workers	121,889	95,785	76,000	62,600
Armed forces	54,573	56,051	14,800	14,500

Source: Data from UNECE

The occupational groups in which maximum people are employed include:

- Technicians and Associate Professionals
- Craft and related trade workers
- Plant, machine operators and assemblers

Table 8.3.11 Change in Occupational Pattern, 1995-2009

Variable	Change
Technicians and associate professionals	292,117
Professionals	108,195
Plant and machine operators and assemblers	79,415
Service workers and shop and market sales workers	30,644
Legislators, senior officials and managers	(12,947)
Clerks	(15,720)
Armed forces	(40,073)
Skilled agricultural and fishery workers	(59,289)
Craft and related trade workers	(201,955)
Elementary occupations	(203,873)

Source: Data from UNECE

The occupational groups with substantial growth in employment between 1995 and 2009 (*Refer table 8.3.11*) include:

- Technicians and Associate Professionals
- Professionals

- Plant, machine operators and assemblers

8.3.5 Legal framework

Present day trends in immigration and rules, governing immigration have developed post the dissolution of the erstwhile Czechoslovakia in 1989 marking an end to the communist regime. The Aliens Act implemented in 1992, replacing the Aliens Act 1965 of the Communist Czechoslovakia, introduced a modern structure of residence titles for foreigners and allowed foreigners to submit long-term stay applications on the Czech territory. This led to a liberal situation with difficulty in tracking and control of migration. As a result, the Aliens Act 1999 was implemented, which introduced visa requirement for citizens of Russia, Belarus and Ukraine from 2000.

Despite these restrictive regulations, inward migration has exhibited steady growth in the Czech Republic. From the establishment of an independent Czech state in 1993 to the end of 2008, the number of foreigners in possession of a residence permit grew from 78,000 to 438,000⁵⁰. Foreigners, today, account for as much as 6.9 percent of the labour market.⁵¹

Access to Czech Republic

A third country national needs a work visa and a work permit to be able to work in Czech Republic (as governed by Article 89 of the Employment Act of the country). Czech Republic has a rigorous procedure for employment including triple permission:

1. An employer intending to employ a third country national in a particular job needs to inform the district (in which the work is intended to be performed) Labour Office of the vacancy and only if no Czech citizen applies for it, or no Czech citizen is found to have adequate skills for it, can the employer hire a foreign resource.
2. Once the employer has obtained the permission for hiring foreign employees, the next step involves getting the work permit for the employee.
3. Lastly, the foreigner must be granted a stay permit.

Only after the employer is granted permission may an immigrant file an application for the work permit. A work permit is attached to a particular employer and employment, but one can have more than one work permit. Normally a work permit is a pre-condition to get the stay permit, although foreigners already in Czech for some other purpose may apply for a work permit.

⁵⁰ 'Intercultural opening of the labour market and employment institutions in the Czech Republic', June 2010, by Milada Harakova and Pavel Bares

⁵¹ International Migration Outlook: SOPEMI 2010, OECD

The Green Card Scheme - In addition to the existing standard types of visas and residence permits, Czech Republic has introduced the Green Card scheme, since 1st January 2009, to attract foreign skilled work force by streamlining the entire process. Green Card replaces both, a residence and a work permit, and is attached to a particular employment. Green Cards are differentiated into 3 types based on the skill level of the people:

- Type A- for people with university education and highly desired skill.
- Type B- for people having a certificate of professional qualification.
- Type C- for unskilled labour.

For the purpose of the implementation of this scheme, there was co-operation between private companies and public informant services, that job vacancies which are not filled in a month by Czech or EU nationals will be open for third countries. A complete list of all such jobs is available on the website of Public Employment Services for view by both, the employing companies (demand) and the prospective employees (supply).

The Green Card scheme is presently available for nationals of few countries including Australia, Montenegro, Croatia, Japan, Canada, South Korea, New Zealand, Bosnia, and Herzegovina, Macedonia, United States of America, Serbia and Ukraine. Further, as a result of the impact of the crisis and rising unemployment locally, few Green Cards have been issued since the implementation of the scheme.

Migrant Protection⁵²

Protection against discrimination: In the event of the economic crisis and rising unemployment thereto, many of the foreigners employed in Czech Republic started to loose jobs. In order to protect the migrants against undue discrimination, the Czech government introduced the policy of 'Protection Period' granting foreign workers, who were dismissed from employment without any fault of their own, a period of 60 days to find a new job.

Working Conditions:

1. *Employment Contract-* For every job relationship an employment contract must be concluded in writing with the following minimum mandatory content:

- Place of work
- Employment start date
- Nature of work

In addition, within one month of conclusion of the contract the employees have to be informed in writing about their duties and rights (holidays, allowances, wage and payment dates, working hours, job description, termination, information about collective agreement, etc.), if not already a part of the employment contract.

2. *Working Hours*- The working hours are decided by the employer after consultation with the competent trade-union, however the weekly working hours cannot exceed 40 (37.5 hours for employees who work underground or in a three shift or non-stop operation and 38.75 hours for employees who work in a two-shift operation). For employees under the age of 18, the working hours cannot exceed 40 per week and 8 per day. As a rule, for all employees, the working time has to be scheduled over five days in a week.

3. *Overtime*- When an employee is required to work overtime; such overtime should not exceed 8 hours in a week and 150 hours in a calendar year. An employee may, in exceptional cases, consent to work over and above this overtime limit, but in all cases the total number of hours of overtime work may not exceed an average of 8 hours per week and a total of 417 hours per year.

4. *Remuneration*-

- An employee is entitled to his/ her wage/ salary and at least 25 percent of average earnings as bonus/ premium payment for overtime work.
- In lieu of working on a public holiday, an employee is entitled to his/ her wage and equivalent (paid) time off.
- The premium/ bonus payment for work on Saturday and Sunday, at night and in arduous & hazardous conditions is 10 percent of average earnings.
- The wage rate cannot be lower than the appropriate minimum rate as stipulated by the government.
- Collective agreements may conclude with some conditions on other premium payments.

The immigration laws in Czech Republic are moderately restrictive and do not extensively promote migration into the country to attract highly skilled work force. Firstly, to be granted a stay permit, the migrant is required to present a proof of accommodation, which is difficult to get as the lessor generally don't sign an official document for the rental arrangement with third-country nationals (because law restricts a lessor from de-registering a third-country national from the address of his residence against his will). Secondly, the administrative procedure for grant of stay and work permit is hideous and requires a lot of proofs to be

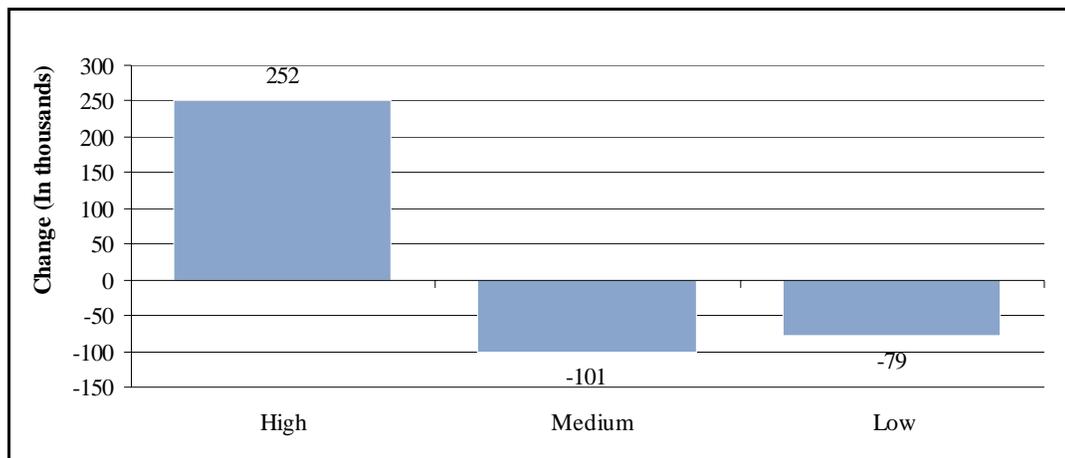
⁵² Factsheet no. 9: Labour regulations, CzechInvest

submitted by the migrant. The Green Card scheme, introduced to deal with this problem, is still in its infancy and available for select country nationals only.

8.3.6 Projected labour demand

The Czech economy is currently facing a high unemployment rate and hence the inflow of labour from third countries is likely to be less during the next two years. However, in the long-term, like many other European countries, there is expected demographic decline of the population and hence there would be need to get labour from third countries to meet the requirement of the labour market, especially of high skilled labour. From discussions with stakeholders it can be corroborated that Health care (both public and private facilities) is one sector which will have demand for highly skilled migrant work force, as the sector is facing a brain-drain to countries like Germany due to significant wage differentials.

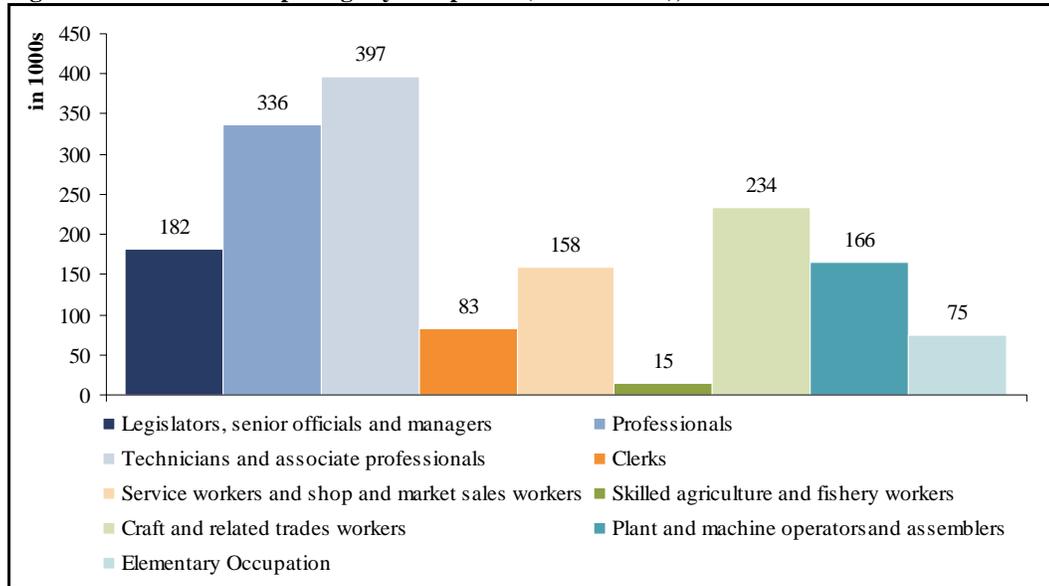
Figure 8.3.10 Change in employment trends by qualification (in thousands), 2010-20



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

The requirement for highly-skilled labour force is also supported by the forecasting of skills, done by Cedefop. It is projected that 252,000 additional high-skilled professionals shall get employed in the next decade. (Refer figure 8.3.10)

Figure 8.3.11 Total Job Openings by occupation (in thousands), 2010-2020



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

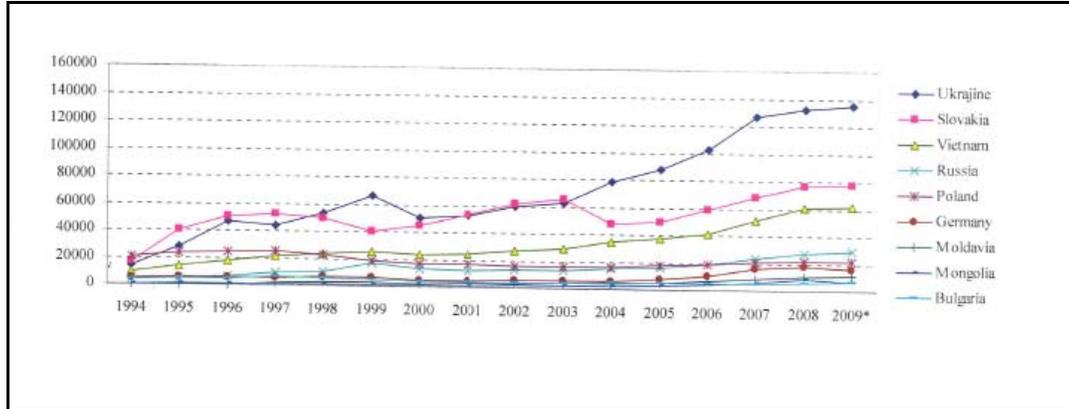
At an occupational level, the job openings/demand is expected to grow in the ‘Technicians and associate professionals’ and ‘Professionals’ occupational groups by about 3.97 lakhs and 3.36 lakhs respectively (*Refer figure 8.3.11*).

Supply potential

As illustrated by OECD in its publication ‘International Migration Outlook 2010’, the top 10 nationalities in terms of inflows of foreigners in 2008 include:

1. Ukraine
2. Vietnam
3. Slovak Republic
4. Russian Federation
5. Germany
6. Mongolia
7. Moldova
8. United States
9. Czech Republic
10. Uzbekistan

Figure 8.3.12 Most Numerous Groups of Nationals by Country Employed in the Czech Labour Market



Source: "Labour Migration Development in the Czech Republic in the context of the Economic Crisis", Research Institute for Labour and Social Affairs, Milada Harakova, June 2009

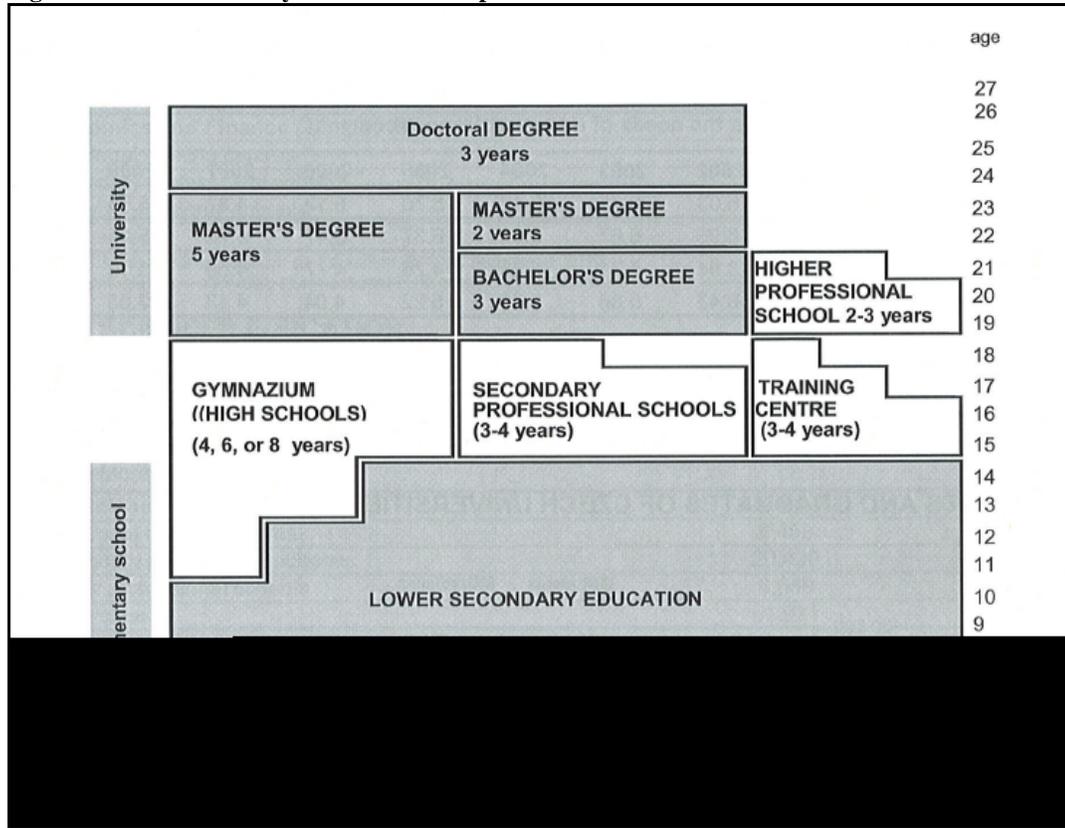
In 2009 most of the foreigners who came to Czech Republic to stay and work were Slovaks, Ukrainians, Vietnamese, Poles and Russians.⁵³

8.3.7 Skill standards

The Czech Republic invests a lot in education and this has resulted in a high level of general education with a strong science and engineering background. The basic education system in Czech Republic is represented in the figure below.

⁵³ Fact Sheet 7- Labour Availability, CzechInvest, January 2010

Figure 8.3.13 Education System in Czech Republic



Source: Fact Sheet 10- Education System, CzechInvest, September 2010

Education is compulsory from 6 years to 15 years of age, post which education can be continued at one of the three basic types of secondary schools (vocational training centers, gymnasium and secondary schools). Further, under graduation, masters and doctoral programmes are offered by Colleges and Universities. According to a survey conducted by the International Institute for Management Development (IMD), Czech Republic score 5.68 (which is above neighboring countries of Hungary, Poland and Slovakia) on a scale of 0 to 10 on the criteria that assesses the education system to match the needs of a competitive economy⁵⁴.

Czech Republic has a strong upper secondary education system, which serves as the base for advanced learning and training opportunities, as well as preparation of direct entry into the labour market. About 88 percent of the Czech working age population (24-64 years old) had completed at least upper secondary education as against the OECD average of 82 percent.⁵⁵

Programs offered by Czech public universities include life sciences, ICT, electronics, humanities, etc.; while most of the private sector facilities offer programmes in management

⁵⁴ Fact Sheet 10- Education System, CzechInvest, September 2010

⁵⁵ Education at a Glance 2010, OECD

and economics. The following table depicts the number of students and graduates in various disciplines from different educational institution types:

Table 8.3.12 Number of Students and Graduates across disciplines (2009/2010)

Discipline	Institution	Students	Graduates
Technical Education	Vocational training centers	59,335	16,447
	Secondary professional schools	91,665	20,532
	Higher professional schools	3,371	717
	Universities	80,245	17,109
Economics and Finance Education	Vocational training centers	7,602	2,304
	Secondary professional schools	90,421	22,514
	Higher professional schools	5,702	1,418
	Universities	98,075	22,282
Life Sciences Education	Vocational training centers	6,459	2,012
	Secondary professional schools	20,430	4,988
	Higher professional schools	6,669	1,492
	Universities	51,921	9,984
ICT Education	Vocational training centers	8,241	2,644
	Secondary professional schools	33,535	7,226
	Higher professional schools	1,191	278
	Universities	32,789	6,575

Source: Fact Sheet 10- Education System, CzechInvest, September 2010

Czech Republic offers a large number of courses across disciplines through its web of quality educational institutions, both, private and public. This helps maintain an abundant supply of graduates ensuring continuous enrichment of country's labour pool.

Certifications/ Accreditations Required

Czech Republic has a mechanism in place for assessment of foreign education and degrees to identify if they meet the requirements of the Czech employers. An agency of the Ministry of Education does mutual recognition of professional qualification and recognition of diplomas; while the professional qualifications of people wanting to work in the health sector are assessed by the Ministry of Health.

8.3.8 Opportunities for India

For several years now, the Czech Republic has been attracting the attention of investors from all over the world. An outcome for this is easy to see: a strong and growing economy, equitable and stable conditions and a qualified workforce. Presently the economy is experiencing impact of the global recessionary trends with a drop in the secondary sector due to falling external demand. These trends are likely to continue for another year or two and hence demand for foreign labour will be low during this period. However it is expected that the economy will revive post this and this, coupled with the demographic trends will lead to increase in immigration from third countries as EU will itself face the problem of population decline.

Based on analysis of the labour market in Czech Republic, the following sectors are expected to have potential opportunities for India in the medium to long term:

1. Health and personal care
2. Manufacturing
3. Information Technology & other high-skilled professionals

1. **Health care and personal care:** Following observations indicate the potential of health and personal care sector in Czech Republic:

- Demographic changes and in particular ageing population is expected to create demand for elderly care personnel
- A number of medical professionals are migrating out of Czech Republic and to countries like Germany which offer higher wages. Hence, the outflow of health professionals is creating a supply gap in this sector which may be fulfilled through migrant workers.
- The 'Professionals' occupation group has seen the second largest growth in terms of number of people employed between 2000 and 2009. The job openings for this group are forecasted to grow by 336,000 during 2010-2020. This includes Health professionals, nursing and mid-wifery professionals whose demand is also expected to increase.
- The job openings for 'Technicians and associate professionals' is forecasted to grow by 397,000 during 2010-2020. This includes nursing and mid-wifery associate professionals and medical associates whose demand is also expected to increase.

2. **Manufacturing:** Following observations indicate the potential of manufacturing sector in Czech Republic:

- The manufacturing sector was the biggest employer (with 28.6 percent share in the total employment) in 2008 as well as the biggest contributor to GDP over the years (it contributed 24.66 percent in 2008).

- The ‘Plant and machine operators and assemblers’ occupation group has seen the third largest growth in terms of number of people employed between 2000 and 2009. The job openings for this group are forecasted to grow by 166,000 during 2010-2020. This includes stationary plant and related operator (mining plant operator, wood-processing plant, assembly line operators, etc.) and, machine operators and assemblers (machine tool operators, rubber-products machine operators, printing machine operators, etc.) whose demand is also expected to increase.
- The Manufacturing sector is the second largest employer of foreigners and third largest employer of Indians in Czech Republic with more than 18000 foreigners working in the same.

3. **Information Technology and other High Skilled Professionals:** Following observations indicate the potential of Information Technology and other high-skilled professionals in Czech Republic:

- The ‘Professionals’ occupation group has seen the second largest growth in terms of number of people employed between 2000 and 2009. The job openings for this group are forecasted to grow by 336,000 during 2010-2020. This includes computing professionals (system designers, programmers, etc.), engineering professionals (electrical engineers, mechanical engineers, etc.) whose demand is also expected to increase.
- The job openings for ‘Technicians and associate professionals’ is expected to grow by 397,000 during 2010-2020. This includes computer associate professionals (computer assistants, equipment operators, etc.), engineering technicians whose demand is also expected to increase.
- Knowledge of English is essential for BPO, shared services and ITeS and Indians are well versed with the language and are therefore preferred over other nationalities.
- Many Information Technology giants like IBM, Microsoft, AVG, HP, SAP, Ericsson, etc. have operations in Czech Republic. It is therefore expected that the demand in this sector is going to be met through intra-company transfer of employees from countries like India. The table below provides information on most demanded specializations in the field of Information Technology.
- The Information and Communication sector is the largest employer of Indians in Czech Republic.

Table 8.3.13 Most demanded Professions in Information Technology

Field	Professions
Software	Programmers C++, JAVA, J2EE, C#, .net, PHP, HTML, VB, Delphi, PL/

Field	Professions
Development	SQL, ABAP
	Team Leaders
System Administrators	Administrator MS
	Administrator UNIX
	Application Administrator/ ERP
	Database Administrator
	Helpdesk / HW technician
Consultants and analysts	Analyst
	Tester / Quality engineer
	System Consultant (MS, UNIX)
	Consultant ERP, CRM, MIS, DMS, ITIL
	Safety Consultant
	Technical Writer
Database specialists	Database Programmer
	Database Administrator
Management	Director, CEO
	Information Technology Manager, CIO
	Project Manager
	Security Manager, CSO

Source: "Information Technology and Software Development in Czech Republic", Czech Invest

The immigration laws in the Czech Republic are moderately restrictive and the procedure to obtain a work permit is relatively complex. The Green Card scheme introduced to attract foreign skilled work force is not currently available for Indian nationals and its impact is yet to be seen. The opportunities available for India in the medium to long term would therefore also depend on the facilitation provided by the overall migration framework in the country.

8.4 Poland

The findings in this section are based both on the information gathered through primary and secondary research from Poland.

8.4.1 Country overview

Capital: Warsaw
Population (2010): 38 million
Area: 312,685 sq km
Major Language: Polish
Currency: Polish Zloty
GDP per Capita PPP (2007): USD 15,987
Net Migration Rate (2005-2010): - 0.6 migrants /1,000 population
Immigrants (2010): 2.2%
Population under 15 (2010): 14.8%

The salient features of Poland's location, demographics, economy and migration policy are presented below:

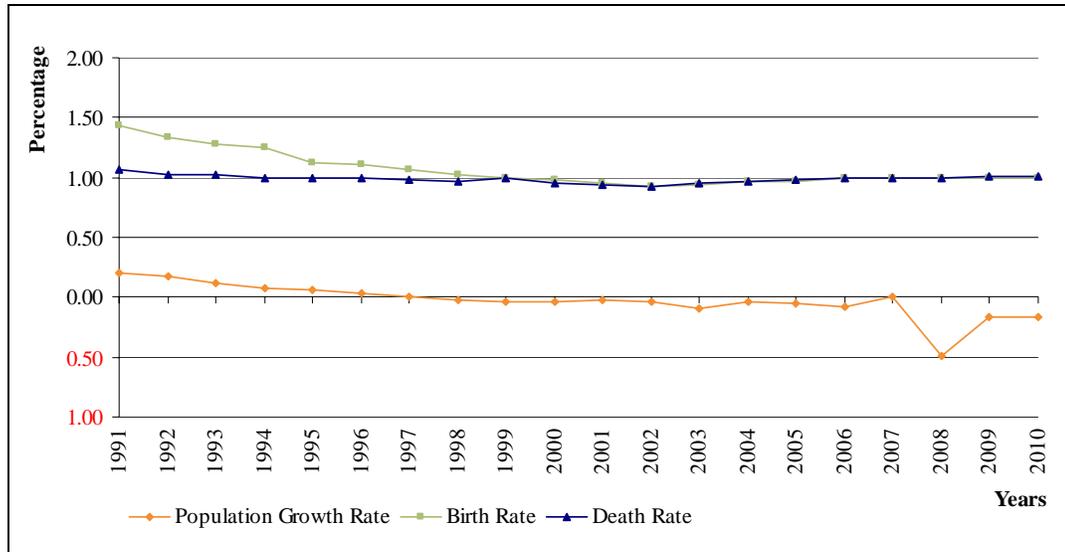
- Poland is located in Central Europe, east of Germany. It borders with Belarus, Czech Republic, Germany, Lithuania, Russia (Kaliningrad Oblast), Slovakia and Ukraine
 - Poland's demographic trends indicate an ageing population.
-
- Poland is the only country in the EU which registered a positive economic growth in 2009. The GDP growth rate is expected to be positive over the next few years.
 - The registered unemployment rate in September, 2010 was 11.5 percent.
 - Poland's migration policies are largely favoring five countries. These five countries include Russia, Ukraine, Belarus, Georgia, and Moldova. The movement of labour between these 5 countries and Poland has been eased over the years.

8.4.2 Demographic trends

Demographic changes have had a marked impact on Polish labour market. Although Poland's population is still relatively young, for the past 20 years it has been undergoing a demographic transition, which manifests itself in increasing life expectancy (by 7 percent during 1990-2008) and declining total fertility rates (from 1.62 percent in 1995 to 1.22 percent in 2003), resulting in an ageing population. It is estimated that by 2050 more than half of the population will be 50 or older.⁵⁶

⁵⁶ Employment in Poland, 2008

Figure 8.4.1 Trends in demographic factors



Source: Data US Census Bureau International Database

Since 1998 Poland's population growth rate has been negative (*Refer Figure 8.4.1*). This trend can be accounted to the low birth rates and high rate of emigration of Polish people to other countries.

Table 8.4.1 illustrates the changing population structure of Poland.

Table 8.4.1 Age wise structure of population (in thousands)

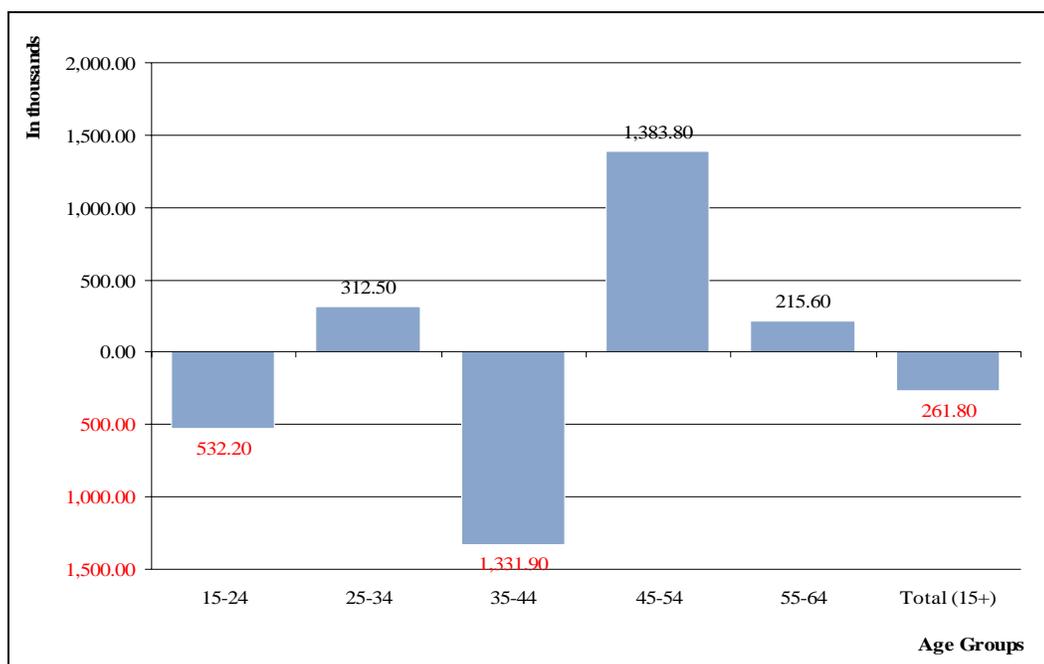
Year	0-14 years	15-64 years	65+ years
1950	7,295	16,231	1,298
2010	5,613	27,286	5,138
2015	5,463	26,494	5,831
2020	5,450	25,187	6,860
Change (2010-2020)	-(2.90) %	-(7.69) %	33.51 %

UN Population Division, World Population Prospects

As illustrated above, the working age population (15- 64) is expected to decrease by more than 7.5 percent by 2020 while the elderly population (>65) is expected to increase by about 33.5 percent during the same period.

The age structure of Poland's labour force is similar to the population's age structure. Labour force also has a decreasing 15-44 age group and an increasing 45-64 age group. (Refer figure 8.4.2)

Figure 8.4.2 Change in Labour force by age (in thousands), 1990-2007



Source: UNECE, Labour force by Age, Sex, Measurement, Country and Year

The figure also illustrates a decrease in the total labour force during 1990-2007. This change may be accounted to the high emigration rate.

Skill-wise Distribution of Population

In terms of educational attainment a majority of the Polish population is medium-skilled (Refer table 8.4.2).

Table 8.4.2 Skill wise Distribution of Population, Age group 18-74 (in thousands)

Year	Low	Medium	High
2004	6,106.90	17,836.70	3,561.90
2005	5,623.50	18,029.20	3,946.20
2006	5,329.10	18,124.00	4,213.80
2007	5,162.20	18,065.70	4,412.10

Year	Low	Medium	High
2008	4,964.20	17,973.90	4,640.00
2009	4,713.70	17,883.50	4,640.00

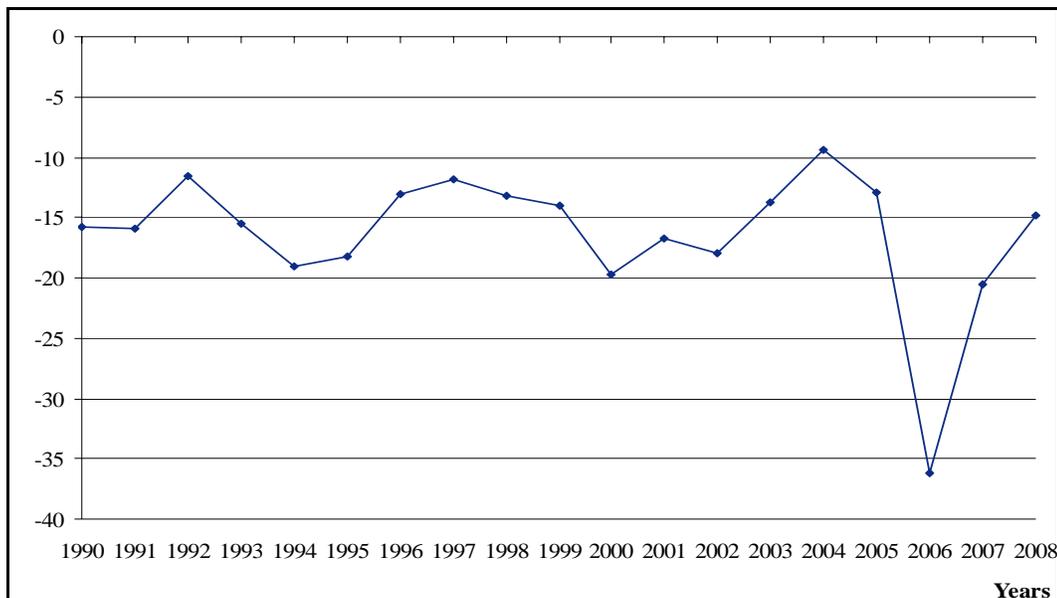
Source: Eurostat, "Educational level of population"

However, there has been a significant growth (30 percent) in the number of high-skilled people during 2004-2009. At the same time, the number of low-skilled people has decreased by about 22 percent. This trend may be linked to the fact that in Poland the ageing population is a major part of the labour force, hence they need to upgrade and broaden their knowledge, skills and competencies to maintain their efficiency. Hence people with higher educational qualification are growing.

Trends in Migration

Poland has a negative net migration rate as it has been a supplier of workforce to many countries including Germany and UK. Since joining the European Union in 2004, Poland has experienced one of the largest emigration flows in its postwar history. The country has also received thousands of immigrants and refugees, mainly from its eastern neighbors (*Refer figure 8.4.3*), and is just beginning to invest in immigrant integration.

Figure 8.4.3 Trends in Net Migration Rate (in thousands)



Source Data from Central Statistical Office, Poland

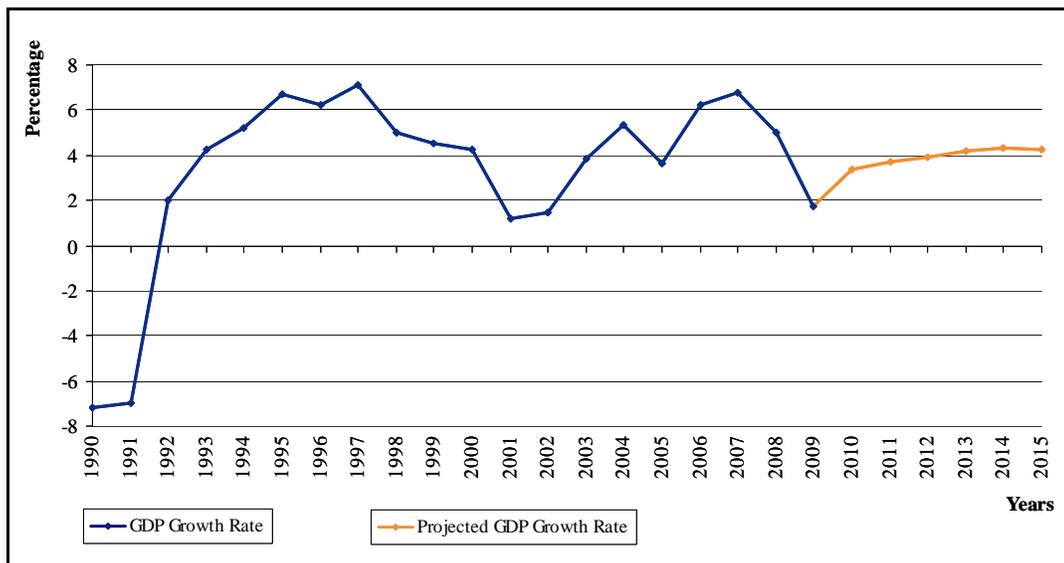
Migrant inflow to Poland is mainly from Ukraine, Russia, Belarus, Georgia and Moldova. However, Vietnamese and Chinese also form a significant migrant community due to historical reasons.

The three EU member countries which were opened to Polish citizens in 2004 (when it joined the EU) were UK, Ireland, and Sweden. Thus, there is a significant population of Polish citizens in UK and Ireland. It is estimated that within the past 5-6 years about 2 million Poles immigrated to Western Europe. However, most Polish migrants return after some time and then go back again Poles are also a major supply of labour to Germany primarily for seasonal jobs.

8.4.3 Economic trends

Poland has pursued a policy of economic liberalization since 1990 and during recession in 2009 it was the only country in the EU which registered a positive economic growth. Its GDP per capita is still much below the EU average, but is similar to that of the three Baltic States.⁵⁷

Figure 8.4.4 Trends in GDP Growth Rate (percentage)



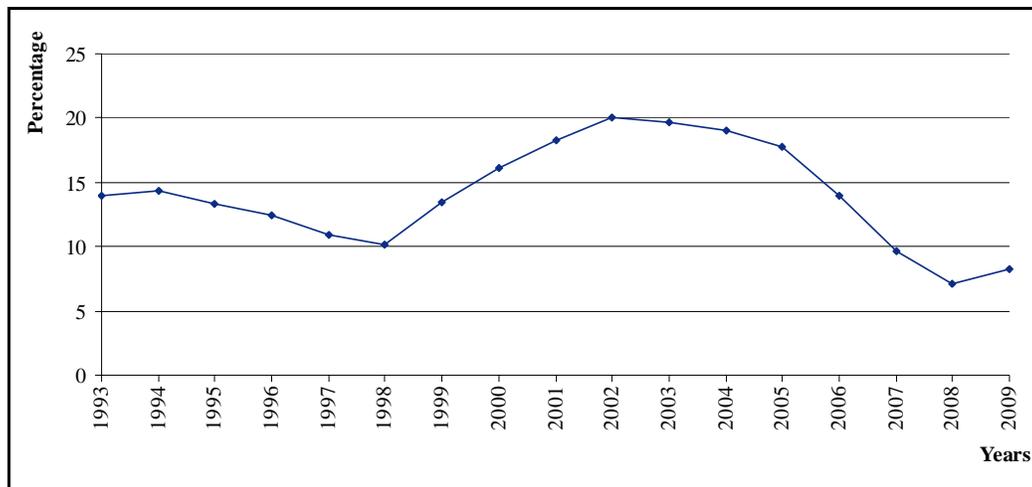
Source Data from International Monetary Fund, World Economic Outlook, Annual percentages of constant price GDP are year-on-year changes; the base year is country-specific. Estimates Start After 2008

Domestic demand has been the main driving force of the GDP growth in Poland. The GDP growth rate is expected to be positive for Poland (*Refer figure 8.4.4*); in 2015 it is expected to be 4.26 percent.

Unemployment Rate

Poland had a high unemployment rate till 2003. Economic recovery was brought by 2003, which strengthened the labour demand so effectively that in a short period (2003-08) the high unemployment rate, which at the beginning of the decade was one of the major economic problems in Poland, declined to 7.1 percent, a rate similar to that observed in other EU countries (Refer figure 8.4.5). The economic slowdown in 2008-09 translated in decreasing employment rates and rising unemployment rates in OECD countries. Poland belongs to a small group of countries, in which the impact of recession was less.

Figure 8.4.5 Trends in unemployment rate (percentage)



Source: UNECE and Eurostat

As per the Central Statistical Organization, the registered unemployment rate in Poland in September, 2010 was 11.5 percent

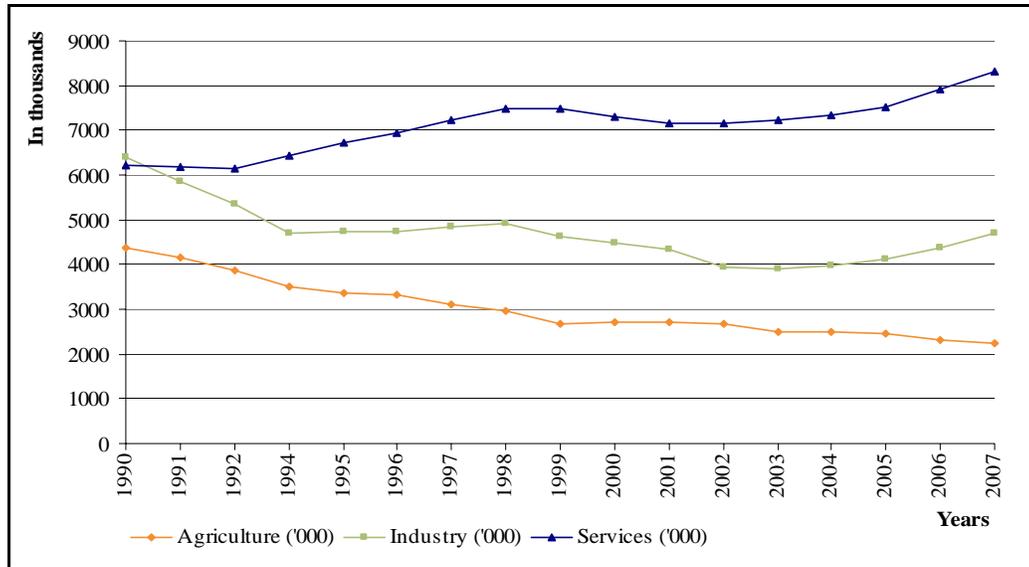
8.4.4 Current labour market landscape

Sectoral analysis

Past decade data illustrates a continuing shift away from the primary sector towards the tertiary or the services sector (Refer figure 8.4.6).

⁵⁷ CIA World Fact Book

Figure 8.4.6 Trends in Sectoral Distribution of employment (in thousands)



Source: Data from KILM

Table 8.4.3 depicts the share of various sectors in total employment during 1995-2007.

Table 8.4.3 Share of sectors in total employment

Sectors	1995	2000	2005	2007
Manufacturing	21.09b	19.97%	20.06%	20.75%
Wholesale and retail trade	12.24%	14.06%	14.31%	14.85%
Agriculture, hunting and forestry	22.52%	18.69%	17.28%	14.69%
Education	6.75%	6.97%	7.81%	7.40%
Construction	6.07%	7.05%	5.97%	6.92%
Transport, storage and communications	5.79%	6.15%	6.11%	6.38%
Real estate, renting and business activities	2.28%	3.66%	5.82%	6.25%
Public administration and defence	4.63%	5.26%	6.32%	6.15%
Health and social work	6.59%	6.46%	5.81%	5.71%
Other community, social and personal services activities	3.66%	3.49%	3.25%	3.35%
Financial intermediation	2.00%	2.62%	2.08%	2.38%
Hotels and restaurants	1.31%	1.66%	1.75%	1.91%

Sectors	1995	2000	2005	2007
Mining and quarrying	3.02%	2.02%	1.59%	1.63%
Electricity, gas and water supply	1.80%	1.81%	1.62%	1.43%
Fishing	0.09%	0.08%	0.09%	0.05%

Source: KILM, Employment by 1-digit sector level (ISIC-Rev.3, 1990) (by sex)

As per the above data, the sectors that have the maximum share in employment (in 2007) are:

- Manufacturing
- Wholesale and retail trade
- Agriculture, hunting and forestry

Table 8.4.4 Number of people employed in various sectors

Sectors	2000 (in thousands)	2007 (in thousands)	Percentage Change
Real estate, renting and business activities	531	953	79.47%
Public administration and defence	764	937	22.64%
Hotels and restaurants	241	291	20.75%
Education	1,013	1,128	11.35%
Wholesale and retail trade	2,043	2,264	10.82%
Manufacturing	2,901	3,162	9.00%
Transport, storage and communications	893	973	8.96%
Construction	1,024	1,054	2.93%
Other community, social and personal services activities	507	511	0.79%
Financial intermediation	380	363	-(4.47) %
Health and social work	938	871	-(7.14) %
Mining and quarrying	293	248	-(15.36) %
Electricity, gas and water supply	263	218	-(17.11) %
Agriculture, hunting and forestry	2,715	2,239	-(17.53) %
Fishing	11	8	-(27.27) %

Source: KILM, Employment by 1-digit sector level (ISIC-Rev.3, 1990) (by sex)

The sectors which have the maximum potential to offer increased employment opportunities (based on growth during the 2000-2007 period) include:

- Real estate, renting and business
- Public administration
- Hotels and restaurants

Table 8.4.5 Sectoral contribution to GDP

Sectors	1995	2000	2005	2008
Manufacturing	21.11%	18.51%	18.51%	18.66%
Real estate, renting and business activities	9.98%	13.15%	13.74%	14.24%
Construction	6.74%	7.74%	6.03%	7.27%
Wholesale and retail trade	6.74%	7.74%	6.03%	7.27%
Transport, storage and communications	6.28%	6.56%	7.24%	6.89%
Financial intermediation	6.28%	6.56%	7.24%	6.89%
Public administration and defence	6.76%	6.06%	6.16%	5.96%
Education	4.48%	4.41%	5.11%	4.75%
Other community, social and personal services activities	3.40%	3.66%	3.74%	4.00%
Electricity, gas and water supply	4.34%	3.61%	3.75%	3.94%
Health and social work	3.26%	3.26%	3.65%	3.85%
Agriculture, hunting and forestry	7.96%	4.93%	4.51%	3.73%
Mining and quarrying	3.71%	2.41%	2.53%	2.41%
Hotels and restaurants	0.94%	1.26%	1.23%	1.22%
Fishing	0.04%	0.03%	0.02%	0.01%

Source: Data from Eurostat

In terms of contribution to GDP, the following sectors have the maximum share in the GDP (in 2008): (Refer Table 8.4.5)

- Manufacturing
- Real estate, renting and business activities
- Construction
- Wholesale and retail trade

Occupational analysis

The table below presents the employment data for various occupational groups:

Table 8.4.6 Number of people employed in various occupational groups

Occupational Groups	2000	2005	2009
Craft and related trade workers	2,541,000	2,249,500	2,640,300
Professionals	1,559,300	2,125,100	2,533,300
Skilled agricultural and fishery workers	2,522,400	2,241,300	1,930,700
Service workers and shop and market sales workers	1,584,300	1,595,500	1,858,400
Technicians and associate professionals	1,836,500	1,521,400	1,813,700
Plant and machine operators and assemblers	1,287,800	1,370,200	1,600,800
Elementary occupations	1,178,700	1,064,900	1,212,100
Clerks	1,060,000	1,000,500	1,147,800
Legislators, senior officials and managers	885,800	862,600	1,036,500
Armed forces	-	80,700	86,100

Source: Data from UNECE, Employment by Occupation, Sex, Measurement, Country and Year

The occupational groups whose contribution to total employment is high include

- Craft and related trade workers
- Professionals
- Skilled agricultural and fishery workers

Table 8.4.7 Change in occupational structure, 2000-2009

Occupational group	Change
Professionals	974,000
Plant and machine operators and assemblers	313,000
Service workers and shop and market sales workers	274,100
Legislators, senior officials and managers	150,700
Craft and related trade workers	99,300
Clerks	87,800

Occupational group	Change
Armed forces	86,100
Elementary occupations	33,400
Technicians and associate professionals	-(22,800)
Not stated	-(53,600)
Skilled agricultural and fishery workers	-(591,700)
Total	1,350,400

Source: Data from UNECE, Employment by Occupation, Sex, Measurement, Country and Year

The occupational groups with substantial growth in employment between 1995 and 2009 (*Refer table 8.4.7*) include:

- Professionals
- Plant and machine operators and assemblers
- Service workers and shop and market sales workers

8.4.5 Legal framework

Migration policy

Pre- accession to EU a lot of migrants entering Poland used to come from eastern neighboring countries. But introduction of visas for nationals of non-EU countries in 2003 (which was a pre-requisite for the membership of EU) tightened the rules for the migrants of the eastern neighboring countries.

In 2006, Poland introduced a declaration which eased rules for the eastern neighbors of Poland. According to the declaration, citizens of Belarus, Russian Federation and Ukraine were allowed to work without a permit up to 3 months (in a span of 6 months) in a few identified sectors. However, seasonal workers still required visa with a permission to work. Later this declaration was extended for all the sectors and also prolonged the duration of work to 6 months. In 2009 Georgia became a part of this declaration and now Moldova is also a part of it.

It was highlighted during discussions with various stakeholders that the migration policy may not be eased for other countries in the near future and would largely favor these 5 countries only. The Polish Government may prolong the time duration under this declaration but is not expected to include other countries.

In 2007, two programs directed towards Polish emigrants were introduced. The first one was “Closer to work, closer to Poland”. It was implemented by the Ministry of Foreign Affairs and its objective was to increase the protection of Polish migrants abroad. As part of this program, new consulates are to be open, standards of services in the old ones are to be improved and information on working conditions in the EU is to be distributed. It also includes actions of Polish diplomats in the EU countries, such as visiting Polish organizations abroad or looking after a good image of the Polish society. The second program is “Comeback” and is implemented by the Ministry of Labour and Social Policy. It aims at promoting the return of Polish emigrants. As part of this program, a special website was created, consisting of information regarding taxes and insurance in Poland, useful documents forms and job offers on the Polish labour market.⁵⁸

Migrant protection

The labour rules in Poland aim to protect the welfare and interests of migrants. The key features of the rules which ensure migrant protection include:

Minimum wage level(s) in national currency: The minimum wage for the next year is negotiated within the Tripartite Commission by 15 July every year based on a proposal of level and date of changing of the minimum wage put forward by the government. The level of minimum wage increases in accordance with the projected global average annual consumer price index. The monthly gross statutory minimum wage rate in Poland is 334.85 euros (1,317 zlotys) effective from 01.01.2010.⁵⁹

Contracts of employment: An employment contract can be signed for

- An indefinite term
- A fixed term
- The time it takes to complete a specific task
- To replace an employee - in the event of his or her justified absence from work; the employer can hire another worker under a fixed term employment contract for the period of absence

All of these contracts can be preceded by an employment contract for a trial period of no more than three months. Once a third subsequent fixed-term contract is signed, it is deemed to have become an indefinite term contract. An employment contract is concluded in writing and should be signed no later than on the day the employee starts working. If no contract is signed, then the

⁵⁸ Compilation of country studies - Labour mobility in the EU in the context of enlargement and the functioning of the transitional arrangements, European Integration Consortium

⁵⁹ Source Federation Of European Employers

employee should at least be provided with written confirmation of the contract conditions on the day he starts work⁶⁰

Dismissal: Polish Labour Code provides for protection against unjustified termination of employment by the employer. This protection includes an absolute prohibition against the dismissal of certain groups of workers. In addition, the Labour Code requires all dismissals to be in writing and for a valid reason, and the Code itself lists several grounds of lawful and unlawful dismissal. In the case of alleged unlawfulness of the termination of an employment contract, the employee has the right to appeal to the competent labour court.

Notice is required with regard to termination of an indefinite period contract or a trial period contract, except for well-defined situations of serious misconduct of an employee which entitle the employer to terminate the contract without notice that is summary dismissal.⁶

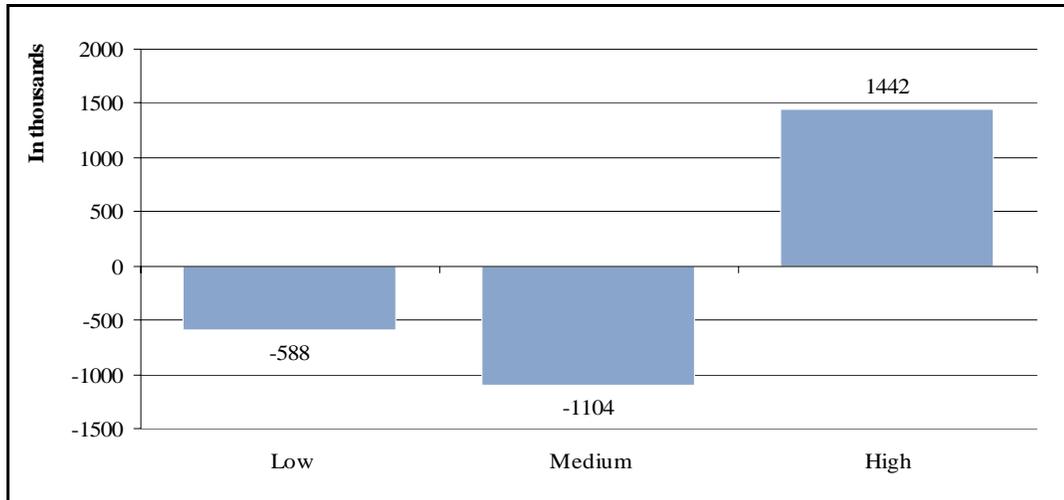
Working Hours: Working hours cannot exceed eight hours in any 24 or an average of 40 hours in an average five-day working week in a reference period applied by the employer of not more than four months. However, the Labour Code provides an exception to this rule, e.g. relating to work which, due to production technology, cannot be broken off (so-called 24-hour shift work); in this case, the number of working hours in any 24hour period can be extended. Overtime refers to hours which the employee works over and above normal working hours. Overtime cannot exceed 150 hours in any one calendar year for each worker.⁷

8.4.6 Projected labour demand

Cedefop's 'Skill Supply and Demand in Europe – Medium term forecast up to 2020' publication, highlights a general increase in employment of high skilled professionals in the next 10 years (*Refer figure 8.4.7*). This can be attributed to the fact that Poland is a growing economy and with a shift towards industries and services sector there is going to be more demand for high skilled workforce.

⁶⁰ Legal Indicators of work, Natlex , ILO

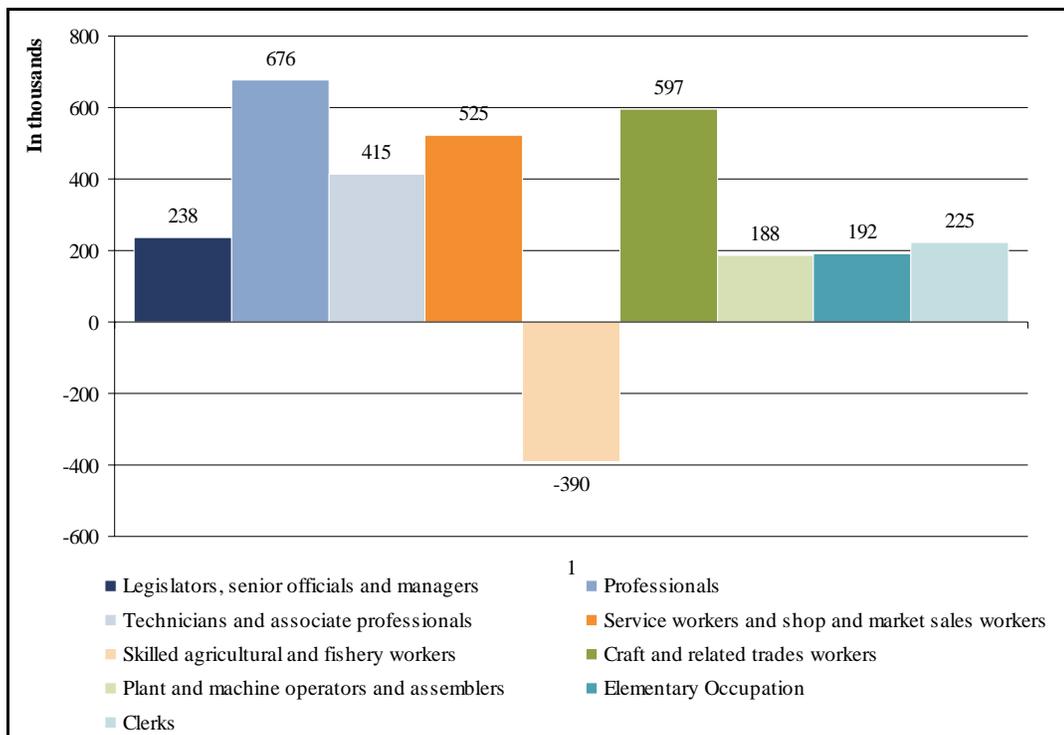
Figure 8.4.7 Change in employment trends by qualification (in thousands), 2010-20



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

At the occupational level, the job openings/demand is expected to increase for ‘Professionals’ and ‘Craft and related trades workers’ by 6.76 lakhs and 5.97 lakhs respectively. (Refer figure 8.4.8)

Figure 8.4.8 Total Job Openings occupation (in thousands), 2010-20



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

Supply potential

As per OECD, International Migration Outlook 2010 the top 10 nationalities in terms of inflows of foreigners over the period 1997-2007 include:

- 1 Ukraine
- 2 Belarus
- 3 Germany
- 4 Vietnam
- 5 Russian Federation
- 6 America
- 7 United Kingdom
- 8 China
- 9 Korea
- 10 India

In Poland immigrants can either have permanent residence or a fixed time/temporary residence. Those who have permanent residence enjoy all the rights that Poles enjoy except political rights. Temporary residence migrants have to reapply for work permits after every 2 years. *Table 8.4.8* represents the number of people who, in December 2009 filed an application for permanent residence and in relation to which positive decisions were issued (the most numerous nationalities)

Table 8.4.8 Number of people who received permanent residence in 2009

Citizenship	Permits	Applications
All Nationalities	2,794	3,733
Ukraine	1,227	1,461
Belarus	603	674
Russia	141	165
Vietnam	112	124
Armenia	83	116

Source: Office for Foreigners data, 2009

Table 8.4.9 represents the number of application submitted and the permits issued for temporary residence.

Table 8.4.9 Number of person in 2009 submitted who obtained temporary residence

Citizenship	Permits	Applications
All Nationalities	33,014	28,780
Ukraine	9,054	7,968
Vietnam	2591	2298
Belarus	2308	2330
China	1694	1875
Russia	1579	1282

Source: Office for Foreigners data, 2009

As per the above data Ukrainians have received the maximum number of temporary residence permits as well as settlement permits in 2009.

The number of Chinese citizens receiving temporary residence permits has grown in the past few years, making them the fourth-largest group in this category in 2009. After Poland joined the EU, the number of settlement permits decreased while the number of temporary permits rose by more than 5,000 between 2004 and 2009. Since the settlement permit can be acquired only after at least five years of legal and uninterrupted residence in Poland (or at least two years if married to a Polish citizen for at least three years), it appears fewer foreigners decided to stay in Poland.⁶¹ This validates the fact that currently Poland appears to be a transit country for migrants.

According to the Voivodship Office in Warsaw, 296 work permits were issued to Indians in the Mazowieckie province (which accounts for approximately 50 percent of the total work permits issued in Poland) in the first half of 2010. This corresponds to a 4 percent share and seventh position in terms of the total number of work permits issued in the province, behind Ukraine (31 percent), China (16 percent), Vietnam (13 percent), Belarus (7 percent), Nepal (7 percent) and Turkey (4 percent).

⁶¹ EU Membership Highlights Poland's Migration Challenges by Krystyna Iglicka, Center for International Relations, Warsaw, Magdalena Ziolk-Skrzypczak, Ludwig Maximilian University of Munich

8.4.7 Skill standards

In accordance with Polish law (the School Education Act of 7 September 1991) the education system comprises pre-school institutions, primary schools, gymnasium and post-gymnasium schools. In the light of the existing law, institutions of higher education are excluded from the system as they form a separate higher education system or sector.

The Ministry of National Education is responsible for nearly the whole system of education, with the exception of higher education which is under the supervision of the Minister of Science and Higher Education. Vocational schools, which in the past were supervised by other ministries, are now the responsibility of the Ministry of National Education. At present only a few schools (artistic – only with respect to artistic subjects, as well as correctional institutions) are under the supervision of the Ministry of Culture and the Ministry of Justice, respectively. The basic educational system includes the following.

Table 8.4.10 Educational system in Poland

Educational Level	Age	Features
Pre Primary (ISCED 0)	3-5	According to the School Education Act of 1991, pre-school education is treated as the first level of the education system in Poland. Pre-school upbringing includes support to a child's development and education starting from age 3 to the commencement of schooling. The main aim of pre-school education has been defined by the core curriculum for pre-school education in the Regulation of the 23 of December 2008 by the Minister of National Education. A child aged 3 to 5 may receive pre-primary education, which is not compulsory, but all six year-old children attend either kindergartens or pre-primary classes attached to primary schools, as the Ministry of National Education and Sport has introduced one year of obligatory pre-school education starting with the school year 2004/2005 and therefore the age of commencement of compulsory education has been lowered from 7 to 6.
Primary (ISCED 1)	6-13	The eight-year single structure primary school was the basic element of the Polish education system in the years 1961-1999. Since 1999/2000 children between the ages of 7 and 13 attend new primary schools for a period of 6 years. Primary education is comprehensive

Educational Level	Age	Features
		and obligatory for all pupils. Most primary schools in Poland are coeducational. All non-public primary schools have to obtain the rights of public schools. At the end of primary school an external compulsory test is carried out.
Lower Secondary General (ISCED 2)	13-16	<p>The gymnasium is an institution, which was introduced in the school year 1999/2000, offering 3-years of full-time general lower secondary education for pupils who have completed the reformed 6-year primary school. It is compulsory for all pupils. Study covers grades 1 to 3 (pupils aged 13 to 16) and it is not divided into stages. The gymnasium is concluded with an external exam giving access to upper secondary education.</p> <p>The Minister of National Education has overall responsibility for these state and municipally funded institutions (local-government authorities, called gminy – are responsible for running these schools). They can be public or private establishments.</p>
Upper Secondary General (ISCED 3)	16-19	<p>The following general post-gymnasium schools are open to candidates who have successfully graduated from gymnasia:</p> <ul style="list-style-type: none"> • 3-year general secondary school offering 3 years of fulltime general upper secondary education for students aged 16 to 19. It offers the Matura examination necessary for admission to higher education. • 3-year specialized secondary school – an institution established in 2002/03 offering 3 years of full-time general and specialized upper secondary education for students aged 16 to 19. It offers the Matura examination necessary for admission to higher education.
Upper Secondary		The main objective of vocational upper secondary

Educational Level	Age	Features
Vocational		<p>education is to prepare young people for the world of work. The following post-gymnasium vocational schools are open to candidates who have successfully graduated from gymnasia:</p> <ul style="list-style-type: none"> • 4-year technical secondary school – institution offering 4 years of full-time technical and vocational upper secondary education for students aged 16 to 20. • 2 to 3-year basic vocational school – institution offering 2 to 3 years of full-time upper secondary vocational education for students aged 16 to 18/19.
Post-secondary non-tertiary (ISCED 4)		<p>Post-secondary schools, due to the type of qualifications they offer, are included as part of secondary education in the Polish classification, and assigned to level 4 in the ISCED.</p>
Tertiary education		<p>Tertiary education currently includes the following types of programmes:</p> <ul style="list-style-type: none"> • College programmes (ISCED 5B), provided by public and non-public teacher training colleges, foreign language teacher training colleges and colleges of social work, which last 3 years and are classified as tertiary education for international comparisons, but are not recognised as higher education in the national legislation; • Degree programmes (ISCED 5A), provided by both public and non-public university type and non-university higher education institutions which comply with relevant requirements

Source: European Network of Information Centers

Certifications/ Accreditations Required by Migrants

Qualifications obtained in countries other than EU member states or Norway, Iceland, Liechtenstein and Switzerland are recognized in Poland in accordance with the national legislation. A person who has to practice a regulated profession in Poland should first confirm the equivalence of his/her foreign education to the Polish educational qualification, and only then apply for the professional rights. There are over 300 regulated professions in Poland.

If a profession is not regulated, the recognition of qualifications is solely up to the employer. The latter may require the confirmation of the equivalence of educational qualification with the relevant Polish qualification or the opinion on the level of education obtained abroad.

The equivalence of a foreign school certificate or higher education diploma may be assessed either on the basis of international agreements or (if there are no such agreements) by means of nostrification.⁶²

Nostrification is a procedure whereby a foreign educational qualification is compared to its Polish equivalent and their equivalence determined. The competent authorities to conduct the nostrification procedure are:

- With regard to school and maturity certificates – local educational authorities having authority over the applicant’s place of residence and if the applicant has no place of residence, the local educational authorities having jurisdiction over the head office of the institution where the applicant applies for admission.
- With regard to higher education diplomas (university degrees) – the council of an organizational unit of a higher education institution authorized to confer the academic degree of doctor in a given field of science or a given art, corresponding to the field of study completed abroad.
- With regard to academic degrees – the council of an organizational unit authorized to confer the academic degree of doctor in a given field.⁹

⁶² <http://www.nauka.gov.pl/>

8.4.8 Opportunities for India

Poland has a negative net migration rate which indicates that more people are going out than coming in to Poland. This trend is expected to continue in the short to medium term. However, the changing demographics together with emigration of Polish workers to other countries may soon create deficits in the local labour supply which would result in shifting of the focus to immigration of foreign labour.

Based on analysis of the labour market in Poland, it may have limited near-term prospects for India. However, the following sectors are expected to have potential opportunities for India in the medium to long term:

1. Manufacturing
2. Construction
3. Information Technology & other high-skilled professionals

1. **Manufacturing:** Following observations indicate the potential of manufacturing sector in Poland:

- ‘Manufacturing’ sector has been the largest contributor to the GDP
- Employment in ‘Manufacturing’ sector seen a significant increase in employment (9 percent) during 2000-2008 and this trend is expected to continue
- Share of employment in ‘Manufacturing’ has been the highest since 2000.
- The number job openings for ‘Craft and Related Trade workers’ is forecasted to grow by 597,000 during 2010-2020 (highest amongst various occupational groups). This includes metal, machinery and related trade workers whose demand is also expected to increase.

2. **Construction:** Following observations indicate the potential of construction sector in Poland:

- ‘Construction’ sector has been the third largest contributor to the GDP.
- Share of employment in ‘Construction’ sector has been significant. (6.92 percent in 2007).
- The number of job openings for ‘Craft and Related Trade workers’ is forecasted to grow by 597,000 during 2010-2020 (highest amongst various occupational groups). This includes building trade workers, machinery and related workers whose demand is also expected to increase.

3. **Information Technology and other High Skilled Professionals:** Following observations indicate the potential of Information Technology and other high-skilled professionals in Poland:

- The number of job opening for 'Professionals' is forecasted to grow by 676,000 during 2010-2020 (second highest amongst various occupational groups). This includes computing professionals, engineering professionals (electrical engineers, mechanical engineers, etc.) whose demand is also expected to increase.
- The number of job openings for 'Technicians and Associate Professionals' is forecasted to grow by 415,000 during 2010-2020. This includes computing associates professionals, engineering technicians whose demand is also expected to increase.

It was highlighted during discussions with various stakeholders that a statement from the Labour office is required for recruiting foreign workers. The statement should reflect that there are no Polish citizens who can fill the vacancy. This acts as a deterrent in certain cases for recruiting foreign workforce.

In the near-term, the outward emigration of Polish workers is expected to continue and the focus may remain on integration of these workers back into the Polish society. The migration policy largely favors neighboring European countries which are expected to fulfill the labour supply gaps in near term. However, the labour market situation may generate prospects for India in the medium to long-term period considering the deficit of local workforce given higher emigration rates.

8.5 Romania

The findings in this section are based both on the information gathered through primary and secondary research for Romania.

8.5.1 Country overview

Capital: Bucharest
Population (2010): 21.2 million
Area: 238,391 sq km
Major Language: Romanian
Currency: New Leu (RON)
GDP per Capita PPP (2007): USD 12,369
Net Migration Rate (2004-2010): - 0.3 migrants /1,000 population
Immigrants (2010): 0.6%
Population under 15 (2010): 15.3%

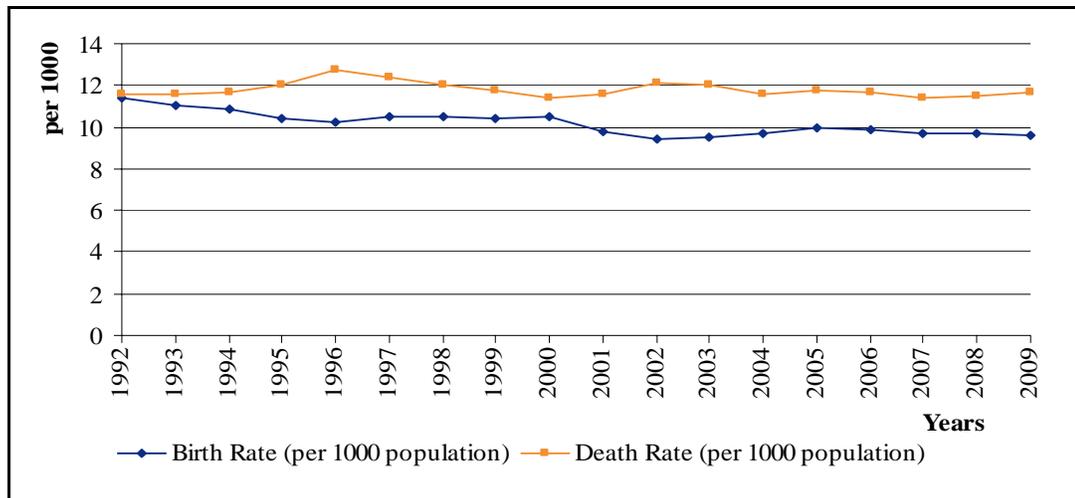
The salient features of Romania's location, demographics, economy and migration policy are presented below:

- Romania is located in between the Central and the South Eastern Europe, bordering the Black Sea. It shares borders with Hungary and Serbia on the west, Ukraine and the Republic of Moldova on the northeast and Bulgaria on the south.
- The demographic trends in Romania indicate an ageing population. The demographic impact of the baby-boom on the working-age population is expected to be huge with people born after 1945 entering their sixties and retiring from the active work-life.
- Romanian economy has been hit by the global economic crisis that hindered its growth; however, it is projected to recover by 2011.
- Romanian rules and regulations on immigration are still in the development phase with constant changes being made to them. Romania has adopted a National Strategy on Immigration 2007-2010 which establishes general principles of the Romanian state policy on immigration and combating irregular migration.

8.5.2 Demographic trends

Demographic changes have had a substantial impact on the labour market in Romania owing to the decrease in both fertility and mortality and that has led to the ageing of population.

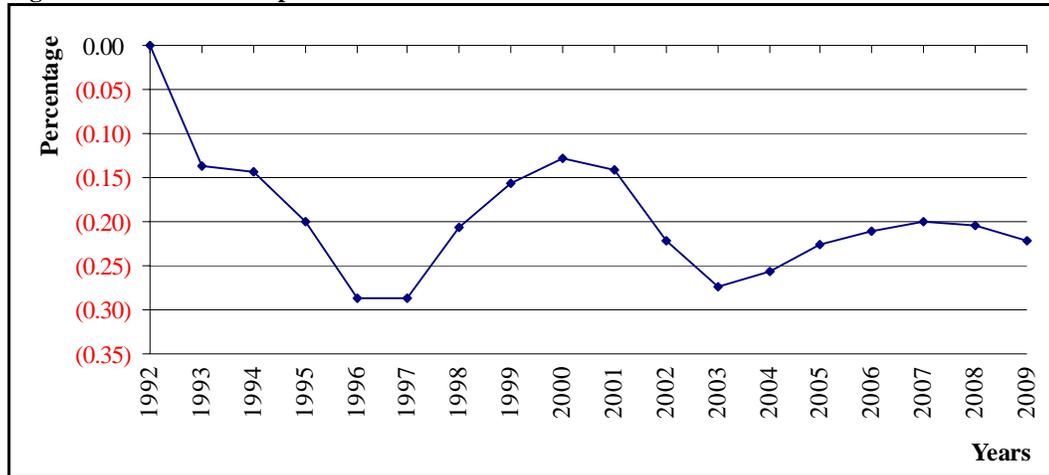
Figure 8.5.1 Trends in Birth and Death Rates



Source: Data from US Census Bureau International Database

The birth and the death rates have declined over the last two decades (*Refer figure 8.5.1*), resulting in a declining natural population growth.

Figure 8.5.2 Trends in Population Growth Rate



Source: Data from US Census Bureau International Database

Overall, the population growth rate has been consistently negative (*Refer figure 8.5.2*) since 1993.

The demographic impact of the baby-boom on the working-age population is expected to be huge with people born after 1945 entering their sixties and retiring from the active work-life. *Table 8.5.1* below illustrates the past and expected trend in the population structure.

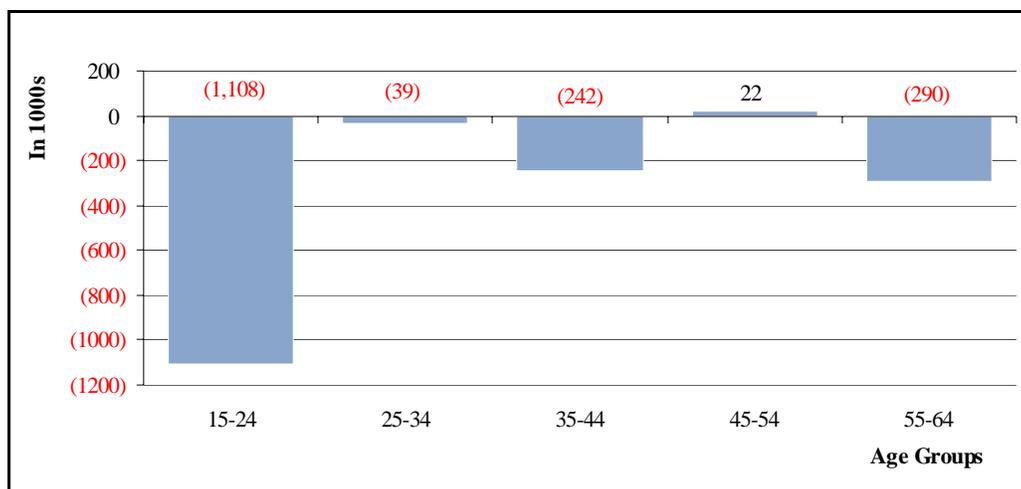
Table 8.5.1 Age Wise Distribution of Population (in thousands)

Year	0-14 years	15-64 years	65+ years
1956	4,634	10,808	8,69
2010	3,225	14,816	3,150
2015	3,099	14,432	1,4.9
2020	2,977	13,866	3,257
% Change (2010- 2020)	-(7.69)%	-(6.41)%	3.40%

Source: UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates)

As is also substantiated by the data in the table above, the age distribution has shifted as a consequence of the low level of fertility, with an increasing proportion of elderly people in the population. The trend is likely to continue and it is estimated that by 2020 the percentage of population below 15 years will reduce by 7.69 percent compared to the levels in 2010 and at the same time the 65 years and older population group will rise by 3.40 percent between 2010 and 2020.

Figure 8.5.3 Changes in labour force by age (in thousands), 1995-2009



Source: Data from UNECE, Labour force by age, sex, measurement, country and year

Labour force changes (*Refer figure 8.5.3*) between 1995 and 2009 have depicted trends similar to the overall population trends. The number of young people (15-34 years age group) in the labour force has decreased considerably during this period.

Skill-wise Distribution of Population

In terms of educational attainment, Romanian population's qualification level has risen over the years. The percentage of people with medium qualification (*Refer Table 8.5.2*) has registered a substantial growth between 2004 and 2009.

Table 8.5.2 Skill wise Distribution of Population, Age group 18-74 (in thousands)

Year	Low	Medium	High
2004	5686.2	8833.4	1372.7
2005	5444.7	9085.7	1453.4
2006	5283.0	9229.3	1530.3
2007	5145.0	9372.0	1578.8
2008	5075.3	9369.3	1697.7
2009	5061.0	9274.5	1780.0

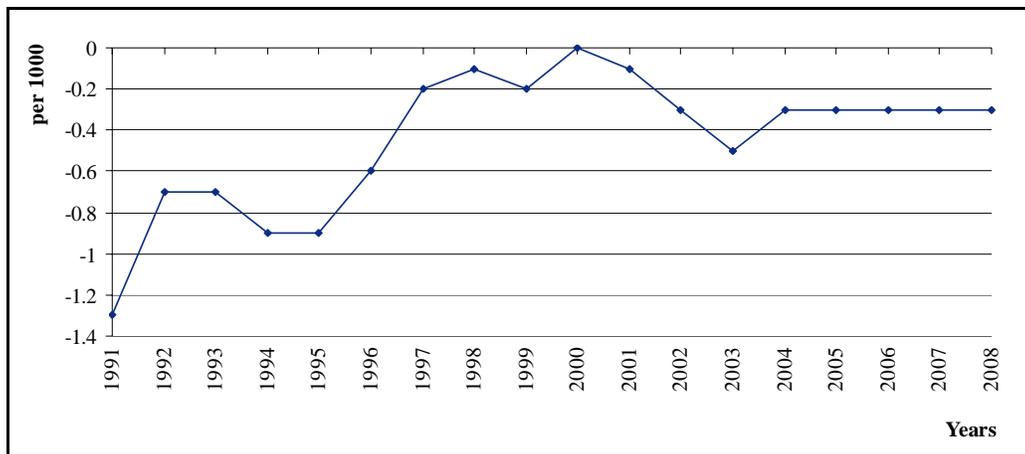
Source: Eurostat, "Educational level of population"

The demand for skilled manpower has increased with the rising share of manufacturing and services sectors in the economy. The changes gave rise to the need for a competitive and skilled labour force. As is evident from the *table 8.5.2* the educational level of the population has registered an increase to keep-up with the labour market demands.

Trends in Migration

Romania has primarily witnessed a negative net migration rate as the number of emigrants in a particular year has constantly remained more than the immigrant inflow. Among the third-countries, Republic of Moldova remains the primary labour sending country to Romania owing to a lot of cultural similarities (including common language) between the two countries and better economic conditions in Romania. Australia, Canada, Israel, Serbia, Switzerland, the Syrian Arab Republic, Turkey, Ukraine and USA are other countries from where immigrants come to Romania⁶³.

Figure 8.5.4 Trends in Net Migration Rate (per thousand)



Source: Data from US Census Bureau

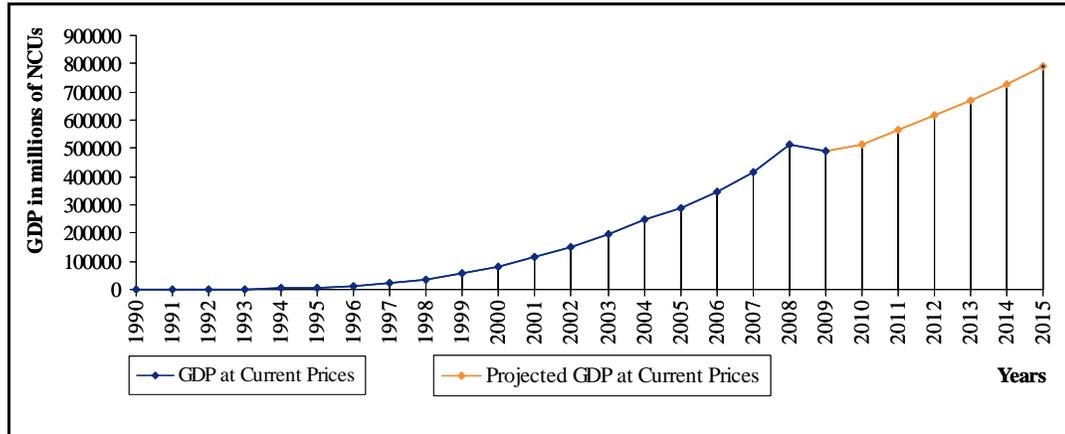
After experiencing repeated crests and troughs from the 1991 to the beginning of 2000s, the net migration rate has remained constant post 2004 (*Refer figure 8.5.4*).

⁶³ IOM, Bucharest

8.5.3 Economic trends

Romania had a GDP at current prices of 514,654 millions NCU (Refer figure 8.5.5) in 2008.

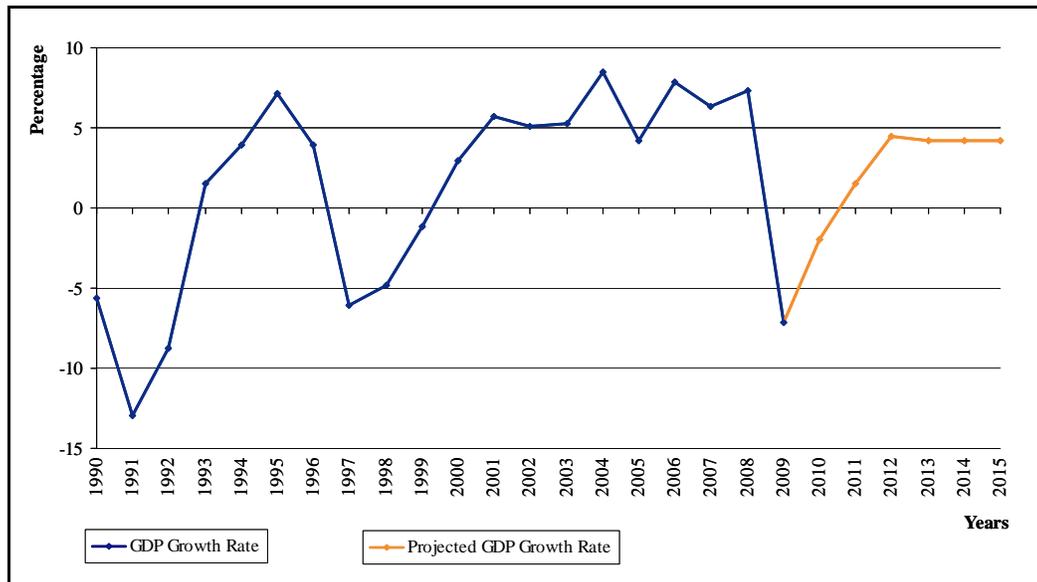
Figure 8.5.5 Trends in GDP at current (2009) prices (in millions of NCU)



Source: Data from World Economic Outlook database, April 2010, of the IMF

Romania's GDP is amongst the lowest in the EU. The economy experienced a recessionary phase during 1990-2000, however, it recovered thereafter.

Figure 8.5.6 Trends in GDP Growth Rate (percentage)



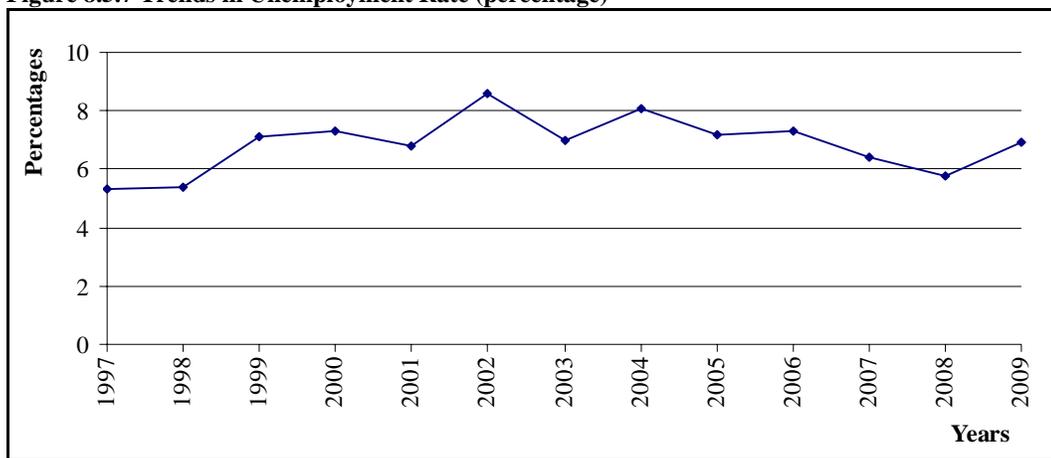
Source Data from International Monetary Fund, World Economic Outlook. Annual percentages of constant price GDP are year-on-year changes; the base year is country-specific. Estimates Start After 2009

From the beginning of the 21st century the Romanian GDP registered high growth rates until in 2008, when it was hit by the financial crisis. However, the economy is expected to register a positive growth post 2011.

Unemployment Rate

Post the downfall of the communist regime in 1989, Romania experienced economic instability. However, from 2000 onwards, the Romanian economy improved and was characterized by low unemployment.

Figure 8.5.7 Trends in Unemployment Rate (percentage)



Source: Data from UNECE

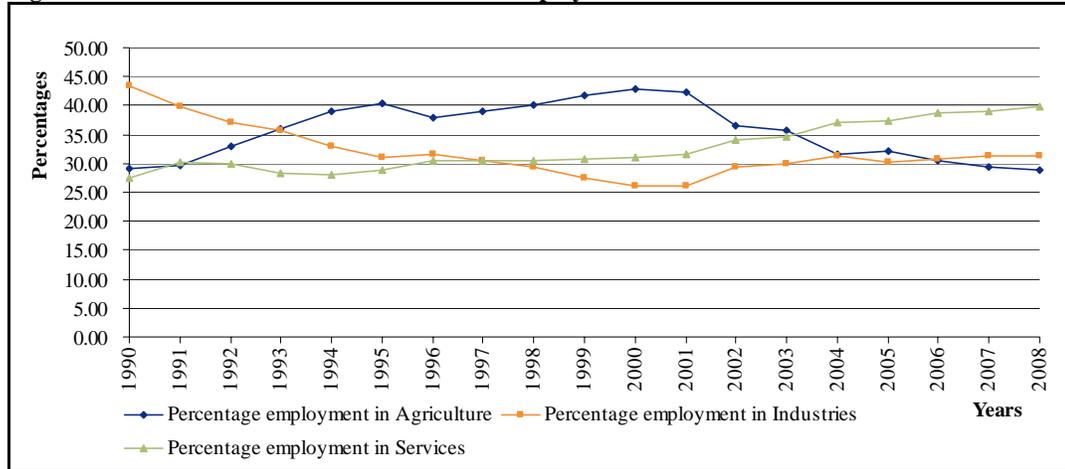
Romania's unemployment rate was declining between 2006 and 2008 however it was impacted by the economic crisis in 2008-09. The unemployment rate in Romania rose to 6.9 percent in 2009 from 5.8 percent in 2008. (*Refer figure 8.5.7*)

8.5.4 Current labour market landscape

Sectoral analysis

Past trends illustrate emergence of service sector as the main employer in Romania post 2003. (Refer figure 5.5.8).

Figure 8.5.8 Trends in Sectoral Distribution of employment



Source: Data from KILM, ILO

The share of employment during the period 1990-2008 as per ISIC classification is presented in the table below.

Table 8.5.3 Share of sectors in total employment (in percentage)

Sectors	Years			
	1990	1996	2002	2008
Agriculture, hunting and forestry	29.01%	37.85%	36.35%	28.71%
Manufacturing	33.33%	22.97%	21.35%	20.60%
Wholesale and retail trade	4.96%	7.61%	9.31%	12.58%
Construction	6.51%	4.30%	4.47%	7.97%
Transport, Storage and Communication	7.05%	5.27%	4.96%	5.43%
Public administration and defence	0.81%	4.74%	5.94%	5.08%
Education	3.79%	3.86%	4.45%	4.24%
Health and social work	2.95%	3.26%	3.79%	4.23%
Real estate, renting and business activities	3.58%	1.63%	1.46%	3.18%
Other community, social and personal services activities	2.23%	2.00%	2.16%	1.99%

Sectors	Years			
	1990	1996	2002	2008
Electricity, gas and water supply	1.22%	2.05%	2.11%	1.72%
Hotels and restaurants	1.71%	1.36%	1.21%	1.65%
Financial Intermediation	0.36%	0.79%	0.82%	1.18%
Mining and Quarrying	2.39%	2.20%	1.56%	1.14%
Fishing	0.08%	0.11%	0.05%	*

Source: KILM, ILO

* Data not available

The sectors with maximum share in employment (*Refer table 8.5.3*) include:

1. Agriculture, hunting and forestry
2. Manufacturing
3. Wholesale and retail trade

Table 8.5.4 Number of people employed in various sectors

Sectors	2000 (in thousands)	2008 (in thousands)	Percentage Change
Real estate, renting and business activities	132.30	298.30	125.47%
Construction	403.40	746.40	85.03%
Wholesale and retail trade	928.40	1,178.20	26.91%
Hotels and restaurants	122.80	154.20	25.57%
Financial Intermediation	92.60	110.40	19.22%
Health and social work	345.80	396.00	14.52%
Fishing	7.90	*	-
Transport, Storage and Communication	511.30	508.50	-(0.55)%
Education	415.00	396.90	-(4.36)%
Manufacturing	2,053.80	1,929.80	-(6.04)%
Public administration and defence	563.10	476.10	-(15.45)%
Electricity, gas and water supply	195.80	161.40	-(17.57)%
Other community, social and personal services activities	229.60	186.50	-(18.77)%

Sectors	2000 (in thousands)	2008 (in thousands)	Percentage Change
Mining and Quarrying	163.20	107.20	-(34.31)%
Agriculture, hunting and forestry	4,598.70	2,689.90	-(41.51)%

Source: KILM, ILO

* Data not available

On the basis of past growth trend (*Refer Table 8.5.4*), the following sectors have maximum potential to offer increased employment opportunities:

- Real estate, renting, and business activities
- Construction
- Wholesale and retail trade

Table 8.5.5 Sectoral Contribution to GDP

Sectors	1998	2001	2004	2007
Mining and Quarrying	23.50%	24.63%	23.56%	23.61%
Financial Intermediation	10.47%	11.27%	11.24%	13.32%
Hotels and restaurants	10.54%	10.65%	11.24%	11.82%
Transport, Storage and Communication	10.54%	10.65%	11.24%	11.82%
Electricity, gas and water supply	5.64%	5.88%	6.63%	10.30%
Construction	5.64%	5.88%	6.63%	10.30%
Real estate, renting and business activities	3.81%	4.28%	5.25%	5.31%
Public administration and defence	2.97%	3.29%	3.78%	3.28%
Health and social work	2.12%	2.47%	2.76%	3.25%
Education	2.44%	2.22%	2.78%	2.80%
Wholesale and retail trade	2.82%	1.92%	1.72%	2.12%
Fishing	2.88%	2.02%	1.48%	1.54%
Agriculture, hunting and forestry	0.01%	0.01%	0.01%	0.01%
Manufacturing	5.74%	4.65%	3.03%	-

Source: KILM, ILO

On the basis of GDP (*Refer Table 8.5.5*), the following sectors have been the highest contributors over the years:

- Mining and Quarrying
- Financial Intermediation
- Hotels and restaurants
- Transport, storage and communication

Occupational analysis

The table below presents the employment data for various occupational groups:

Table 8.5.6 Number of people employed in various Occupational Groups

Sectors	1995	2000	2005	2009
Skilled agricultural and fishery workers	4,108,117	4,583,700	2,462,600	2,221,200
Craft and related trade workers	2,013,938	1,739,900	1,522,500	1,461,000
Service workers and shop and market sales workers	572,677	722,300	852,700	1,016,100
Plant and machine operators and assemblers	-	993,900	972,400	1,002,700
Elementary occupations	610,192	683,800	957,400	990,400
Professionals	683,056	672,700	793,500	954,400
Technicians and associate professionals	985,129	866,600	830,000	864,100
Clerks	409,387	403,300	392,400	451,100
Legislators, senior officials and managers	265,116	231,300	265,500	205,600

The occupational groups with high contribution to total employment include (*Refer table 8.5.6*):

- Skilled agriculture and fishery workers
- Craft and related trade workers
- Service workers and shop and market sales workers

Table 8.5.7 Change in Occupational Pattern, 1995-2009

Occupational group	Change
Elementary occupations	306,600
Service workers and shop and market sales workers	293,800
Professionals	281,700

Occupational group	Change
Clerks	47,800
Plant and machine operators and assemblers	8,800
Technicians and associate professionals	(2,500)
Legislators, senior officials and managers	(25,700)
Craft and related trade workers	(278,900)
Skilled agricultural and fishery workers	(2,362,500)

Source: UNECE

The occupational groups with substantial growth in employment between 1995 and 2009 include:

- Elementary Occupations
- Service workers and shop and market sales workers
- Professionals

8.5.5 Legal framework

The three ordinances that govern the work related migration to/ from Romania are⁶⁴:

- The Government Decision no. 1122, the Romanian Government adopted the National Strategy on Immigration for 2007-2010
- The Government Emergency Ordinance no. 56/2007 on the employment and posting of foreigners on the Romanian territory
- The Government Emergency Ordinance no. 194/2002 on the regime of foreigners in Romania, republished, subsequently amended

Recent modifications to the ordinances resulted in formulation of the Romanian Immigration Office (by merging three authorities: the Authority for Aliens, the National Office for Refugees, and the Office for Labour Force Migration) and brought under the control of the Ministry of the Interior and Administrative Reform. In addition, the meaning of the term 'alien' has changed to include only third country nationals as special rules were adopted for aliens with EU citizenship.

⁶⁴ 'Immigration Legal Framework in Romania': Ministry of Labour, Romania

The Romanian Government, in 2004, adopted a **National Strategy on Immigration for the period 2007–2010** with the following as its main principles:

- EU accession
- National interest
- Favorable effects of controlled migration
- Fighting illegal migration
- International solidarity and cooperation

The strategy aims to maximize the positive effects and curtail the negative effects of immigration on society, including the lines of action related to several aspects of this phenomenon, such as: controlled immigration, prevention and combating of illegal immigration, asylum, and social integration of aliens and immigration management in conjunction with the phenomenon of emigration of Romanian citizens.

*Access to Romania*⁶⁵

In order to hire a third-country national an employer has to first get the work authorization issued by the Romanian Immigration Office. The work authorization is a legal document entitling the holder to be employed or posted to a single employer. According to the migration legislations, the citizens of EU or EEA countries are not required to obtain a work authorization in order to gain employment in Romania. The work authorization is issued in case the foreigners meet the following requirements:

1. Employers are able to prove that vacancies cannot be filled by Romanian citizens or citizens of other European Union member states or EFTA countries, or other foreigners with permanent residency of Romania;
2. The foreigner possesses the required professional qualification, experience and authorizations as required under the law;
3. The foreigner is medically fit to perform the activity under reference and does not have a criminal background;
4. The employment of the foreigner is within the limit approved by the Government (Work authorization quotas are yearly sanctioned).

These conditions however **do not** apply to certain kind of workers, including:

⁶⁵ Work Authorization Procedures: Ministry of Labour, Romania

1. Foreigners holding a management position within a commercial company with foreign capital participation
2. A single person is nominated for this position
3. A Foreigner who is a professional sportsperson
4. A Foreigner who can prove that he/ she carried out a similar assignment in a third country
5. Applicants for nominal employment authorizations
6. Cross-border workers
7. Students' residence permit holders

The government takes decisions on the yearly quota of work authorizations in consultation with the Ministry of Labour, Family and Social Protection (MFLSP) and the Romanian Immigration Office. In order to assess the current labour market situation the MFLSP prepares a proposal elaborating the occupations with shortage of workforce in the Romanian market based on statistics (regarding issue of employment authorizations and residence permits for work, and number of EU citizens in Romania) received from the Romanian Immigration Office.

Further to the issue of the work authorization, the foreigner applies to the Romanian Embassy/ Consulate in his/ her country for the visa.

Migrant Protection⁶⁶

Appeals or complaints

The Romanian immigration rules do not have any procedures defined for complaints. The aliens are also covered by the general rules of the administration, as defined by the Law 554/2004. After filing an initial complaint, the jurisdiction lies with the competent administrative court which has the powers to annul/ amend the act, or issue a certificate, etc.

Collective agreements

The terms and conditions of employment are governed by collective agreements in Romania. Employment laws have traditionally existed to provide a framework for collective bargaining and to reinforce the application of resulting agreements.

Equal treatment

⁶⁶ Ministry of Labour, Romania

Foreigners have the right to equal treatment with the Romanian nationals in the terms as laid down by the collective agreements as well as part of social integration. Article 18 of the Romanian Constitution lays down-

“Foreign citizens and stateless persons that live in Romania shall enjoy general protection of person and assets, as guaranteed by the Constitution and other laws”.

Article 41 relates to the work and social protections and considers issues including employee’s security and health, women and youths work regime, establishment of a minimum national gross wage, weekly rest, paid leave, working under special or particular conditions, professional training, gender equality, etc. Article 42 relates to prohibition of forced work and exemptions thereto. Article 39 regulates the general work framework such as the right to wage, right to rest, leave rules, work dignity, security & health for work, access to professional training, protection in case of dismissal, etc.

Social Benefits

Law no. 76/2002 on the unemployment insurance system and employment stimulation entitles each person, a right to freely choose a profession and the work place, as well as the right to unemployment insurance and protection against any kind of discrimination on grounds of race, citizenship, gender, beliefs, etc. benefiting foreign citizens and stateless persons employed or income generating in Romania. In addition Law 19/2000 ensures provision of a social insurance through the public system of pensions and other social rights.

Migrants legally residing in Romania have the right to access the health services under condition of being legally employed and contribution to the health insurance fund. Students/pupils and child migrants are exempted from paying these contributions.

Anti-discrimination and diversity measures

Law no. 429/2003, amending the Romanian Constitution, states the principle of equality among citizens, without any discrimination based on race, nationality, ethnic origin, language, religion, sex, opinion, political adherence, property or social origin. Article 16 accords equal status to citizens before law and public authorities. Law no 53/2003, with subsequent modifications, defines and bans direct and indirect discrimination.

Government Emergency Ordinance no 194/2002 on the Regime for Foreigners in Romania, republished, with its subsequent modifications and completions, makes the public institutions responsible for ensuring protection of foreigners against all forms of discrimination. According

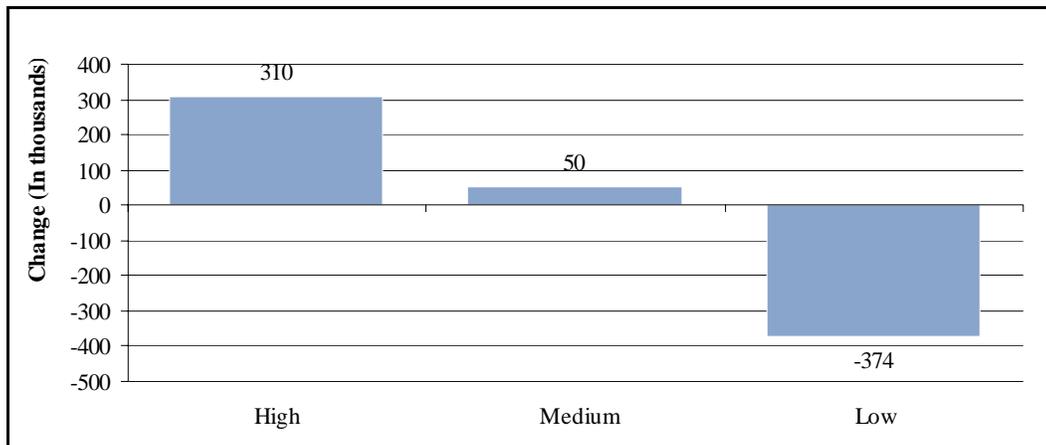
to the Criminal Law/Code, the offence “enticement to discrimination” is punishable by a term of imprisonment or by fine.

8.5.6 Projected labour demand

Migration in Romania has been strongly dominated by outflows ever since its accession to the EU in January 2007 (around 2.5 to 2.7 million Romanian citizens are in EU member states). About 61,400 persons emigrated from Romania in 2008 under mediated contracts, mostly to countries like Germany (47000 in 2008), Italy and Spain (5400 in 2008). On the other hand, immigration to Romania remains modest. According to official figures, the number of immigrants to Romania rose slightly in 2008 (+5 percent, to 10 000).⁶⁷ Immigrants to Romania mainly come from Republic of Moldova, Italy and Germany.

The demographic changes in Romania will play an important role in defining future labour requirement.

Figure 8.5.9 Change in employment trends by qualification (in thousands), 2010-20

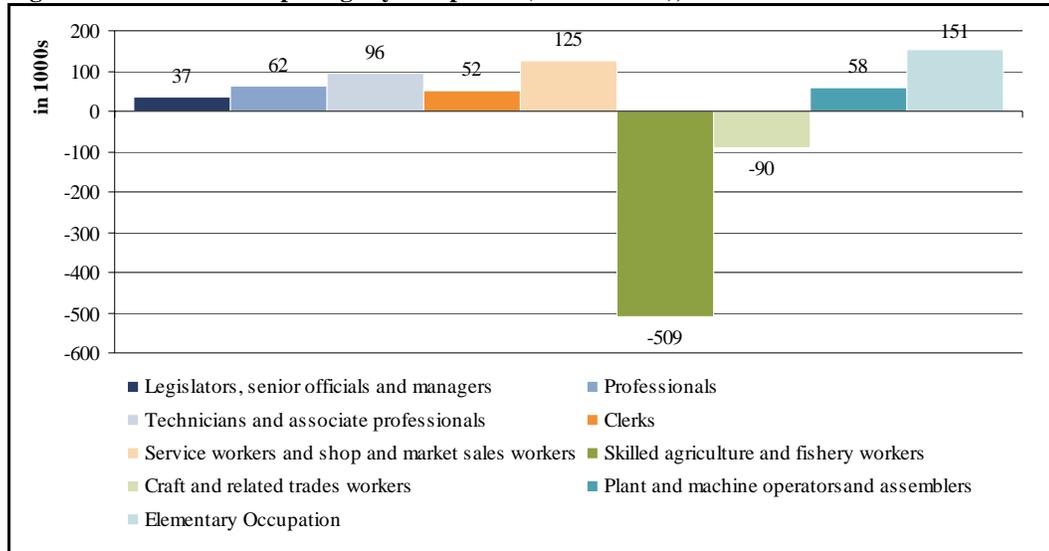


Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

The requirement for highly-skilled labour force is supported by the forecasting of skills, done by Cedefop. It is projected that 310,000 additional high-skilled professionals shall get employed in the next decade. (Refer figure 8.5.9)

⁶⁷ International Migration Outlook: SOEPMI 2010, OECD

Figure 8.5.10 Total Job Openings by occupation (in thousands), 2010-2020



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

At an occupational level, the job openings/demand is expected to grow most in the ‘Elementary occupations’ and ‘Service workers and shop and market sales workers’ occupational groups. The growth in these groups would increase by about 1.51 lakhs and 1.25 lakhs respectively (Refer figure 8.5.10).

Supply potential

As illustrated by OECD in its publication ‘International Migration Outlook 2010’, the top 10 nationalities in terms of inflows of foreigners over the period 1997-2008 include:

1. Moldova
2. Italy
3. Turkey
4. United States
5. Germany
6. China
7. Canada
8. Hungary
9. Israel
10. Syria

Traditionally Romania has not been a country of immigration and the trend of outflows from the country have been catalysed post its accession to the EU. The immigration to Romania remains

relatively low. The number of immigrants in Romania registered an increase of 5 percent in 2008, with 76,700 valid work permit holders (up 30 percent from 2007). In 2008, one-third of the migrants came from EU member states (mainly Italy and Germany) however Moldova remained the main country of origin. About 15,000 work permits were issued to non-EU nationals in 2008; mainly Turkish (32 percent), Chinese (32 percent) and Moldovan workers (8 percent).⁶⁸

The number of employment visas issued to Indians is highlighted in the table below:

Year	Applications approved	Applications rejected
2007	131	29
2008	228	3
2009	30	3
2010 (Jan 1– Dec 1)	45	1

As illustrated above, the number of work permits applications from India has declined substantially.

8.5.7 Skill standards

The following table presents the education system in Romania:

Level	Grades
Pre-School	Kindergarten and preparatory year
Primary School	Grades 1-IV
Secondary School	Lower Secondary <ul style="list-style-type: none"> • Gymnasium grades 5-8 • Junior high school (grades 9-10)
	Upper Secondary School <ul style="list-style-type: none"> • College preparatory high-school • Grades (11- 12/13)
Higher Education	<ul style="list-style-type: none"> • Graduate (Bachelor's courses)

⁶⁸ International Migration Outlook: SOEPMI 2010, OECD

Level	Grades
	<ul style="list-style-type: none"> • Post graduate (Master's courses and Doctoral studies)
Vocational Education	<ul style="list-style-type: none"> • Arts and vocational schools

Primary and lower secondary education is compulsory. The education at state facilities at these levels is free of charge. Upon completion of secondary school, a candidate needs to qualify for a baccalaureate examination as a pre-requisite for access to higher education.

The Ministry of Education, Research, Youth and Sport governs the pre-university education system. Overall the education system is organized into full-time, part-time and distance learning, or home-based learning for children with special needs.

Presently, French is the official foreign language taught in most educational institutions, however, the need for knowledge of English is being fast recognized given high dependency of tourism and commerce on the language.

Recognition of Foreign Education⁶⁹

Recognition of degree/ diploma (issued by an accredited educational institution) acquired by third country nationals in the country of origin is necessary for getting a work permit for employment in Romania. The National Center for Recognition and Equivalence of Diplomas (CNRED) Granted Abroad is the agency responsible for the assessment of foreign educational qualifications and issuing a Certificate of Recognition. The CNRED basis the assessment on the following in order to determine the level that the Romanian education system grants to the foreigner:

- The type of degree program
- The number of transferable credits
- Content training
- Field expertise
- Professional qualifications (the Diploma Supplement), compared with the Romanian education system.

8.5.8 Opportunities for India

Currently the Romanian economy is experiencing an impact of the global recession with rising unemployment and a decline in the GDP growth rate. These trends are likely to continue in the

⁶⁹ <http://www.cnred.edu.ro/>

near-term and hence demand for foreign labour will be low during this period. However it is expected that the economy will revive post this and coupled with the demographic trends will witness an increase in immigration of foreign workers from third countries.

Based on the analysis presented earlier in this sector, the 'Construction' sector is expected to have potential opportunities for India in the medium-to long term. This is illustrated by the following observations:

- The sector employed 7.97 percent of the total employed population in 2008 with a growth in employment is as high as 85.03 percent between 2000 and 2008.
- The 'Elementary Occupations' group has seen the largest growth in terms of number of people employed between 1995 and 2009 (3.06 lakh people were added to the group). This includes Construction labourers whose demand is also expected to increase.
- The 'Craft and related trade workers' group had the second highest number of people employed in 2009. This includes building frame and related trade workers whose demand is also expected to increase.
- During discussions with relevant stakeholders it emerged that the construction sector is expected to attract investment from the International Financial Institutions to the tune of 7 billion Euros in the first quarter of 2011.

It was observed during discussions with various stakeholders integration of Indians in the Romanian society is relatively easier because of the social and cultural similarities between the two countries.

It was also noted that every year, the Ministry of Labour, Family and Social Protection decides a quota for work authorization in consultations with various stakeholders. However, in 2009 only 27 percent of the quota got utilized (2150 work authorization were issued out of a quota of 8000). A long drawn process for recruiting foreign workers was highlighted as a key reason for this by various stakeholders. This is also likely to impact the labour migration prospects for labour sending countries such as India.

Currently, the Romanian policies and laws are in a phase of development and are being constantly modified in order to meet the requirements of the Schengen and comply with the EU legislation. Given the situation, coupled with economic slowdown and high level of unemployment in the local labour market, there would be limited prospects for foreign (non-EU) labour force in Romania in the short-to-medium term.

8.6 France

The findings in this section are based both on the information gathered through primary and secondary research for France.

8.6.1 Country overview

Capital: Paris
Population (2010): 62.6 million
Area: 543,965 sq km
Major Language: French
Currency: Euro (EUR)
GDP per Capita PPP (2007): USD 33,674
Net Migration Rate (2005-2010): 1.6 migrants /1,000 population
Immigrants (2010): 10.7%
Population under 15 (2010): 18.4%

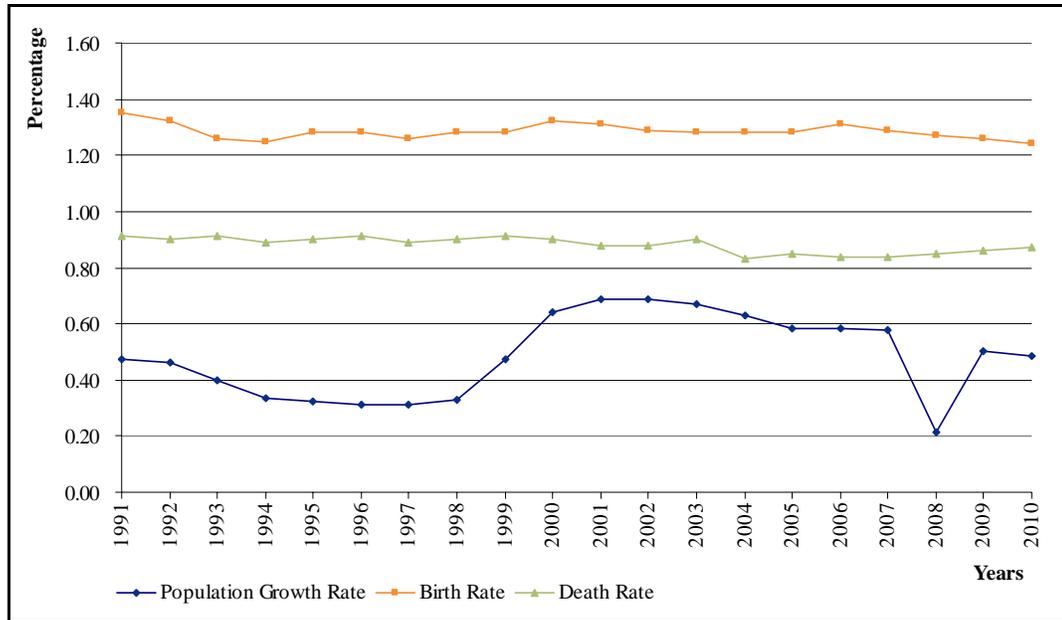
- France is located in the Western Europe, bordering the Bay of Biscay and English Channel, between Belgium and Spain, southeast of the UK; bordering the Mediterranean Sea, between Italy and Spain
- French demographic trends indicate an ageing population and it is expected that a significant number of people would soon be leaving working life.
- France is a major European economy. It was affected by the recession in 2008-09; however the economy is recovering and it is expected that the GDP growth rate shall be 1.56 percent in 2010.
- As per the World Bank's Migration and Remittances Fact book 2011, France is amongst the top ten preferred destinations for immigrants. There were around 6.7 million immigrants in France in 2010.
- The unemployment rate in France was 9.5 percent in 2009. Despite unemployment in France, there are skill needs which cannot be fulfilled internally within France.

8.6.2 Demographic trends

Among the various members of the European Union, France is among the top nations in terms of fertility. It also stands out because of a high proportion of natural growth rate (birth rate – death rate) in the total population growth.⁷⁰ *Figure 8.6.1* represents the trends in demographic factors in France.

⁷⁰ French Demographic report by INSEE,2007

Figure 8.6.1 Past trends in demographic factors



Source: Data from US Census Bureau International Database

Post 1999 the population growth rate has been rising steadily. This trend may be accounted to the high immigration rate and high natural growth rate. *Table 8.6.1* indicates that the French population is getting old and many people will soon be leaving working life (15-64 age group).

Table 8.6.1 Age Wise Distribution of Population (in thousands)

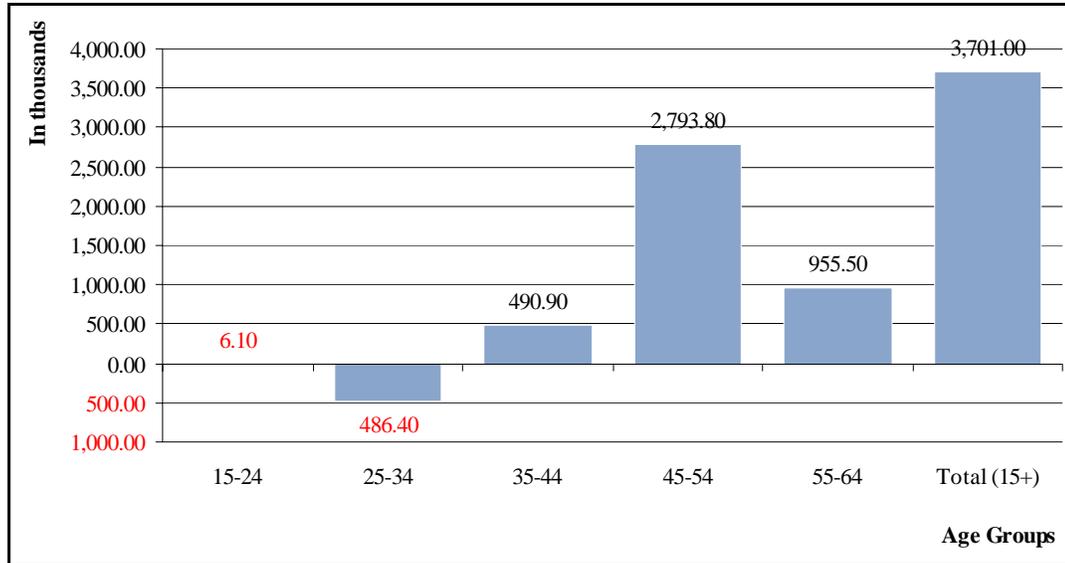
Year	0-14	15-64	65+
1950	9,497	27,570	4,765
2010	11,518	40,493	10,626
2015	11,574	40,152	12,174
2020	11,326	40,020	13,585
Change (2010-2020)	-(1.67)%	-(1.17)%	27.85%

Source: UN Population Division, World Population Prospects (under the assumption of normal migration, and medium fertility rates)

The table highlights that about 1.2 percent of the population would no longer be eligible for inclusion in the working-age population during 2010-20. Moreover there would be a significant increase (27 percent) in the 65+ age group.

Figure 8.6.2 presents the change in the labour force during 1992-2009. The age group of 45-64 has witnessed a significant increase indicating an ageing labour force.

Figure 8.6.2 Change in Labour force by age, 1990-2009 (in thousands)



Source: Data from UNECE, Labour force by Age, Sex, Measurement, Country and Year

Skill-wise Distribution of Population

Table 8.6.2 highlights the structure of French population by skills/educational attainment

Table 8.6.2 Skill wise Distribution of Population, Age group 18-74 (in thousands)

Year	Low	Medium	High
2004	15,581.50	16,662.60	8,841.70
2005	15,021.70	17,053.40	9,517.90
2006	14,781.30	17,225.30	9,833.30
2007	14,344.50	17,579.80	10,101.90
2008	13,966.60	17,891.30	10,361.00
2009	13,591.70	17,873.20	10,933.10

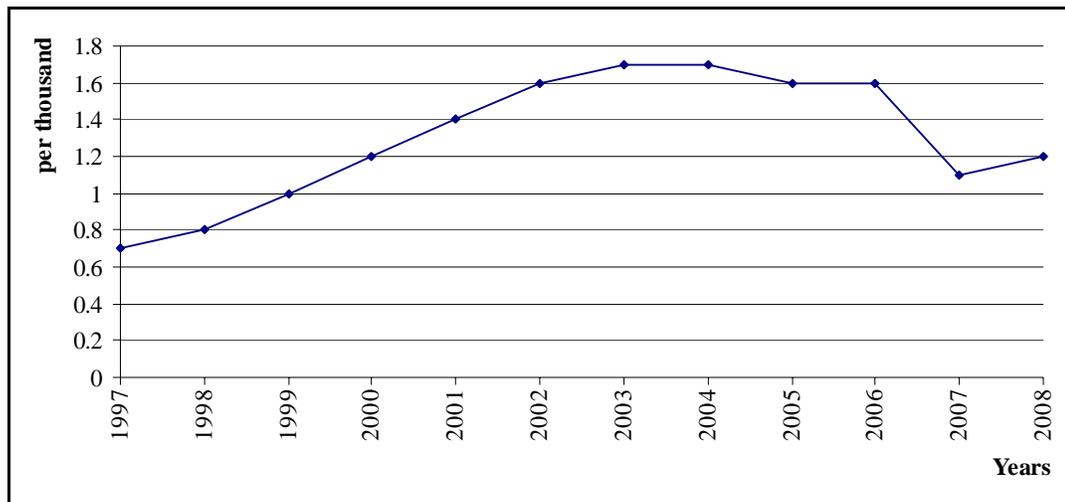
Source: Eurostat, "Educational level of population"

Though a major proportion of French population is medium qualified, the growth rate of high skilled people has been the maximum (23 percent) during 2000-2009. The increase in high skilled/medium skilled people may be correlated to the fact that the older population in the labour force needs to upgrade and broaden their knowledge, skills and competencies to maintain their efficiency.

Trends in Migration

France has been a traditional immigration country. Immigrants were brought in as early as the 18th and 19th century because the process of industrialization coupled with the fall in the birth rate had resulted in labour shortage. In the 1990s France pursued a zero immigration policy. Consequently numerous regulations were tightened and the net migration rate declined during 1991 to 1998. But in 1997 with change in a political power the immigration rules were relaxed resulting in an increase in migration.

Figure 8.6.3: Trends in Net Migration rate (per thousand)



Source: Institut national d'études démographiques (INED, France)

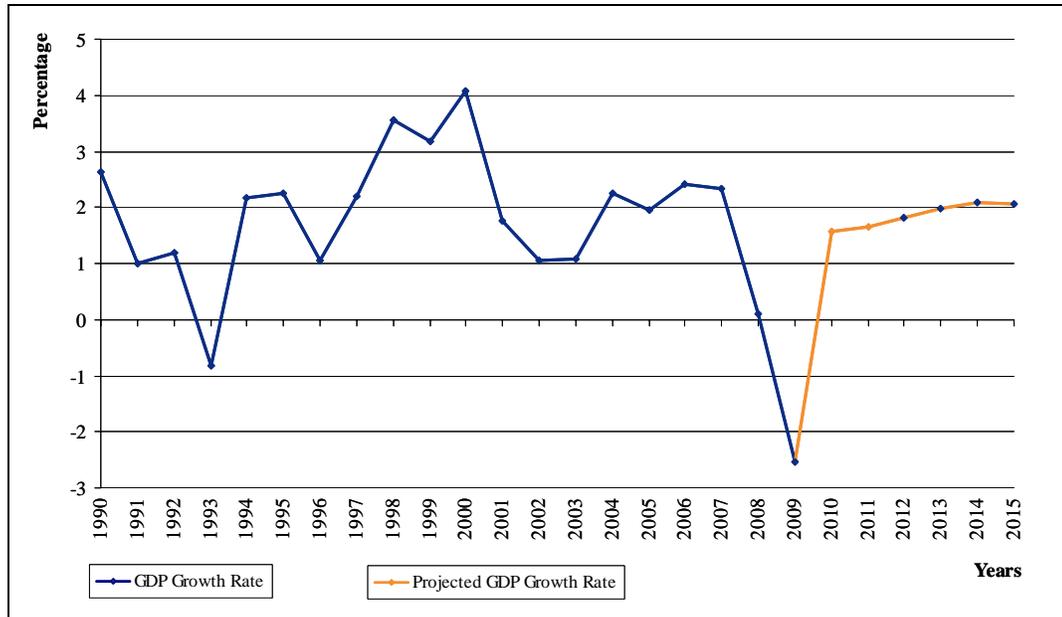
As per the World Bank's Migration and Remittances Fact book 2011, France has the 8th position among the top migrant destination countries. It had around 6.7 million immigrants in 2010. Among the top migration corridors Algeria-France had significant number of migrants (0.9 million number) in 2010.

8.6.3 Economic trends

Despite the strong position of the French economy, it went into recession in 2008 and experienced a negative growth rate in 2009. France's real GDP contracted to 2.5 percent in 2009. In response to the economic crisis the government introduced a stimulus plan in February 2009 focusing on investment in infrastructure and tax breaks for small businesses.⁷¹

⁷¹ CIA World Fact Book

Figure 8.6.4 Trends in GDP Growth Rate (percentage)



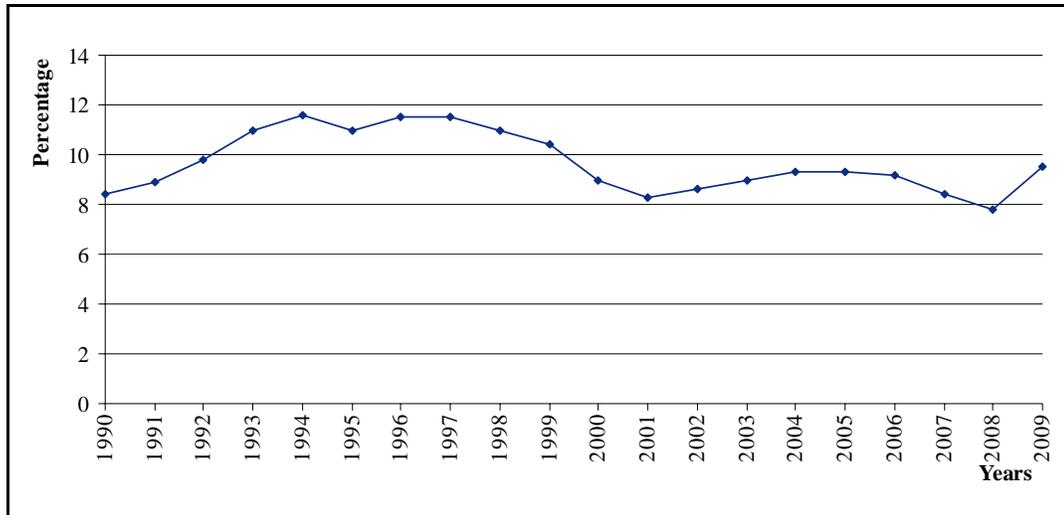
Source Data from International Monetary Fund, World Economic Outlook, Annual percentages of constant price GDP are year-on-year changes; the base year is country-specific. Estimates Start After 2009

The French economy slid out of the recession in the second quarter of 2009 due to a rebound in exports and better domestic consumption. The GDP growth is forecasted to reach 1.56 percent in 2010 and 2.05 percent in 2015.

Unemployment Rate

Due to deteriorating global economy in 2008-09 the unemployment rate increased from 7.8 percent to nearly 10 percent (*Refer Figure 8.6.5*).

Figure 8.6.5 Trends in Unemployment Rate (percentage)



Source: Data from UNECE , Unemployment Rate by Country and Year

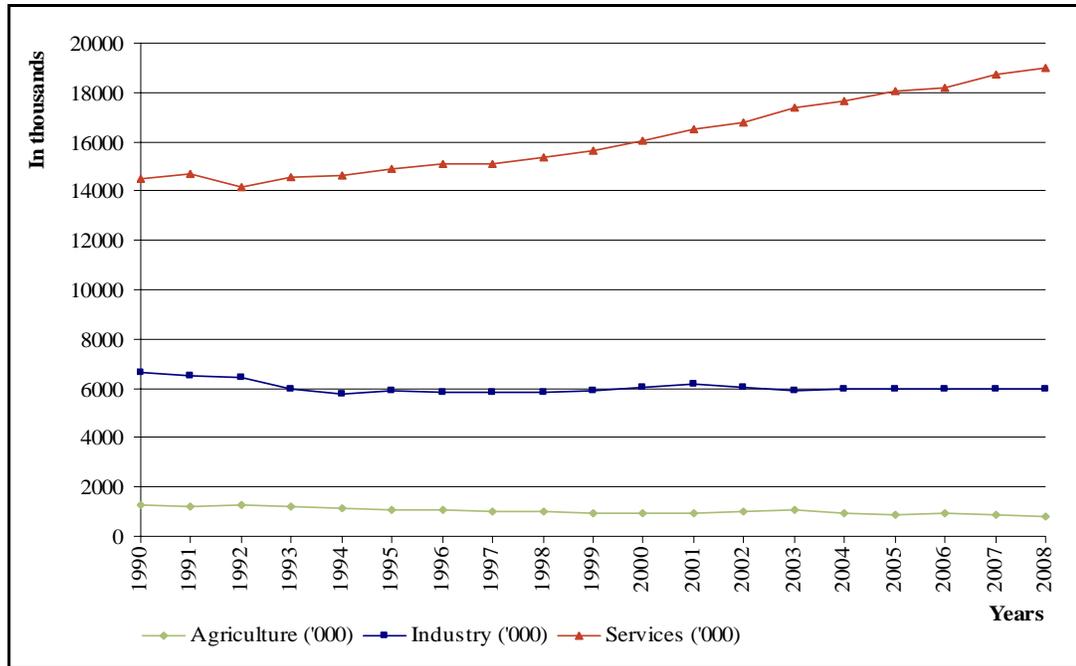
The unemployment rate in 2009 was 9.5 percent. As per European Commission - European Economic Forecast autumn 2010 it is forecasted that the unemployment rate in 2010 would be 9.6 percent.

8.6.4 Labour market landscape

Sectoral analysis

Services segment in France dominates the share of employment and has registered higher growth in employment compared to the primary and secondary segments (*Refer figure 8.6.6*).

Figure 8.6.6: Trends in sectoral distribution of employment (in thousands)



Source: Data from KILM

Table 8.6.3 depicts the share of various sectors in total employment during 1995-2008.

Table 8.6.3 Share of sectors in total employment

Sectors	1995	2000	2005	2008
Manufacturing	18.84%	18.75%	16.12%	15.03%
Wholesale and retail trade	13.54%	13.12%	13.37%	13.20%
Health and social work	10.16%	10.44%	12.15%	12.36%
Real estate, renting and business activities	8.38%	9.35 %	10.17%	10.70%
Public administration and defence	9.41%	9.25 %	9.75 %	10.27%
Construction	6.91%	6.50 %	6.58 %	7.19 %
Education	7.55%	7.54 %	7.19 %	6.88 %
Transport, storage and communications	6.34 %	6.63 %	6.36 %	6.32 %
Other community, social and personal services activities	4.10 %	4.32 %	4.48 %	4.48 %
Hotels and restaurants	3.33 %	3.39 %	3.39 %	3.36 %
Financial intermediation	3.26 %	3.09 %	3.01 %	3.06 %

Sectors	1995	2000	2005	2008
Agriculture, hunting and forestry	4.70 %	4.02 %	3.54 %	2.96 %
Private households with employed persons	1.96 %	2.35 %	2.41 %	2.32%
Electricity, gas and water supply	0.92 %	0.81 %	0.88%	0.78%
Mining and quarrying	0.25 %	0.20 %	0.17%	0.10%
Fishing	0.18 %	0.12%	0.07%	0.07%

Source: Data from KILM, Employment by 1-digit sector level (ISIC-Rev.3, 1990) (by sex)

As per the above data, the sectors that have the maximum share in employment (in 2007) are:

- Manufacturing
- Wholesale and retail trade
- Health and social work

Table 8.6.4 Number of people employed in various sectors

Sectors	2000 (in thousands)	2007 (in thousands)	Percentage Change
Health and social work	2414.40	3214.10	33.12%
Real estate, renting and business activities	2162.00	2783.20	28.73%
Public administration and defence	2138.70	2669.50	24.82%
Construction	1502.90	1868.80	24.35%
Other community, social and personal services activities	999.00	1165.00	16.62%
Wholesale and retail trade	3033.50	3431.60	13.12%
Hotels and restaurants	782.90	873.10	11.52%
Financial intermediation	714.50	795.00	11.27%
Private households with employed persons	543.30	604.30	11.23%
Electricity, gas and water supply	188.20	201.90	7.28%
Transport, storage and communications	1532.30	1643.80	7.28%
Education	1742.90	1788.40	2.61%
Manufacturing	4335.90	3908.30	-(9.86) %

Sectors	2000 (in thousands)	2007 (in thousands)	Percentage Change
Agriculture, hunting and forestry	930.00	770.60	-(17.14) %
Fishing	27.50	18.70	-(32.00) %
Mining and quarrying	45.90	26.20	-(42.92) %

Source: Data from KILM, Employment by 1-digit sector level (ISIC-Rev.3, 1990) (by sex)

As illustrated above, the employment opportunities in manufacturing sector (which has a high share of employment), have declined during 2000-2007.

The sectors which have the maximum potential to offer increased employment opportunities (based on growth during the 2000-2007 period) include:

- Health and social work
- Real estate, renting and business activities
- Public administration and defence

In terms of contribution to GDP, the following sectors have the maximum share in the GDP (Refer table 8.6.5):

- Real estate, renting and business activities
- Manufacturing
- Health and social work

Table 8.6.5 Sectoral contribution to GDP

Sectors	2000	2005	2007
Real estate, renting and business activities	25.53%	27.30%	28.66%
Manufacturing	16.02%	13.24%	10.60%
Health and social work	7.53%	8.43%	9.15%
Public administration and defence	7.82%	7.64%	7.83%
Transport, storage and communications	6.01 %	6.45%	6.57%
Financial intermediation	6.01 %	6.45%	6.57%
Construction	5.16 %	5.66%	6.44%
Wholesale and retail trade	5.16 %	5.66%	6.44%

Sectors	2000	2005	2007
Education	5.59 %	5.44%	5.45%
Other community, social and personal services activities	3.27 %	3.53%	3.68 %
Hotels and restaurants	2.34 %	2.37%	2.41%
Agriculture, hunting and forestry	2.73 %	2.18%	1.68 %
Electricity, gas and water supply	1.66 %	1.74%	0.88%
Private households with employed persons	0.51 %	0.57%	0.60%
Mining and quarrying	0.16 %	0.15%	0.15%
Fishing	0.11 %	0.10%	0.06%

Source: Data from Eurostat

Occupational analysis

The table below presents the employment data for various occupational groups:

Table 8.6.6 Number of people employed in various occupational groups

Occupational Groups	2000	2005	2009
Technicians and associate professionals	4,041,600	4,432,800	4,882,400
Professionals	2,434,900	3,359,400	3,502,400
Service workers and shop and market sales workers	2,915,900	3,132,300	3,278,700
Clerks	3,273,700	3,077,200	3,058,200
Craft and related trade workers	3,089,500	2,961,300	2,921,000
Elementary occupations	1,830,600	2,346,100	2,481,700
Legislators, senior officials and managers	1,729,800	2,039,000	2,269,600
Plant and machine operators and assemblers	2,509,600	2,300,800	2,126,200
Skilled agricultural and fishery workers	977,200	979,200	901,600
Armed forces	276,400	323,700	281,100

Source: Data from UNECE

The occupational groups whose contribution to total employment is high include

- Technicians and associate professionals
- Professionals
- Service workers and shop and market sales workers

Table 8.6.7: Changes in Occupational Pattern, 2000-2009

Occupational Groups	Change
Professionals	1,067,500
Technicians and associate professionals	840,800
Elementary occupations	651,100
Legislators, senior officials and managers	539,800
Service workers and shop and market sales workers	362,800
Armed forces	4,700
Skilled agricultural and fishery workers	-(75,600)
Craft and related trade workers	-(168,500)
Clerks	-(215,500)
Plant and machine operators and assemblers	-(383,400)
Total	2,581,200

Source: Data from UNECE

The occupational groups with substantial growth in employment between 1995 and 2009 include:

- Professionals
- Technicians and associate professionals
- Elementary occupations

8.6.5 Legal framework

Migration policy

France has been a traditional European immigration country. After the First World War and from the 1950s to the mid-1970s, the need for migrant workers was essential for reconstruction and a good economic growth. In 1974, the French government decided to stop labour migration because of the recession, high unemployment and the oil shock.

France implemented the regulations approved by the EU following the accession of the 8 New Member State (NMS-8) on 1 May 2004. Between May 2004 and May 2006, workers from the NMS-8 were subject to the same rules as those valid to workers from non-EU member states. They needed a work permit in order to get a job in France, subject to conditions in the labour market.

From 1 May 2006, France progressively lifted the restrictions on labour mobility affecting migrants from the NMS. The French labour market was partly opened to citizens of states that joined the union in 2004 and subsequently to Bulgarians and Romanians upon their countries' accession on January 1, 2007. The issuance criteria of the work permit was eased for 61 occupations experiencing hiring difficulties, which meant that that the French national were not able to meet the demands of the labour market. Workers from the NMS could then apply for around 20 percent of the job vacancies listed by the Pôle Emploi (Job Center). The reform of the transitional measures had only a very limited impact on the French. In 2007, only 2 percent of jobs listed by the Pôle Emploi in open occupations (7,000 out of 350,000 vacancies) were filled by migrants from the NMS.⁷²

Thus, on 1 July 2008, restrictions were abolished for countries that joined the EU in 2004. Bulgaria and Romania, on the other hand, remain subject to the transitional arrangements of January 2008. Under the transitional arrangements of January 2008, the work permit issuance for Bulgarian and Romanian nationals was eased for a list of 150 occupations. This 150 occupation list represents around 40 percent of job vacancies listed by the Pôle Emploi. Moreover the average qualification level of the new occupation list was higher than the 61 occupations' list. In the list of 61 occupations, 13 percent of the occupations required high skilled people, whereas in the 150-occupation list 32 percent of the occupations required high skilled people.

Additionally throughout the French national territory, 30 jobs were experiencing recruitment difficulties. To address this, a separate labour shortage list was published which allowed third-country nationals to take up these jobs.

In addition to the 30 jobs on the national list, which came under common law, joint migratory flow management agreements are signed between France and various countries of origin which define enlarged lists of critical jobs. The countries with which such agreements have been signed include Benin, Congo, Gabon, Mauritius, Senegal and Tunisia.

⁷² The opening of France's labour market to new EU member states: an economic primer, Tresor Economics

The latest migration policy also intends to facilitate migration of high-skilled professionals. The work-permit for these professionals is valid for a longer duration and it is also easier for them to get their families migrated.

Migrant protection

The labour rules in France aim to protect the welfare and interests of migrants. The key features of the rules which ensure migrant protection include:

Integration of Migrants: Social Cohesion Planning Act of 18 June 2005 defined the role of OFII (Office Français de l'Immigration et de l'Intégration) in terms of integration of foreign people. OFII presents each foreign person wishing to reside in France with an 'Accommodation and integration contract' signed with the Prefect, who is a representative of the State. French Code of Admission and Residence of Foreigners stipulates that foreign migrants must be prepared for their integration into French society. The contract is presented to the migrants at the half-day information session held at the OFII regional departments. The sessions also help migrants in understanding the French society, values, language, etc.

Contracts of Employment: A contract of employment should be made in writing and must be drawn up in French. It may be concluded without specifying a definite duration (contract for an unspecified period). However, it may include a precise duration fixed at the time the contract is made. A fixed-term contract may be made only for the performance of a specified and temporary job.⁷³

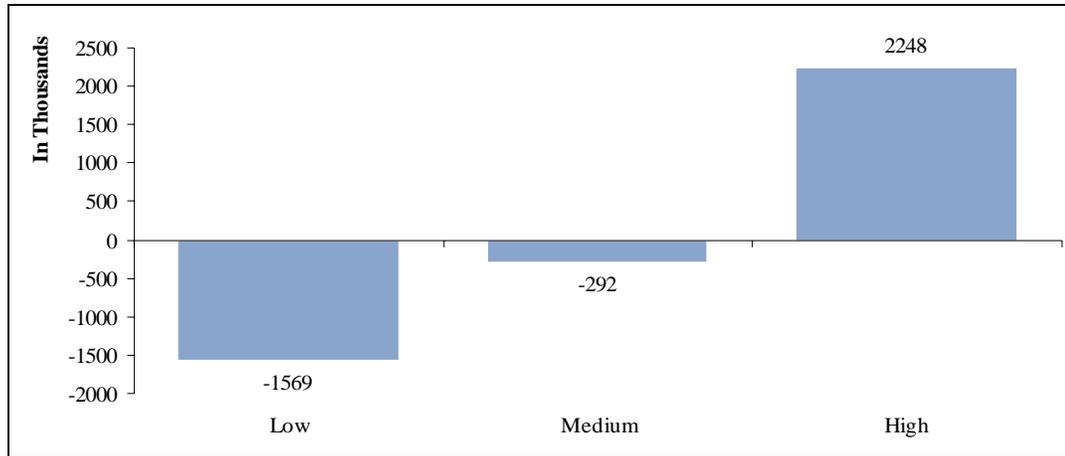
Dismissal: The Law states that all dismissals should be based on well-founded and valid grounds. In the absence of agreement between the parties, a contract of employment may be terminated by the employer only on account of serious misconduct or in the case of force majeure. An employer who proposes to dismiss an employee must, before making a decision, summon the person concerned, stating the purpose of the summons. Employees may be accompanied at the interview by an advisor of their choice. During the interview, the employer must give the reasons for the proposed decision and hear the employee's explanations. When an employment relationship does not continue at the end of a fixed-term contract, the employee is entitled to a severance allowance. This allowance is calculated according to the remuneration of the employee and the duration of the contract, but it may not be lower than a minimum fixed by decree. It is not payable in the event of premature termination at the initiative of the employee, serious misconduct on the part of the employee or in cases of force majeure.

⁷³ Natlex, ILO, National Legislation

8.6.6 Projected labour demand

As per Cedefop's 'Skill Supply and Demand in Europe – Medium term forecast up to 2020' publication, the forecast of the skills needs in the next 10 years in France highlights a general increase in high skill level.

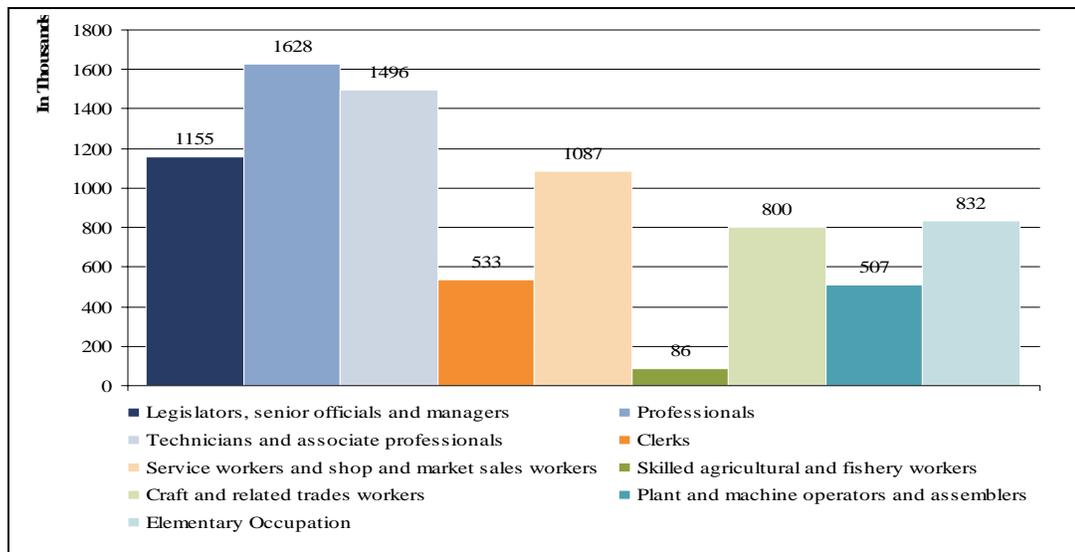
Figure 8.6.7 Change in employment trends by qualification (in thousands), 2010-20



Source – Data from Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

It is projected that 2,248,000 additional high-skilled professionals shall get employed in the next decade. (Refer figure 8.6.7).

Figure 8.6.8: Total Job Openings by occupation (in thousands), 2010-2020



Source - Skill Supply and Demand in Europe, Cedefop, European Center for the Development of Vocational Training, 2010 statistics

At an occupational level, the job openings/demand is expected to grow in the ‘Technicians and associate professionals’ and ‘Professionals’ occupational groups by about 14.96 lakhs and 16.28 lakhs respectively (*Refer figure 8.6.8*).

Supply potential

As per OECD, International Migration Outlook 2010 the top 10 nationalities in terms of inflows of foreigners over the period 1997-2007 include:

- 1 Algeria
- 2 Morocco
- 3 Tunisia
- 4 Turkey
- 5 Mali
- 6 China
- 7 Cameroon
- 8 Romania
- 9 Congo
- 10 Cote d’Ivoire

Most permanent immigrants from non-EU countries come from Africa (64 percent), including North Africa (38 percent). Overall, one in three new immigrants arrives from Algeria or Morocco. Asia is the second main region of origin (19 percent) followed by Europe (7.5 percent).⁷⁴

The reasons for inflow of foreigner’s vary from work to family to asylum seekers. *Table 8.6.8* presents the various reasons for inflow of immigrants in France in 2008. The table also highlights the reason of admission for the top 2 migrant sending continents.

Table 8.6.8 Reasons for admission in 2008

Reasons for admission	Total (%)	Africa (%)	Asia (%)
Family member	49.37	60.50	24.40
Minor	6.09	6.86	2.94
Married to a foreign national	7.65	9.08	3.75
Married to a French national	22.57	28.04	11.11

⁷⁴ OECD, International Migration Outlook 2010

Reasons for admission	Total (%)	Africa (%)	Asia (%)
Direct relative of a French national	6.28	8.99	1.52
"Private and family life" permit	6.78	7.55	5.08
Worker	11.25	9.86	10.14
Student	26.26	18.41	49.67
Humanitarian protection	8.08	7.23	9.60
Refugee and stateless	4.83	2.89	7.96
Residence permit on health grounds	3.25	4.34	1.65
Regularization	0.94	0.98	1.61
Economically independent	4.05	2.95	4.56
Visitor	3.32	1.71	4.56
Retired residence permit	0.73	1.24	0.00
Unknown reason	0.05	0.06	0.02
Total	100%	100%	100%

Source: Compiled by INED from sources obtained from the central file of residence permit (AGDREF) of Ministère de l'Immigration, de l'intégration, de l'identité nationale et du développement solidaire.

In 2008 about 50 percent of the immigrants came in for family reunification. Moreover, obtaining education was the key reason for migration of most Asians.

The table below highlights the top 4 countries which were issued residence permits in 2008-09. (Refer table 8.6.9)

Table 8.6.9 Stock of valid permanent and temporary residence permits

Year	1 st	2 nd	3 rd	4 th	India
2008	Algeria	Morocco	Turkey	Tunisia	34 th
	587,880	476,699	192,981	176,888	14,398
2009*	Algeria	Morocco	Turkey	Tunisia	33 rd
	584,350	465,923	191,647	174,836	14,398

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Source: Ministry of Immigration, Chief of the Office for Labour Migration,* Provisional Figures, Final figures will be out in January 2011

The table below highlights the top 4 countries which were issued residence permits for professional/work purposes in 2006-09. (Refer table 8.6.10)

Table 8.6.10 Residence permits issued for professional purpose per year (ranking per countries)

Year	1 st	2 nd	3 rd	4 th	India
2006	USA 2,127	Poland 1,700	Japan 705	China 699	7 th 626
2007	Romania 2,782	Poland 2,390	USA 2,057	Morocco 941	6 th 736
2008	Morocco 5,031	Romania 4,191	USA 2,088	Mali 1,434	7 th 1039
2009*	Romania 3,352	Morocco 2,357	USA 2122	Mali 2,118	8 th 920

Source: Ministry of Immigration, Chief of the Office for Labour Migration,* Provisional Figures, Final figures will be out in January 2011

The trend indicates that Romania, Morocco and USA are amongst the top countries which were issued residence permits for professional/ work purposes. Furthermore, the number of work permits issued to Indians increased significantly in 2008.

Table 8.6.11 represents the reasons for inflow of Indian migrants across various reasons of admission.

Table 8.6.11 Reasons for inflow of Indian Migrants

Reason	2005	2006	2007	2008	2009	January-October	
						2009	2010
Economic Reason	584	711	787	1,057	953	789	846
Family Pattern	729	847	859	838	717	634	649
Asylum	25	26	23	7	11	10	2

Studies	570	558	702	797	926	572	1,033
Other	130	132	172	139	140	114	145

Source: OFII

The table above indicates that since 2008 majority of Indian Migrants are migrating to France for economic purposes. The table below presents a detailed distribution of these migrants:

Table 8.6.12: Detailed reasons of admission of Indian migrants who came for economic purposes

Reason	2005	2006	2007	2008	2009	January-October	
						2009	2010
Economic Reason	584	711	787	1,057	953	789	846
Employees (contract less than or equal to 12 months)	170	220	313	267	193	161	169
Employees on assignment	0	0	0	228	308	243	387
Temporary	302	361	303	331	211	183	79
Scientists	103	119	168	224	143	179	194
Artistic and cultural profession	-	6	2	1	76	3	1
Skills and talents	-	-	-	1	5	4	3
Temporary work permits	0	0	0	0	14	13	3
Assets employed	9	5	1	5	2	2	10
Seasonal	0	0	0	0	1	1	-

Source: OFII

As illustrated above, a significant proportion of Indian migrants are employees on assignment/employee in mission. These are migrants who come through intra-company transfers on projects for a duration of 12 months or more.

8.6.7 Skill standards

The education system followed in France is as follows

Educational Level	Length of Program	Features
Primary	5 years	Type of school providing this education: Ecole Primaire Age level from: 6 to: 11
Lower Secondary	4 years	Type of school providing this education: Collège Age level from: 11 to: 15 Certificate/diploma awarded: Brevet des Collèges
Upper Secondary	3 years	Type of school providing this education: Lycée d'Enseignement général, technologique et professionnel Age level from: 15 to 18 Certificate/Diploma awarded: Baccalauréat général, Baccalauréat technologique, or Baccalauréat professionnel.
Vocational	2 years	Type of school providing this education: Lycée professionnel Age level from: 15 to: 17 Certificate /Diploma awarded: Certificat d'Aptitude professionnelle (CAP) or Brevet d'Etudes professionnelles (BEP)
Professional	2 years	Type of school providing this education: Lycée professionnel Age level from: 17 to: 19 Certificate/diploma awarded: Baccalauréat professionnel

Source: <http://www.euroeducation.net/prof/franco.htm>

Primary education lasts for five years. After lower secondary education (lasting four years), pupils may opt either for general/technological or professional education in lycées preparing for the Baccalauréat, the Baccalauréat technologique or the Baccalauréat professionnel in three years; or for technical/vocational education in lycées professionnels preparing first for the Certificat d'Aptitude professionnelle (CAP) or the Brevet d'Etudes professionnelles (BEP) in two years and then, for those who want to continue, for the Baccalauréat professionnel in two more years.

Higher education in France is characterized by a dual system: it is provided in universities open to a large number of students, whose programmes are generally geared towards research and its applications and in "Grandes Ecoles" and other professional higher education institutions with selective admission policies

Certifications/ Accreditations Required by Migrants

The European Network of Information Centers – National Academic Recognition Information Centers (ENIC-NARIC, France), is the French information center for the academic and professional recognition of qualifications. It provides the following services:

- It issues certificates of equivalence for foreign qualifications
- It provides information on the procedure for obtaining recognition of French qualifications abroad
- It provides information on the procedures to follow in order to work in a regulated profession

There are many regulated professions in France. In order to practice a regulated profession one needs to obtain a license from the concerned competent authority. If a profession is not regulated, the recognition of qualifications is solely up to the employer. The latter may require the confirmation of the equivalence of migrants' educational qualification. Certificates of equivalence for foreign qualifications compare migrant's qualifications with the French educational system.

In order to evaluate foreign qualifications, ENIC-NARIC France uses an analytical framework applying the principles of international texts determining the recognition of qualifications in the European region. The comparative analysis is also based on a study of the individual applicant's academic background.

8.6.8 Opportunities for India

France has traditionally been an immigration destination. As per World Bank' report Migration and Remittances Fact book 2011, in 2010 France was the 8th most preferred destination country for immigrants.

France recognises the need of supply of foreign labour to fulfil their current demand. Two different labour shortage lists are being maintained in France to facilitate migration from (a) new EU member countries and (b) third-countries. During discussions with various

stakeholders, it was noted that there is currently a demand for very high-skilled workers and low-skilled workers. While the demand for high-skilled workers is recognized and the nationality of people does not matter for these jobs; there is an apprehension on recruitment of foreign workers for low-skilled workers. For low-skilled jobs, French nationals are given preference over foreign workers.

Based on analysis of the labour market in France, the following sectors are expected to have potential opportunities for India in the medium to long term:

1. Health and personal care
2. Construction
3. Information Technology & other high-skilled professionals

1. **Health and personal care:** Following observations indicate the potential of health and personal care sector in France:

- ‘Health and Social work’ sector has been the third-largest contributor to the GDP
- Employment in ‘Health and Social work’ sector saw the maximum increase in employment (33.12 percent) during 2000-2008 and the trend is expected to continue
- ‘Health and Social work’ has the third highest share in total employment.
- The ‘Professionals’ occupation group has seen the largest growth in terms of number of people employed between 2000 and 2009. The job openings for this group are forecasted to grow by 1628,000 during 2010-2020. This includes healthcare and nursing professionals and mid-wives whose demand is also expected to increase.
- The job openings for ‘Technicians and associate professionals’ is forecasted to grow by 1496,000 during 2010-2020. This includes nursing professionals and mid-wives and medical associates whose demand is also expected to increase.
- Demographic changes and in particular ageing population is expected to create demand for elderly care personnel

2. **Construction:** Following observations indicate the potential of construction sector in France:

- Employment in ‘Construction’ sector has seen a significant increase (24.35 percent) in employment during 2000-2008 and the trend is expected to continue.
- ‘Construction’ had a significant share (7.19 percent) in total employment in 2007.
- The job openings for ‘Craft and Related Trade Workers’ is forecasted to grow by 800,000 during 2010-2020. This includes building framers, building finishers, roofers and related trade workers whose demand is expected to increase.

3. **Information Technology and other High Skilled Professionals:** Following observations indicate the potential of Information Technology and other high-skilled professionals in France

- The 'Professionals' occupation group has seen the largest growth in terms of number of people employed between 2000 and 2009. The job openings for this group are forecasted to grow by 1628,000 during 2010-2020. This includes computing professionals (system designers, programmers, etc.), engineering professionals (electrical engineers, mechanical engineers, etc.) whose demand is also expected to increase.
- The job openings for 'Technicians and associate professionals' is forecasted to grow by 1496,000 during 2010-2020. This includes computer associate professionals (computer assistants, equipment operators, etc.), engineering technicians whose demand is also expected to increase.
- French migration policy supports the migration of high skilled workers.
- Current shortage occupation list has a higher percentage of high skilled professions.

France has taken up various steps to promote migration from the third countries. Specifically many bilateral agreements have been signed with third world countries including Benin, Congo, Gabon, Mauritius, Senegal and Tunisia. It was highlighted as part of various stakeholder discussions that a similar agreement is being pursued with India.

The latest migration policy also intends to focus on facilitation of migration of high-skilled professionals. It is anticipated that similar steps to attract professionals could be rolled out in the future and would facilitate migration of Indian workers.

Box: 1.4: Migration in EU in times of Financial Crisis

Immigration brings both economic and social opportunities and challenges to countries receiving immigrants. At the time of an economic downturn, the number of migrants entering the EU has decreased significantly.

According to Eurostat, the number of immigrants arriving in the EU has dropped significantly during recession. In 2009, 857,000 immigrants arrived in the EU, compared with 1,494,600 in 2007 and over two million in 2006. Certain member states that were especially hard hit by the crisis during the initial stages saw the most significant decrease. For example Ireland had nearly 66,000 immigrants in 2006, but only 17,900 in 2008. By 2009 the migration flow was reversed as 40,000 people left Ireland. Meanwhile, Spain went from receiving half a million migrants in 2008 to a mere 58,000 in 2009. EU countries that have traditionally been associated with emigration, including Romania, Bulgaria and Poland, saw their emigration rate drop to almost zero.

The reason behind such a reversal in the migration trend is that due to recession in sectors such as hospitality, construction, and wholesale. Moreover, the immigrant population is highly concentrated in these sectors. Thus, these sectors are the most susceptible to job losses when business slows down. Job scarcity and uncertainty has forced immigrants to return home and prevented EU businesses from seeking personnel from abroad.

But the financial crisis is not solely responsible for the reducing immigration rates. Many member states have re-worked their immigration policies, making it more difficult for a migrant to enter their country. Many member states such as UK have made the labour market test more difficult in order to raise the bar for migrants.

Such measures were adopted to reduce the increasing unemployment rates in these countries thereby, reducing the number of migrants. This was done with a view to increase job opportunities for the Member State's own workforce.

9 Educational qualification and recognition

This section provides an assessment of the educational qualification and authorizations/certification requirement in Sweden, Denmark and France for certain professions vis-à-vis the qualification available in India and also highlights the gaps between the two.

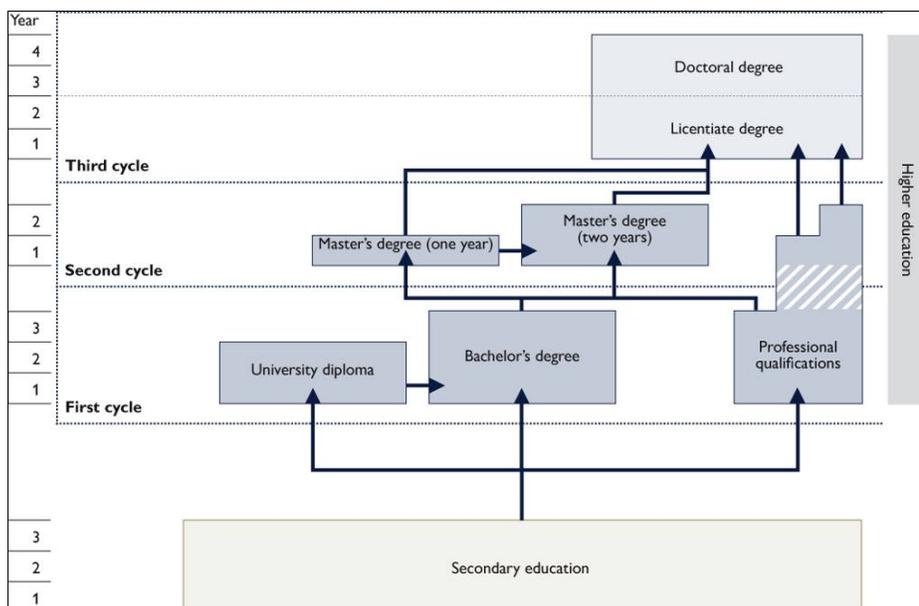
Please note that this section provides only an indicative list of professions in Sweden, Denmark and France based on data availability.

1) Sweden

The qualification system in Sweden constitutes 3 cycles (the first, second or third cycle). All courses and study programmes are placed within one of three cycles. In the qualifications domain, the Government has laid down which qualifications may be awarded and the objectives as well as intended learning outcomes for these qualifications. In the Swedish higher education system there are generally no intermediate qualifications. All qualifications are regarded as final, even if there is a possibility to continue studying. There are three categories of qualifications:

- Qualifications in the arts, social science and sciences,
- Qualifications in fine, applied and performing arts
- Professional qualifications.

An overview of Swedish Qualification system is shown below:



There are about 40 professional degrees. Professional qualifications are awarded in the fields of engineering, health care, agriculture, law, education, etc. Professional qualifications may be placed within either the first or the second cycle. With a few exceptions, general entry requirements to professional degrees are the same as to the first cycle.

The list of qualifications in Sweden includes:

List of Qualifications:
First Cycle: Qualifications in the arts, sciences, social sciences and artistic fields
University Diploma
Degree of Bachelor
(Bachelor of Arts
Bachelor of Science
Bachelor of Social Sciences)
Professional qualifications
Diploma in Education, Folk High School
University Diploma in Agricultural and Rural Management
University Diploma in Dental Hygiene
University Diploma in Equine Studies
University Diploma in Forest Management
University Diploma in Horticultural Management
University Diploma in Veterinary Nursing
Degree of Bachelor of Education
Degree of Bachelor of Education in Careers Counseling
Degree of Bachelor of Science in Audiology
Degree of Bachelor of Science in Biomedical Laboratory Science
Degree of Bachelor of Science in Dental Technology
Degree of Bachelor of Science in Diagnostic Radiology Nursing
Degree of Bachelor of Science in Dietetics

List of Qualifications:
Degree of Bachelor of Science in Engineering
Degree of Bachelor of Science in Fire Protection Engineering
Degree of Bachelor of Science in Forest Management
Degree of Bachelor of Science in Landscape Construction and Management
Degree of Bachelor of Science in Marine Engineering
Degree of Bachelor of Science in Nautical Science
Degree of Bachelor of Science in Nursing
Degree of Bachelor of Science in Occupational Therapy
Degree of Bachelor of Science in Optometry
Degree of Bachelor of Science in Pharmacy
Degree of Bachelor of Science in Physiotherapy
Degree of Bachelor of Science in Prosthetics and Orthotics
Degree of Bachelor of Science in Social Work
Second Cycle: Qualifications in the arts, sciences, social sciences and artistic fields
Degree of Master (One Year)
(Master of Arts
Master of Science
Master of Social Sciences)
Degree of Master (Two Years)
(Master of Arts
Master of Science
Master of Social Sciences)
Professional qualifications
Graduate Diploma in Midwifery

List of Qualifications:
Graduate Diploma in Psychotherapy
Graduate Diploma in Specialist Nursing
Degree of Master of Science in Agriculture
Degree of Master of Architecture
Degree of Master of Education
Degree of Master of Laws
Degree of Master of Science in Business and Economics
Degree of Master of Science in Dental Surgery
Degree of Master of Science in Engineering
Degree of Master of Science in Forestry
Degree of Master of Science in Horticulture
Degree of Master of Science in Landscape Architecture
Degree of Master of Science in Medical Physics
Degree of Master of Science in Medicine
Degree of Master of Science in Pharmacy
Degree of Master of Science in Psychology
Degree of Master of Science in Speech and Language Pathology
Degree of Master of Science in Veterinary Medicine
Third Cycle: Degree of Licentiate
(Licentiate Degree)
Degree of Doctor
(Doctor of Philosophy)

The table below highlights the qualifications and competent authority for various occupations in Sweden. It also presents the Indian qualifications required for the same profession and the gap between the two.

S. No	Regulated Professions	Qualification required in Sweden	Qualification in Recognition	Indian Standard	Gap
1	University teacher/professor	Diploma of post-secondary level (3-4 years)	Swedish National Agency for Higher Education	A bachelor + PHD	In Sweden it is a 3 year course and 4 year course in India
2	Doctor	Specialized Medical Training	National Board of Health and Welfare	5 year bachelor course	-
3	Occupational Therapist	Degree of Bachelor Science Occupational Therapy	National Board of Health and Welfare	3 year course	-
4	Real Estate agent	Diploma (post-secondary education),	Swedish Board of Supervision of Estate Agents	Informal education	Develop specialized courses
5	Electrical contractor	SEC – Certificate attesting the completion of a secondary course	Swedish National Electrical Safety Board	Informal education	Develop specialized courses
6	Pharmaceutical technician/Pharmaceutical assistant	Diploma of post-secondary level (3-4 years)	National Board of Health and Welfare	3 year course	-
7	Lawyer	Special Training	Swedish Bar Association	5 year course	-
8	Art Teacher	Diploma of post-secondary level (3-4 years)	Swedish National Agency for Higher Education	Bachelors	-
9	Pharmacist	Pharmacist training	National Board of Health and Welfare	B.Sc in Pharmacy, M.Sc in Pharmacy	-
10	Hearing aid dispenser / audiometric technician	Diploma of post-secondary level	National Board of Health and	Develop new-	courses

S. No	Regulated Professions	Qualification required in Sweden	Qualification in Recognition	Indian Standard	Gap
		(3-4 years)	Welfare		
11	Nurses	Specialized Medical Training	National Board of Health and Welfare	Special Course	-
12	Translator	DSE - Diploma (post-secondary education)	The Legal, Financial and Administrative Services Agency (en)	Bachelors	-
13	Midwife	Diploma in Midwifery	National Board of Health and Welfare	Informal Training	Develop specialized courses
14	Bio Medical Scientist	Diploma of post-secondary level (3-4 years)	National Board of Health and Welfare	Bachelors	-
15	Lower Level Teacher	Diploma in Education, Folk High School	Swedish National Agency for Higher Education	B.Ed	-
16	Recreation instructor in the national school system	Diploma of post-secondary level (3-4 years)	Swedish National Agency for Higher Education	B.Ed	-
17	Music Teacher	Diploma of post-secondary level (exactly 4 years)	Swedish National Agency for Higher Education	B.Ed	-
18	Speech and Language Therapist	Diploma of post-secondary level (3-4 years)	National Board of Health and Welfare	Professional Course	-

Another important fact about Sweden is that for **unregulated professions** like **Information Technology**, a formal recognition from authorities is not generally required and it is the potential employer who determines the relevance of qualifications

2) Denmark

The Danish Immigration Services publishes the Positive List every 6 months. This list provides occupations which are expected to have shortages in terms of work force. The table below provides details the qualifications and/or authorization required in Denmark for some

professions; and further analyses the same against the educational standards in India and assesses the gap that India will need to address.

S. No	Profession	Qualification required in Denmark	Qualification Recognition	Indian Standard	Gap
1	Consulting Physician	Masters' Degree	Authorization from National Board of Health	MBBS	-
2	General Practitioner	Masters' Degree	Authorization from National Board of Health	MBBS	-
3	Hospital Doctor	Masters' Degree	Authorization from National Board of Health	MBBS	-
4	Hospital Physicist	Masters' Degree	-	MSc. (Physics) and a 1 year postgraduate diploma in Radiological/ Medical Physics (conducted by BARC or equivalent)	-
5	Dentist	Professional Bachelors' degree	Authorization from National Board of Health	<ul style="list-style-type: none"> Bachelor of Dental Surgery (Five years including 1 year internship) Master of Dental Surgery (Two years) 	-
6	Medical Consultant	Masters' Degree	Authorization from National Board of Health	<ul style="list-style-type: none"> MSc. in Medical Physics MSc. in General Physics and a 1 year postgraduate diploma in Medical Physics (conducted by BARC or equivalent) 	
7	Head Nurse	Professional Bachelors' degree (3 1/2 years + bachelors' project)	Authorization from National Board of Health	BSc (Nursing)	A bachelors' degree in Denmark is a 4 year course and 3 year course in India
8	Nurse	Professional Bachelors' degree	Authorization from National	BSc (Nursing)	A bachelors'

S. No	Profession	Qualification required in Denmark	Qualification Recognition	Indian Standard	Gap
		(3 1/2 years + bachelors' project)	Board of Health		degree in Denmark is a 4 year course and 3 year course in India
9	Head Midwife	Professional Bachelors' degree (3 1/2 years + bachelors' project)	Authorization from National Board of Health	-	No certification course/ vocational training for mid-wife in India
10	Mid-wife	Professional Bachelors' degree (3 1/2 years + bachelors' project)	Authorization from National Board of Health	-	No certification course/ vocational training for mid-wife in India
11	Database Developer	At least 3 years of Information Technology education		<ul style="list-style-type: none"> Bachelors' degree- BE, B.Tech, BCA in Computer Science Masters' degree- M.Tech, Msc., MBA (Information Technology) in Computer Science Certifications in MS SQL, MS Access, Oracle 	People with only Masters' degree in Information Technology may not qualify
12	Information Technology Consultant	At least 3 years of Information Technology education		<ul style="list-style-type: none"> Bachelors' degree- BE, B.Tech, BCA in Computer Science Masters' degree- M.Tech, Msc., MBA (Information Technology) in Computer Science Certification- PMP, CCNS, CCNP, etc. 	People with only Masters' degree in Information Technology may not qualify

S. No	Profession	Qualification required in Denmark	Qualification Recognition	Indian Standard	Gap
13	Network Consultant	At least 3 years of Information Technology education		<ul style="list-style-type: none"> Bachelors' degree- BE, B.Tech, BCA in Computer Science Masters' degree- M.Tech, Msc., MBA (Information Technology) in Computer Science Certification- CCNS, CCNP, etc. 	People with only Masters' degree in Information Technology may not qualify
14	Software Developer	At least 3 years of Information Technology education	No authorization required.	<ul style="list-style-type: none"> Bachelors' degree- BE, B.Tech, BCA in Computer Science Masters' degree- M.Tech, Msc. in Computer Science 	-
15	Information Technology project manager	At least 3 years of Information Technology education	No authorization required.	<ul style="list-style-type: none"> Bachelors' degree- BE, B.Tech, BCA in Computer Science Masters' degree- M.Tech, Msc., MBA (Information Technology) in Computer Science 	People with only Masters' degree in Information Technology may not qualify
16	Accounting Manager	At least 3 years of education at University level	No authorization required.	<ul style="list-style-type: none"> B.Com (Bachelor's degree in Commerce) M.Com (Master's degree in Commerce) CPA (Certified Public Accountant) MBA (Master's of Business Administration) in Finance 	-
17	Social Worker	Professional Bachelors' Degree	No authorization required.	No defined qualification	No certification course/ vocational training for

S. No	Profession	Qualification required in Denmark	Qualification Recognition	Indian Standard	Gap
					social worker in India
18	Physiotherapist	Professional Bachelors' Degree	Authorization from National Board of Health	<ul style="list-style-type: none"> 4 year course of Bachelor of Physiotherapy (B.P.Th) 2 year course of Masters' of Physiotherapy 	-
19	Optician	Professional Bachelors' Degree	Authorization from National Board of Health	<ul style="list-style-type: none"> B.Sc. (Hons.) Ophthalmic Techniques (3-4 years) 5 year integrated course in M.Sc. Optometry & Vision Science 	People with a 3 year B.Sc may not qualify
20	Primary & Lower Secondary School Teacher	Professional Bachelors' Degree	Authorization from Danish Agency for International Education	<ul style="list-style-type: none"> B.ED Primary Teachers' training program M.ED 	B.ED and Primary
21	Sales Manager	At least 3 years of education at University Level	No authorization required	Bachelors' Degrees- B.Com, BBA Masters' Degree- MBA (Sales), MBA (Marketing)	-

3) France

In the French educational system primary education lasts for five years. Afterwards, students complete secondary education in four years. This is the compulsory level of education which one has to complete. However, after the compulsory level of education in France, students may either opt for general/technological education or professional education.

The educational structure of France comprises the following qualifications:

- School-leaving certificate
- Vocational Education and Training Qualifications
- First cycle education (e.g. Bachelor)
- Second cycle education (e.g. Master)
- Third cycle education (e.g. Doctor)

The table below highlights the qualifications and competent authority for various occupations in France. It also presents the Indian qualifications required for the same profession and the gap between the two.

S. No	Regulated Professions	Qualification required in France	Qualification Recognition	Indian Standard	Gap
1	Security Guard	SEC - Certificate attesting the completion of a secondary course	ENIC-NARIC France	Informal Training	Develop specialized courses
2	Teacher	1 year training following success in a competitive examination	ENIC-NARIC France	A bachelor + PHD	
3	Professions involving structural building work, fitting out and finishing of buildings	Diploma/Specialized training	ENIC-NARIC France	Informal Training	Develop specialized courses
4	Doctor	Specialized Medical Training	ENIC-NARIC France	5 year bachelor course	
5	Blacksmith	Diploma/Specialized training	ENIC-NARIC France	Informal Training	Develop specialized courses
6	Occupational Therapist	Bachelors	ENIC-NARIC France	3 year course	
7	Plumber	SEC - Certificate attesting the completion of a secondary course	ENIC-NARIC France	Informal Training	Develop specialized courses
8	Roofer	SEC - Certificate attesting the completion of a secondary course	ENIC-NARIC France	Informal Training	Develop specialized courses
9	Optician	Diploma (post-secondary education),	ENIC-NARIC France	Bachelor	
10	Audiometric Technician	DSE - Diploma (post-secondary education),	ENIC-NARIC France		

S. No	Regulated Professions	Qualification required in France	Qualification Recognition	Indian Standard	Gap
11	Car Painter	SEC - Certificate attesting the completion of a secondary course	ENIC-NARIC France		
12	Building Contractor	SEC - Certificate attesting the completion of a secondary course	ENIC-NARIC France		
13	Sports Instructor	SEC - Certificate attesting the completion of a secondary course	ENIC-NARIC France		
14	Nurse	Specialist Nurse Training	ENIC-NARIC France		
15	Midwife	Midwife training	ENIC-NARIC France	Informal Training	Develop specialized courses
16	Building Mechanic	Site Diploma of post-secondary level (3-4 years)	ENIC-NARIC France		

Another important fact about France is that for **unregulated professions**, a formal recognition from authorities is not generally required and it is the potential employer who determines the relevance of qualifications. However, individuals may encounter difficulties in gaining recognition of their professional qualifications at their true value and may find it difficult to find work at a professional level corresponding to their qualifications. In this event, he or she may appeal to information centers in the host country.

This section highlights that European countries have **specialized courses** for training their locals for various kinds of unique professions including **electrical contractor, roofer, plumber and occupational therapist**. Though India also has similar courses but they are not very popular in our country. These courses are taught in very few colleges/ universities; hence the visibility of such courses/professions is very low amongst the workforce. Various steps need to be taken in order to advertise or promote these courses. Moreover for certain occupations including that of mid-wife India need to develop specialized courses to train and equip the workers with skills and training to work in the target countries

10 Mapping with SWOT analysis

The labour market assessment (LMA) was commissioned by IOM to understand the skill level of the six European target countries. The framework of LMA consisted of two parts. The first part involved the study of the Strengths, Weaknesses, Opportunities and Threats for the Indian labour market and hence identifies the surplus skills in India which can be exported to European labour markets. IOM had outsourced this study to Mr. Anup K. Karan. The second part of the labour market assessment involved assessment of the labour market of the six target European nations. The objective of this study was to increased number of foreign recruitment requests ensuring a better match of demand and supply of skills at the required skills level. IOM has outsourced this study to KPMG. The current section maps the findings of the SWOT analysis conducted with the findings of the Labour market assessment conducted in Sweden, Denmark, Czech Republic, Poland, Romania, and France.

EU Level Mapping

The table below presents the requirement of various occupational groups across EU and the corresponding supply from India for 2015. (The data presented in the column “Projected total supply in India (millions)” has been taken from the SWOT analysis report)

Name of Occupations	EU requirements		Projected total supply in India (millions)	
	Annual Growth (%) between 2006-2015	Projected numbers by 2015 (million)	2009-10	2014-15
Legislators, senior officials and managers	1.5	4.0	3.47	3.99
Professionals (engineers, physicians, architects, etc.)	1.4	9.5	12.99	14.94
Technicians and associate professionals	1.5	11.6	7.15	8.22
Clerks (office clerks, computing machine operators, etc.)	-0.6	4.5	13.3	15.29
Service workers and shop and market	0.9	10.6	54.11	62.21

Name of Occupations	EU requirements		Projected total supply in India (millions)	
	Annual Growth (%) between 2006-2015	Projected numbers by 2015 (million)	2009-10	2014-15
sales workers				
Production workers I: Metal processors, machine operators, etc.	0.3	4.6	18.25	20.98
Production workers II: Artisans and other precision workers	-0.6	6.1	16.09	18.25

The table highlights that the total labour supply from India across various occupation groups is projected to be 143.8 million in 2014-15. The ‘Service workers and shop and market sales workers’ group shall have the maximum supply potential followed by ‘Production workers I: Metal processors, machine operators, etc.’ group. Moreover as per the EU requirements the Technicians and associate professionals will have the maximum numbers followed by the Service workers and shop and market sales workers.

Sectoral Mapping

The table below highlights the emerging sectors for the respective countries (as analyzed in the previous sections), and the expected labour supply in India in the medium-term.

Sectors	Projected Sectoral Employment in India (in 2015) (in Millions)			Sweden	Denmark	Czech Republic	Poland	Romania	France
	At 8%	At 9%	At 10%						
Information Technology and other high-skilled professionals	-	-	-	✓	✓	✓	✓		✓
Health and Personal care	17.31	17.58	17.85	✓	✓	✓			✓

Sectors	Projected Sectoral Employment in India (in 2015) (in Millions)			Sweden	Denmark	Czech Republic	Poland	Romania	France
	At 8%	At 9%	At 10%						
Construction	59.04	59.95	60.88				✓	✓	✓
Education	18.47	18.76	19.05	✓	✓				
Manufacturing	81.43	82.69	83.96				✓		

The above table indicates that among the emerging sectors for Sweden, Denmark, Czech Republic, Poland, Romania and France, India is forecasted to have maximum supply in the Manufacturing sector followed by the construction sector. The data for Information Technology services was not presented in the SWOT.

Occupational Mapping

The table below highlights the occupational groups which are expected to have maximum job openings between 2010 and 2020, and the expected supply in labour in India in the medium-term.

Sectors	Country						Projected total supply in India (2014-15) (in millions)*
	Sweden	Denmark	Czech Republic	Poland	Romania	France	
Professionals	✓	✓	✓	✓	✓	✓	14.94
Technicians and associate professionals	✓	✓	✓	-	-	✓	8.22
Service workers and shop and market sales workers	✓	-	-	✓	✓	-	62.21
Craft and related trade workers	-	-	✓	✓	-	-	-
Elementary occupations	-	✓	-	-	✓	-	-
Legislators, senior officials and managers	-	-	-	-	-	✓	3.99

* Source: SWOT Analysis in India in the field of International Labour Market: Anup K. Karan and S.K. Sasikumar

As shown in the table above, demand for high skilled professionals is expected to increase across Europe (the jobs expected to be created for people with high-level qualifications in France, Sweden and Denmark are 2.2 mn, 0.45 mn and 0.23 mn respectively) in various sectors. Health and personal care, which comes under the ‘Professionals’ and ‘Technical and associate professionals’ group, in Denmark and Sweden, for example, have shortage of physicians, dentists, nurses, etc. At an EU-27+ level the number of people with high-level qualifications is expected to rise by almost 28 million by 2020.

Box: 1.5: The Demographic Dividend of India

The increase in percentage of India’s younger population, compared to other developed countries, is not only an emerging opportunity but is also a big challenge for India.

Though the maximum percentage of Indian population is in the working class age group (15 – 64), a significant proportion of them are uneducated. As per the SWOT analysis conducted, the general educational achievement of Indian population is bottom heavy. In the year 2004-05 approximately 40 percent of the total population was illiterate with an additional 32 percent educated only up to primary level. Only 9 percent of total population was educated till the higher secondary or above and only 4 percent till graduate level and above. The proportion of graduates in the plus 20 bracket was approximately 7 percent, a percentage that remained the same for population with a higher secondary education but no graduate education. The proportion of educational achievements among women is further lower as 48 percent of all women were illiterate in the year 2004-05. In addition, only 8 percent and less than 3 percent women of aged 20 years or above had completed their higher secondary and graduate education respectively in the same year.

Thus, despite possessing a significant percentage of population in the working age group, India would only be able to effectively reap the benefits of this demographic dividend by educating and training its workforce. India needs to develop more infrastructure and facilities including primary schools, colleges, etc. which can educate the low skilled workers in order to bridge the talent gap. In order to make the Indian workforce more skilled, thus making Indian migrant workers more exportable, India needs to enhance/develop sector-specific vocational training institutes as part of a medium/long term strategy, This would assist potential Indian migrants in acquiring a diverse range of applicable skills and equip them to compete with the workforce from other labour exporting nations.

11 Summary of assessment and roadmap

11.1 Summary of assessment

Significant migration opportunities attributed to factors like demographic shifts, policy level changes, etc., have been established especially in Sweden, Denmark and France. Demographic developments across EU suggest a decline in the number of working age population. In the next decade, the number of people in the age group of 45-64 is expected to increase; while the 15-44 age group population and the labour force is expected to decline.

Unified procedures for migration

Overall, the EU is moving towards a unified procedure for work and residence permits. In May 2009, after extended negotiations, the EU member states agreed on a common legislative framework to govern the immigration of highly qualified workers from third countries. The 'Blue Card' scheme aims to create an EU-wide work permit for high-skilled non-EU citizens. Once implemented, it will allow highly qualified workers from third countries to work in the EU for an initial period of four years if they fulfill the mandated criteria, which includes a professional degree/ diploma or a five years occupational training, a signed job contract and minimum annual gross income of at least 50 percent above the national average of the EU country. Countries like Denmark, Sweden and France have taken additional steps, highlighted below, in order to facilitate immigration from third world countries.

Demand-driven legislative reforms

Sweden, Denmark and France have taken substantial steps towards the integration of their labour migration policies to support the future skill requirements. Sweden introduced a new policy on labour migration in 2008 to provide flexibility to employers for hiring third-country nationals if they satisfy the job requirements. The legislation has also extended the time limit for the issuance of temporary work permits to two years. The positive impact of the new legislative framework is evident from the fact that, despite the economic recession, applications for work permits increased by 30 percent in 2009 compared to 16,500 applications in 2008.

Denmark in February 2008 concluded an inter-party agreement to facilitate supply of labour to enterprises, which included initiatives to increase recruitment of foreign labour. Accordingly, various schemes such as the Positive List and the Green Card were introduced to attract high-skilled workers to the country. The Positive List is a list of all occupations with foreign labour requirement and is published every six months. The Green Card, on the other hand, is a point-based system meant for hiring professionally qualified people. As a measure aimed towards retaining the foreign labour force for a longer duration, the Danish government has introduced a

special tax scheme for researchers and highly skilled professionals under which the tax rate would be 26 percent for five years effective from 2011.

France has progressively lifted the restrictions on labour mobility affecting migrants. Currently the French labour market is open for all EU nationals, with some restrictions on Bulgarian and Romanian nationals (only 150 occupations are open for employment for them). France has prepared a list of 30 occupations which are open for employment opportunities to third country nationals. France has also entered into labour mobility agreements with various countries (including Gabon, Tunisia, etc.) identifying other occupations or avenues of labour migration in addition to the 30 specified in the shortage list. It has also opened up its student intake (especially from Asia) and eased associated processes. This is aimed at fulfilling its skilled workforce requirements for the future.

Privileged: Highly-Skilled Labour Migration

Considering the expected demand for high skilled professionals, the EU countries are introducing measures to facilitate easy access to third country nationals who meet these criteria. Denmark's special tax scheme for researchers' and highly-skilled professionals sharply reduces the income tax to be paid by these foreign nationals and the Green Card scheme removes the requirement of a work contract for issue of work authorization. Latest policy changes implemented in France intend to facilitate migration of high-skilled professionals with increased work permit validity duration and simplified procedures for their families to migrate as well.

Most countries have defined requirements in terms of professional qualifications/ certification required by third country nationals for employment in various fields in different occupations. All regulated professions in most countries require a certification of the degree/ diploma, acquired in country of origin, from a competent authority in the country of destination.

Box: 1.6: Rise of Europe's Right-Wing Populists

Since September 2008, because of the severe economic downturn, many European economies are facing trying times. Significant job losses and increasing unemployment rates are common bi-products of a recession.

As a result, there is an anti-migration sentiment sweeping across many European countries as immigration reduces employment opportunities for the local workforce. This, in turn, has given rise to a large increase in the electoral support to, right-wing political parties which advocate an anti-immigration stand.

The importance of right-wing populism was especially visible during the spring 2009 European Parliament elections, when populist parties such as Italy's anti-immigration Northern League, the British National Party and the Hungarian ultra-nationalistic Jobbik all celebrated increased support, at the expense of established parties. The European right-wing populism has even reached the shores of Finland. The sudden rise of the True Finns marks a historical breakthrough in the Finnish political system, which for decades has been characterized by stability, consensus and rotating coalitions between the “large three” - Social Democrats, the Center and National Coalition parties. Until recently, True Finns was just a minor player on the in Finnish politics. In the 2007 general elections the party obtained only 4 percent of the vote, but four years later, they managed increase this to 19 percent. This made the True Finns the third largest group in the Finnish parliament.

Other European political parties which have been advocating a cut in immigration quotas, have also seen a rise in political support, and include the National Front (France), Party for Freedom (Netherlands), Vlaams Belang (Belgium), Freedom Party of Austria and Alliance for the Future of Austria, the Sweden Democrats. Similar parties and movements have gained support in Bulgaria, Denmark, Greece, Hungary, Latvia, Romania and Slovakia.

However this may just be a passing phase. One may infer that once the economies revive from the financial crisis, the demand for workforce would again pick up in the EU. Demographic trends indicate that due to an ageing population in many EU countries, the demand for labour force to likely to increase over the next decade. Moreover with the advent of Blue Card Policy, the inflow of high skilled migrants in the European Member states is expected to rise. Once EU economies start recovering from the economic downturn, market forces are likely to prevail and the demand for migrant workers would once again increase.

Thus, in the long run, the economic value in sourcing of migrant workforce is expected to overshadow the right-wing sentiments being propagated by some political factions.

Migrant Integration: A concern

Even though the legislative framework around migration is being updated to address the need of the labour market, migrant integration could be an area of concern. Only a few countries have taken some initiatives towards this. The French authorities have implemented a clearly defined and structured program for migrant integration which includes language training, information sharing pre-arrival, etc. The Lisbon Treaty provides for a new legal basis for integration empowering the European Parliament and the Council “to establish measures to provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals residing legally in their territories, excluding any harmonization of the laws and regulations of the Member States” (Article 79.4 TFEU). The successful integration of legally resident third-country nationals will be a key to maximizing the benefits of immigration.

Sectoral and Occupational Opportunities

This section summarizes the sectoral and occupational level opportunities for India in the target countries. The following table provides highlights sectors of opportunity on the basis of three criteria:

- Percentage share of sectors in total employment over the years (1995-2007/2008)
- Percentage change in employment over the years (1995-2007/2008)
- Contribution to GDP.

Table 11.1.1: Sectors of Opportunity

Sectors	Country					
	Sweden	Denmark	Czech Republic	Poland	Romania	France
Information Technology and other high-skilled professionals	✓	✓	✓	✓		✓
Health and Personal care	✓	✓	✓			✓
Construction				✓	✓	✓
Education	✓	✓				
Manufacturing				✓		

The Information Technology sector employs most of the Indians in the six countries studied as part of the assessment. The ‘Professionals’ occupation group (which includes system designers, programmers, etc.) and the ‘Technicians and associate professionals’ (which includes computer

assistants, equipment operators, etc.) have registered significant growth in terms of number of people employed and are projected to have substantial job openings between 2010 and 2020.

The demographic shift that is being experienced by the whole of Europe has resulted in an increase in the activities in the health and personal care sector. The ageing population would lead to an increase in demand for health and personal care professionals. The sector comprises human health activities (hospitals and medical and dental practices), residential care activities (nursing, mental health, elderly, disabled), social services activities (elderly, disabled, child day-care) and veterinary activities. While ageing is the major driver for demand in the sector, it is catalyzed in some countries by outflow of labour to neighboring countries with higher wage rates. A number of medical professionals, for example, are migrating out of Czech Republic and to countries like Germany which offer higher wages. Hence the brain-drain is widening the gap between demand and supply in this sector.

The construction sector has emerged as a major contributor to GDP and employs foreign labourers in large numbers. The ‘Craft and Related Trade workers’ (which includes building trade workers, machinery and related workers) and the ‘Elementary Occupation’ (which includes construction labourers) are projected to have large number of job openings between 2010 and 2020 (refer Table 8.1.2 below)

The table below highlights the occupational groups which are expected to have maximum job openings between 2010 and 2020.

Table 11.1.2: Maximum Job Opening, 2010-2020

Sectors	Country					
	Sweden	Denmark	Czech Republic	Poland	Romania	France
Professionals	✓	✓	✓	✓	✓	✓
Technicians and associate professionals	✓	✓	✓	-	-	✓
Service workers and shop and market sales workers	✓	-	-	✓	✓	-
Craft and related trade workers	-	-	✓	✓	-	-
Elementary occupations	-	✓	-	-	✓	-
Legislators, senior officials and managers	-	-	-	-	-	✓

* Source: SWOT Analysis in India in the field of International Labour Market: Anup K. Karan and S.K. Sasikumar

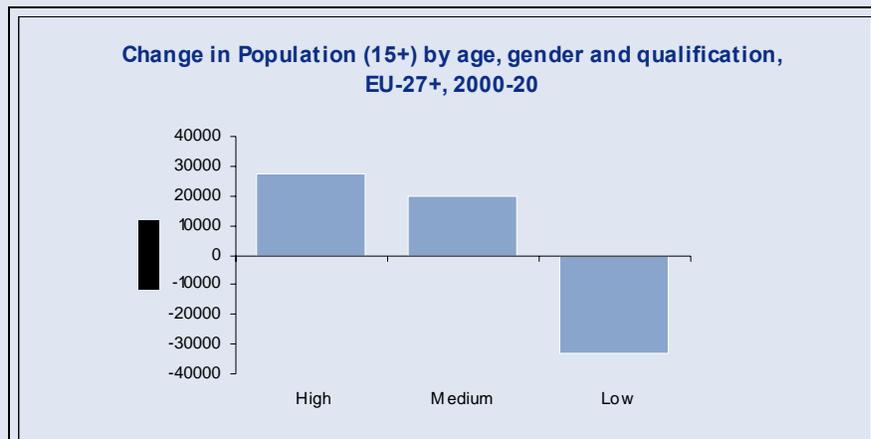
As shown in the table above, demand for high skilled professionals is expected to increase across Europe (the jobs expected to be created for people with high-level qualifications in France, Sweden and Denmark are 2.2 mn, 0.45 mn and 0.23 mn respectively) in various sectors. Health and personal care, which comes under the 'Professionals' and 'Technical and associate professionals' group, in Denmark and Sweden, for example, have shortage of physicians, dentists, nurses, etc. At an EU-27⁺ level the number of people with high-level qualifications is expected to rise by almost 28 million by 2020⁷⁵.

⁷⁵ 'Skills supply and demand in Europe', CEDEFOP

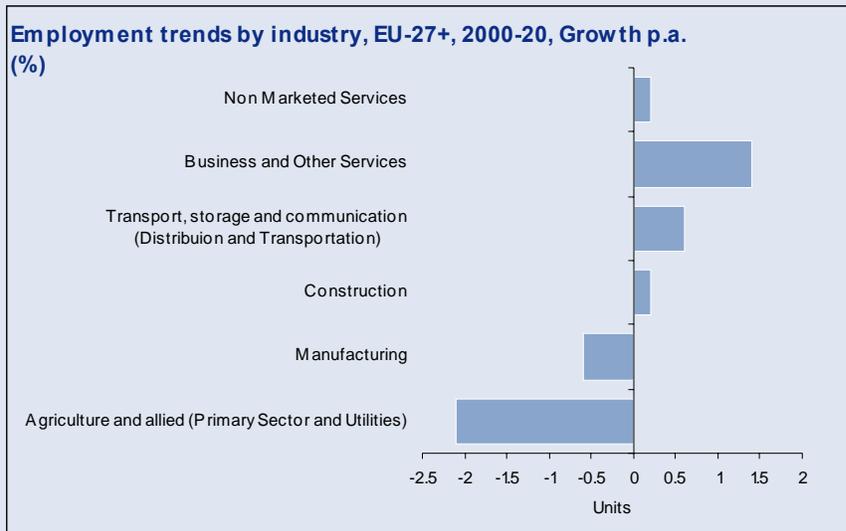
Box: 1.7: European skill forecasts

Cedefop's 'Skill Supply and Demand in Europe – Medium term forecast up to 2020' publication has forecasted future development in terms of distribution of population with respect to skills and occupations.

The report highlights a general increase in the skill level requirements in EU 27+ in the next 10 years. In particular, the expected increase in the number of jobs employing high and low skilled people is more significant.



In terms of sectoral growth, maximum growth is expected for the Business and Other Services which include activities like Banking and finance, Insurance, Computing services, Professional services, Other Business services and Miscellaneous services.



11.2 Future roadmap

The analysis presented in the preceding section highlights that there are significant migration opportunities for Indian migrants in the medium-to-long term. The key elements of a policy agenda towards enabling these opportunities have been outlined below:

Skill development and accreditation

The SWOT analysis study presents the current skill development and accreditation system in India. It highlights various gaps in the system including:

- Multiplicity of institutions providing different levels of skills with lack of standardization of courses and degrees across regions and trades of expertise.
- Number of skill providing institutions is still very low in lesser-developed states.
- Effort to formalize and standardize the informal learning of skill is far less than required.
- Lack of standard system of certification of skills of workers who acquire skill with work experience.
- A large number of courses are not geared towards emerging needs of the labour markets in India and abroad.

It is evident from the above points that there is a need to upgrade the current system of skill development and certification in the country. This is even more relevant in the context of migration to European countries which have formal education and qualification standards that need to be met. In this regard, the following initiatives are proposed:

1. *Development of a unified system for skill accreditation and certification:* It is proposed that a unified system for formalizing variety of skills acquired through both formal and informal learning should be developed. The system should provide a standard tool for assessing skills across trades, across education/ skill-providing centers and should take into account learning acquired through informal means. The system should be **mapped to the European Qualification Framework (EQF)** (Refer Appendice 4 for ‘Knowledge’, ‘Skill’ and ‘Competence’ requirements for the different levels of EQF) in consultations with European representatives to facilitate a fair assessment of Indian skills/ qualifications by the European authorities. The EQF is a common European qualification reference system which will be used to link different countries’ national qualifications systems and frameworks together. For practical purpose, it will function as a translation tool making qualifications more readable. This will help equate the educational qualification achieved in one country with another,

The EQF classifies human capacities into three major areas: knowledge, skills and competence. The framework can be applied to any domain or discipline and covers all

areas of learning (formal education, professional and lifelong learning). It, however, assumes that all individuals will have basic knowledge. It doesn't define any level to identify people with not even basic knowledge. A level '0' may be added for the same.

2. *Upgradation of curricula to international standards:* In order to effectively meet the supply gaps in Europe, it is recommended that the current training curriculum, especially in ITIs and ITCs, should be upgraded to match international skill standards. The structure and academic content of the educational programmes should be evaluated and outdated modules should be phased out. Relationship between theory and practice in the educational programmes should also be reviewed and necessary changes should be introduced. Academic content and relationship between theory and practice are key considerations in the assessment for foreign qualifications by European authorities and hence are important for the development of global skill sets.

Affiliations with foreign universities and institutions should also be encouraged to allow creation of curricula geared towards emerging needs to the international labour markets. This will aid in exporting Indian skills abroad as their educational qualification would be recognized in the destination country

Box: 1.8: Illustrative List of Institutions for matching the Skills standards in EU

This box provides an illustrative list of institutions with which India may partner, so as to better match the skills of the Indian migrants to those which are needed in the European Member States.

It may be noted that this section provides an indicative list of institutions in Sweden, Denmark and France only, based on availability of relevant data.

Sweden

- Swedish National Agency for Higher Education
- National Board of Health and Welfare
- Swedish Board of Supervision of Estate Agents
- Swedish National Electrical Safety Board

Denmark

- National Board of Health
- Danish Agency for International Education

France

- European Network of Information Centers – National Academic Recognition Information Centers (ENIC-NARIC, France)

3. *Expanding access to skill development opportunities through ICT:* The Government of Philippines is implementing an eTESDA programme which aims at expanding learning opportunities by the use of ICT and eTESDA centers. The key functionalities of the programme include:

- Online training: Promotes distance education learning, courses can be accessed anytime anywhere over the internet.
- Online assessment: Provides facility to assess if an individual is ready to assume a job.
- Career Guidance: Provides tools for career growth and development based on ability and interests.
- Career information services: Provides assistance on resume writing, interview strategies, etc.

eTESDA centers are being established across Philippines to allow citizens with limited internet connectivity to access TESDA services and products. A similar programme can be conceptualized in India for sharpening citizens' skills and improving India's labor supply potential.

It was observed as part of this study that knowledge of local language is often important for taking up employment in the target European countries. To address this, training courses can be developed and made available over the internet to facilitate learning of these languages.

Box: 1.9: Illustrative List of Occupation for migration

This box provides an illustrative list of occupations in which migration opportunities are high based on the labor shortage lists in Sweden, Denmark and France.

Please note that this section provides only an indicative list of professions in Sweden, Denmark and France based on data availability.

Sweden

- Nurses
- Remedial teachers
- High school teachers, practical studies
- Midwives
- Engineers, mining and metal
- Personal care staff
- Construction Workers.

Denmark

- Construction Engineer
- Primary School Teacher
- Elderly Care
- Hospital Physicist
- Database Developer
- System Developer
- Remedial Teacher.

France

- Security Guard
- Teacher
- Professions involving structural building work, fitting out and finishing of buildings
- Doctor
- Plumber
- Roofer
- Nurse
- Midwife
- Building Site Mechanic.

4. *Promotion of student migration:* Migration of students to study in destination countries can help build skills which may otherwise be difficult to acquire in India. It is therefore recommended that the mobility of students should be promoted and bilateral consultations should be held to look at ways to facilitate student migration for the benefit of both countries.

Box: 1.10: Promoting Student Migration

International student mobility is one of the few forms of migration that is welcome in host countries. Therefore, in order to increase migration to specific destination countries, India should aim to increase migration of students.

Student migration has many advantages. Firstly, it gives an in-depth cultural experience of the destination country to potential Indian migrants. Once a student population is well-established in a destination country, this becomes a very important support system to other aspirants and makes it easier for long-term potential migrants. Secondly, migration of students to study in destination countries helps in honing skills which may otherwise be difficult to acquire in India. Thus it also helps Indian migrants bridge the skill gap.

It is therefore recommended that the mobility of students should be promoted and bilateral consultations should be held to look at ways to facilitate student migration for the benefit of all participating countries.

Human Resource Mobility Partnership

Since the migration process is on an international scale, it is imperative that human resource mobility partnership agreements are pursued with the destination countries. These partnerships can comprise two agreements which include bilateral labour mobility agreements and social security agreements.

Bilateral Labour Mobility Agreements

These agreements can help in:

- expanding economic co-operation in the field of labour and employment
- facilitating legal and organized migration to meet the growing demand for workers
- preventing irregular migration.

India has recently signed a labour mobility agreement with Denmark. The agreement provides for cooperation between the two countries concerning (a) labour market expansion, (b) employment facilitation (c) organized entry and orderly migration and (d) exchange of information and cooperation in introducing best practices for mutual benefit of labour and employment for qualified workers within their national objectives and the relevant laws. The Memorandum of Understanding (MOU) with Denmark also provides for the constitution of a Joint Working Group with representatives of both the countries which will:

- study and suggest means for enhancing cooperation
- oversee implementation of MOU provisions
- suggest amendments to the MOU for better achievements of its objectives
- create guidance material on rights and duties of employers and workers to minimize labour disputes
- Recommend measures to prevent misuse of visit visas by unscrupulous employers and recruiting agencies and recommend initiatives to address any issues that might arise in the context of the MOU.

It is proposed that similar labour mobility agreements should be pursued with other European countries. Such agreements will help to curb irregular migration in to a country and also will aid in fulfilling the shortage of labour force. It is also imperative these agreements are implemented and reviewed periodically to ensure that the desired results are being delivered.

Social security agreements

While working abroad, migrants are subject to social security regulations of the destination country. It was observed as part this study that the migrants have to contribute a significant proportion of their earnings towards social security. However, the benefits of these contributions are often not realized especially in case of temporary migrants. This is a disincentive for many migrants who are primarily interested in making economic gains.

India already has social security agreements with Norway, Belgium, Germany, France, Switzerland, Netherlands, Luxembourg, Hungary, Denmark, Czech Republic and South Korea⁷⁶. As a way forward, it should also look at entering into social security agreements with other European countries to ensure the social security deductions are not applied or get refunded in case of short-term/ temporary migration.

Promoting India's supply potential

It was observed as part of this study that India is predominately recognized for its capabilities in the Information Technology domain. Most of the stakeholders met as part of the study were not aware of India's supply potential in other domains.

It is therefore proposed that campaigns to promote India in both Information Technology and other areas should be conducted in the target countries. Awareness also needs to be generated regarding India's education system and network of skill development centers. This is particularly important to ensure that the Indian degrees are assessed by competent authorities in

⁷⁶ <http://economictimes.indiatimes.com/news/economy/policy/India-signs-social-security-agreement-with-Norway/articleshow/6840661.cms>

a fair manner. India's social and cultural aspects should also be highlighted to dispel apprehensions regarding integration of Indian citizens in the foreign society.

The following table illustrates the key stakeholders that should be covered as part of the campaign and the aspects that need to be highlighted:

Stakeholder	Aspects to be highlighted
Ministries/Departments handling labour affairs	<ul style="list-style-type: none"> • The strong profile of Indian workforce • Supply potential in various areas • Social and cultural aspects • Aspects related to integration in the society • Case studies/ data from the migration to US/ Canada/ UK
Ministries/Departments handling certifications/ accreditations	<ul style="list-style-type: none"> • Educational standards in India • Top institutions/ universities
Industry associations/ employer groups	<ul style="list-style-type: none"> • The strong profile of Indian workforce • Educational standards in India • Case studies/ data from the migration to US/ Canada/ UK
Trade Unions	<ul style="list-style-type: none"> • The strong profile of Indian workforce • Social and cultural aspects • Aspects related to integration in the society

Information regarding the above aspects should also be made available through websites and printed materials such as brochures, promotional video, etc.

Promoting awareness and facilitating migration

It has been observed that only a small number of Indian citizens currently apply for employment opportunities in the European countries. A key reason for this is expected to be the lack of awareness about opportunities in these countries.

It is proposed that information regarding European countries which have employment opportunities for third country nationals should be disseminated through websites and should also be made available at Protector of Emigrants (PoE) offices. An online portal may also be setup to allow citizens to view and apply for job opportunities in these countries. Consent may be sought to facilitate automatic inclusion of job openings from EURES, the European Job mobility portal, as soon as these openings are offered to third-country citizens. European countries, which are facing labour shortage problems and/ or have taken measures for

promoting/ easing the hiring of third country nationals, should also be encouraged to setup their centers in India to promote their country as a migration destination.

Pre-departure orientation trainings (on destination country's laws, culture and language) should be conducted to facilitate quick adaptability of emigrants to the conditions of the foreign land. The training should be facilitated through PoEs who can enter into partnerships with state governments, vocational training institutes and select non-government organizations.

Box: 1.11: Focus Areas for Government of India

The key areas for government of India for enabling migration opportunities for the medium and low skilled migrants are as follows:

- 1 **Information Management:** The government should adopt the appropriate mechanism to ensure that the migrants have easy access to all the necessary and updated information related to relevant Migration. Migrant resource-centers should be able to provide such a service. The center should provide detailed information on a wide range of migration issues including the type of visas, local language etc for a specific target country.
- 2 **Legal Framework:** The government must ensure that there is a well-defined policy in place for different types of migration including migration for short duration. Human resource mobility partnerships and labour mobility partnership should be encouraged.
- 3 **Capacity Building:** As part of capacity building measures, standards, certification and testing of the skills of the migrants should be undertaken. There should also be a training program for imparting of soft skills which should include teaching of local language and local culture
- 4 **Post Migration Integration:** The government needs to promote India's supply potential across various sectors. They should conduct trade fairs and connect with Indian Diaspora abroad in order to highlight India's skills across certain sectors.

As can be observed above, the focus areas highlighted in the first three points are related to supply and these would encourage the supply of Indian migrant workforce. The fourth focus area would help increase the demand of Indian workforce across the globe.

Migration management

It is imperative to ensure that the efforts to promote migration of Indians to Europe are effectively managed and evaluated. An online information system should be developed to capture the trends in migration to Europe. The figures pertaining to the number of Indians migrating to the EU should be captured in an online system. Further, this data must be bifurcated into sectors/occupations of these Indian migrants in the EU.

This data can be captured as and when the migrants are issued a visa by the respective agency of each of the member states of the EU. The data entered by each member state of EU should be accumulated in a central data base. Then this raw data should be used as an input to forecast the future demand in these countries for various sectors/occupations. Such an online information system may help India plan according to the foreseen trends in various sectors / occupations and can aid in policy formulations.

Developing mutually beneficial relationships

It is proposed that India should proactively try and develop relations with some key organizations in the target countries. A list should be created with the relevant details of all the key organizations and their key contact persons. These details can be fed into the e-migration system (being implemented by MoIA) and constantly updated. This list will serve as a ready reference for contact points in a particular country, in a particular sector, and help identify more and more employment opportunities for Indian migrants.

Deeper relationships should be developed and maintained with these organizations to promote the supply of Indian labour force. For instance, Information Technology industry association of India which is NASSCOM can work with its counterpart in the target countries to promote the Indian Information Technology workforce. Similarly apex organizations of other sectors can also help augment the supply of the Indian migrant workforce.

An indicative list of key organization is as follows: database

Sector	Indian Counterpart Organization	Country	Organization
Trade	1. Associated Chamber of Commerce & Industry of India 2. India Trade Promotion Organization	Sweden	Sweden Chamber of Commerce Link: http://www.cci.se/en/
Information Technology/ Software	Nasscom	Poland	Association of Information Technology & Business Process Services Companies in Poland (ASPIRE) Link: http://www.ceeoa.org/en/members

Sector	Indian Counterpart Organization	Country	Organization
		Czech Republic	Czech ICT Alliance Link: http://www.czechict.cz
		Romania	Employer's Association of the Software and Services Industry Link: www.anis.ro
Construction	Builder's Association of India	Sweden	Swedish Construction Federation Link: http://www.bygg.org/in_english.asp
		Denmark	The Danish Construction Association Link: http://www.danskbyggeri.dk/english/english
		Romania	Romanian Association of Construction Companies
Manufacturing	-	EU	European Automobile Manufacturers Association (ACEA) Link: http://www.acea.be/index.php
Employer association	Employer Federation of India	Sweden	Confederation of Swedish Enterprise Link: http://www.svensktnaringsliv.se/english/
		Denmark	Confederation of Danish Industry Link: http://di.dk/ENGLISH/ABOUTDI/CONFEDERATION/Pages/confederation.aspx
		Czech Republic	Confederation of Employers' and Entrepreneurs' Associations of the Czech Republic Link: www.kzps.cz
		France	General Confederation of small and middle size enterprises of France
		EU	Federation of European Employers Link: http://www.fedee.com/

Leveraging the Indian Diaspora in EU

Another dimension which can be further explored is the active use of the Indian diaspora in EU. Indian Diaspora is a generic term used for addressing people who have migrated from the territories that are currently within the borders of the Republic of India. It constitutes NRIs (Non-resident Indians) and PIOs (Persons of Indian origins). The Indian Diaspora is estimated to be over 30 million.⁷⁷ Thus it is proposed that India should try and leverage relations with Indian people who are in positions of power to build relationships in the target European countries.

The aim of this step is to build relationships with Indians who have migrated to EU and have become influential in their line of work. The presence of NRIs in a particular sector may aid India develop further contacts within a particular industry to export Indian skills abroad. Thus if relationships are maintained with the influential NRIs, India may get updates about the skill requirements in the target countries and thereby may get an opportunity to pro-actively supply Indian migrant work force to fulfill the skill gaps in EU.

⁷⁷ <http://india.gov.in/overseas/diaspora/nri.php>

Appendix

Appendix 1: References

The main data sources used as part of the LMA study include:

- **International Organization for Migration (IOM)** - Detailed discussions were conducted with the IOM representatives in India and in the six European countries.
- **Eurostat**- Eurostat is the statistical office of the European Union situated in Luxembourg. Its task is to provide the European Union with statistics at European level that enable comparisons between countries and regions.
- **International Labour Organization (ILO)** - The International Labour Organization (ILO) is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues. The main databases of ILO which shall be considered as part of the study include:
 - Key Indicators of the Labour Market (KILM): It is published every two years since 1999, the KILM is a collection of 20 key indicators of the labour market, ranging from employment and variables relating to employment (status, sector, hours, etc.) to the lack of work and the characteristics of jobseekers, education, wages and compensation costs, labour productivity and working poverty.
 - Labrosta: It is a database for labour statistics. It has covered official core labour statistics and estimates for over 200 countries since 1969.
- **Cedefop Publications**- Cedefop the European Center for the Development of Vocational Training, was established in 1975. It is a European agency that helps promote and develop vocational education and training in the European Union (EU). It is the EU's reference center for vocational education and training. The various publications which shall be considered include:
 - Skills supply and demand in Europe: medium-term forecast up to 2020
 - Future skill needs in Europe Medium-term forecast
- **United Nations Economic Commission for Europe (UNECE)** - The United Nations Economic Commission for Europe (UNECE) was set up in 1947. Its major aim is to promote pan-European economic integration. All the member countries dialogue and cooperate under the aegis of the UNECE on economic and sectoral issues. To this end, it provides analysis, policy advice and assistance to governments; it gives focus to the United Nations global mandates in the economic

field, in cooperation with other global players and key stakeholders, notably the business community.

- **Organization for economic cooperation and development (OECD)** - OECD brings together the governments of countries committed to democracy. The organization provides a setting where governments compare policy experiences, seek answers to common problems, identify good practice and coordinate domestic and international policies. Within OECD the following sources have been considered.
 - OECD Factbook: OECD's Factbook is a comprehensive statistical annual publication showing a wide range of key statistics for its member countries and major additional countries.
 - OECD Economic Outlook: OECD Economic Outlook, published twice a year, analyses the major trends and forces that shape the short-term economic prospects. It provides in depth coverage of the economic policy measures required to foster growth and stable prices in each Member country.
- **US Census Bureau International Database (IDB)** - The International Data Base (IDB) offers a variety of demographic indicators for countries and areas of the world with a population of 5,000 or more. The IDB has provided access to demographic data for over 25 years to governments, academics, other organizations, and the public. It is funded by organizations that sponsor the research of the Census Bureau's International Programs Center.
- **United Nations Statistics Division (UNSD)** - It is the official statistical division of the United Nation. The Division regularly publishes data updates, including the Statistical Yearbook and World Statistics Pocketbook, and books and reports on statistics and statistical methods. The Division's databases are also available on its website.
- UN Population Division, World Population Prospects
- CIA - The World Factbook
- National Statistical Organizations- Country profiles of statistical systems are updated by National Statistical Offices worldwide. Statistical sites of the target European nations are being used. The websites of the following organizations/ institutions shall be considered:
 - Czech Republic Statistical Office
 - Statistics Denmark
 - National Institute of Statistics and Economic Studies (INSEE)
 - Central Statistical Office of Poland
 - National Institute of Statistics
 - Statistics Sweden

- World Bank - The World Bank is a vital source of financial and technical assistance to developing countries around the world. World Bank online database provides access to the World Bank's formal publications, including the acclaimed World Development Report.
- International Monetary Fund (IMF) - The International Monetary Fund (IMF) is an organization of 187 countries, working to foster global monetary cooperation, secure financial stability, facilitate international trade, promote high employment and sustainable economic growth, and reduce poverty around the world. Its publications provide an overview of the Economic status of various countries.
- *'International Migration Outlook: SPOEMI'*, 2010, OECD

Reference for Sweden:

- Website - Statistics Sweden , http://www.scb.se/default_2154.aspx
- Centre for Research in International Migration and Ethnic Relations Stockholm University, <http://www.migrationinformation.org/usfocus/display.cfm?ID=406>
- *'OECD Reviews of Migrant Education, Sweden'*, March 2010, Miho Taguma, Moonhee Kim, Satya Brink and Janna Teltemann, OECD
- *'The future population of Sweden 2009–2060'*, Statistics Sweden
- *'New rules for labour immigration'*, Government Offices of Sweden
- Sweden's official website, <http://www.sweden.se/eng/Home/>
- Website - Swedish National Agency for Higher Education, <http://www.hsv.se/2.539a949110f3d5914ec800056285.html>

References for Denmark:

- Website - IOM Denmark, <http://www.iom.int/jahia/Jahia/denmark>
- *'Status over udenlandsk arbejdskraft i danmark'*, 22 September 2010, The Labour Market Authority, Denmark
- *'Country Report, Denmark'*, September 2010, Copenhagen Institute of Future Studies.
- *'Working in Denmark- a guide to the Danish Labour Market'*, Ministry of Employment, Denmark
- Article published by the Danish Confederation of Trade Unions based on the findings of OECD Labour Force Surveys
- The Positive List, July 2009, Danish Immigration Services

References for Czech Republic:

- *'Labour Migration Development in the Czech Republic in the context of the Economic Crisis'*, Milada Harakova, June 2009, Research Institute for Labour and Social Affairs.
- Website - Ministry of Labour and Social Affairs, Czech Republic, <http://www.mpsv.cz/>
- *'The Labour Market in Czech Republic and opportunities for Low Skilled Workers'*, World Bank, http://siteresources.worldbank.org/ECAEXT/Resources/2585981224622402506/CZ_Roma_Employment_Ch3.pdf
- *'Fact Sheet No. 7- Labour Availability'*, January 2010, CzechInvest.
- *'Intercultural opening of the labour market and employment institutions in the Czech Republic'*, by Milada Harakova and Pavel Bares, June 2010.
- *'Fact Sheet 10- Education System'*, CzechInvest, September 2010
- *'Education at a Glance'*, 2010, OECD
- *'Information Technology and Software Development in Czech Republic'*, Czech Invest

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- Website - IOM Poland, <http://www.iom.int/jahia/Jahia/activities/europe/central-europe/poland>
- *'The System Of Education in Poland'*, Warsaw 2010, Polish EURYDICE Unit in consultation with the experts from the Ministry of National Education, the Ministry of Science and Higher Education and Refernet (Co - operation Fund Foundation)
- *'Employment in Poland, 2007'*, Ministry of Labour and Social Policy
- *'Employment in Poland, 2008'*, Ministry of Labour and Social Policy
- *'Labour mobility within the EU in the context of enlargement and the functioning of the transitional arrangements'*, European Integration Consortium
- *'Priorities and Developmental Directions of Polish'*, The Institute of Public Affairs
- Website - Central Statistical Office, Poland, <http://www.stat.gov.pl/english/>
- Website - Office for Foreigners, <http://www.udsc.gov.pl/index.php?document=264>
- Website - Minister of Science and Higher Education, <http://www.nauka.gov.pl/home/>

References for Romania:

- National Centre for Recognition and Equivalence of Diplomas (CNRED), <http://www.cnred.edu.ro/>

References for France:

- Website – IOM , France, <http://www.iom.int/jahia/Jahia/activities/europe/western-europe/france>
- Migration and Remittances Factbook 2011, The World Bank
- *'The opening of France's labour market to new EU member states: an economic primer'*, Tresor Economics

- Website - OFII (Office Français de l'Immigration et de l'Intégration), <http://www.ofii.fr/default.php3>
- *'Infos migrations'*, Ministère de l'immigration, de l'intégration, de l'identité nationale et du développement solidaire
- *'Invisible et modèle ? Première approche de l'immigration sud-asiatique en France'*, September 2009, Ministère de l'Immigration, de l'Intégration, de l'Identité nationale et du Développement solidaire
- French Education System, <http://www.euroeducation.net/prof/franco.htm>
- ENIC-NARIC France, <http://www.ciep.fr/en/enic-naricfr/index.php>
- National Institute of Statistics and Economic Studies, France, <http://www.insee.fr/en/default.asp>

Appendix 2: List of stakeholders met as part of the primary study

As part of the primary study, the project team interacted with various stakeholders in the target countries to gather inputs to understand the labour market in relation to the international labour migration from India.

Overall the team conducted over 40 meetings in the 6 countries and covered a wide range of stakeholders including:

- IOM officials
- Government ministries/ departments related to labour
- Government ministries/ departments related to immigration/ education, etc.
- Foreign employers/ Association of foreign employers
- Labour Unions
- Research/ academic institutions
- Indian missions

The following table presents a list of stakeholders met:

S.No.	Agency	Key Representative (s)
Sweden		
1	IOM	<ul style="list-style-type: none"> • Ms. Jenny Svensson
2	National Agency for Higher Education	<ul style="list-style-type: none"> • Ms. Cecilia George (Credential Evaluator)
3	Ministry of Justice	<ul style="list-style-type: none"> • Ms. Johanna Peyron (Deputy Director) • Ms. Malin Bergmark (Special Advisor)
4	Ministry of Employment	<ul style="list-style-type: none"> • Mr. Stefan Hult (Director, Special Advisor) • Mr. Markus Martinelle (Labor Market Expert) • Ms. Collen Soderberg (Expert - Labor Law)
5	Ministry of Education and Research	<ul style="list-style-type: none"> • Mr. Shawn Mendes (Desk Officer)
6	Confederation of Swedish Enterprise	<ul style="list-style-type: none"> • Ms. Karin Ekenger (Director, Dep. Senior Advisor)
7	Indian Embassy	<ul style="list-style-type: none"> • Mr. Ashok Sajjanhar (Ambassador of India to Sweden and Latvia)
8	Swedish Migration Board	<ul style="list-style-type: none"> • Mr. Erik Almqvist (Case officer) • Mr. Par Werner (Case officer)

S.No.	Agency	Key Representative (s)
		<ul style="list-style-type: none"> Ms. Anneli Peltoniemi Sandkull (Case officer)
Denmark		
9	Ministry of Finance	<ul style="list-style-type: none"> Mr. Anders Borup Christensen (Chief Advisor) Mr. Per Hoyrup (Special Advisor)
10	Indian Embassy	<ul style="list-style-type: none"> Ms. Rakesh Kumar Arora (Second Secretary) Ms. Karolina Drozdewska (Commercial Officer)
11	Danish Immigration Service	<ul style="list-style-type: none"> Ms. Julia Jensen (Case officer) Ms. Tanja Jensen (Case officer)
12	Danish Institute for Future Studies	<ul style="list-style-type: none"> Ms. Sally Khallash (Futurist/ Fund raising executive)
13	Confederation of Danish Industries	<ul style="list-style-type: none"> Mr. Claus Andersen (Economist) Mr. Martin
14	IOM Denmark	<ul style="list-style-type: none"> Ms. Linda Baca Eriksson Ms. Jenny Svensson
15	Consortium for Global Talent	<ul style="list-style-type: none"> Ms. Tine Horwitz (Head of Consortium for Global Talent)
16	The Labour Market Authority	<ul style="list-style-type: none"> Mr. Enevold Dyekjaer (Special Advisor)
Czech Republic		
17	IOM	<ul style="list-style-type: none"> Ms. Lucie Sladkova (Head of Office) Mr. Jan Schroth
18	Ministry of Labour and Social Affairs	<ul style="list-style-type: none"> Mr. Miroslav Fuchs (Director of the Department for EU and International Cooperation) Ms. Vera Kolmerova (Head of Foreign Employment Unit)
19	Indian Embassy	<ul style="list-style-type: none"> Mr. Somnath Chatterjee (Second Secretary)
20	CzechInvest	<ul style="list-style-type: none"> Mr. Jakub Dvoracek (Director of Investment Division) Ms. Dana Parizkova (Project Manager)
21	Research Institute for Labour and	<ul style="list-style-type: none"> Mr. Ludvik Michalicka (Researcher)

S.No.	Agency	Key Representative (s)
	Social Affairs	
22	Manpower	- Mr. Libor Novotny
Poland		
23	IOM	<ul style="list-style-type: none"> • Ms. Anna Rostocka (Head of Office) • Ms. Marta Biernath
24	Voivodship Office in Warsaw	<ul style="list-style-type: none"> • Ms. Agnieszka Luszczynska
25	Employers of Poland	<ul style="list-style-type: none"> • Ms. Izabela Korys (Director)
26	Indian Embassy	<ul style="list-style-type: none"> • Mr. Deepak Vohra (Ambassador of India to Poland and Lithuania)
27	Ministry of Labour, Family and Social Protection	<ul style="list-style-type: none"> • Ms. Aleksandra Lange
28	All-Poland Alliance of Trade Union (OPZZ)	<ul style="list-style-type: none"> • Mr. Bogdan Grzybowski (Counsellor) • Ms. Wieslawa Taranowska (Vicepresident)
29	Institute of Public Affairs	<ul style="list-style-type: none"> • Ms. Justyna Frelak (Head of the Programme/Analyst)
30	Indo Polish Chamber of Commerce & Industry (IPCCI)	<ul style="list-style-type: none"> • Mr. J J Singh (President)
Romania		
31	IOM	<ul style="list-style-type: none"> • Mr. Ciprian Nita
32	Ministry of Labour, Family and Social Protection of Romania	<ul style="list-style-type: none"> • Mr. Auras Marinescu • Mr. Bogdan Pasca (European Affairs Advisor)
33	National Agency for Employment	<ul style="list-style-type: none"> • Ms. Gabriela Nedelcu (EURES Advisor)
34	Romanian Immigration Office	<ul style="list-style-type: none"> • Mr. Loachim Laurentiu
35	GECAD Group	<ul style="list-style-type: none"> • Mr. Radu Georgescu (President) • Mr. Diwaker Singh (Member of the Board of Directors) • Mr. Andrie Pitis
36	Ministry of Foreign Affairs	<ul style="list-style-type: none"> • Ms. Lavinia Toma (Head of IIIrd Secretary)
37	Employers Confederation of Romanian Industry [CONPIROM]	<ul style="list-style-type: none"> • Mr. Liviu Mandler (Prime-vice president) • Mr. Sergiu Stand (Vice president)
38	Romanian Association of Construction Entrepreneurs –	<ul style="list-style-type: none"> • Mr. Laurentiu Plosceanu (President)

S.No.	Agency	Key Representative (s)
	ARACO	<ul style="list-style-type: none"> Mr. Adrian Florescu (First Vice Chairman/ General Manager)
39	Indian Embassy	<ul style="list-style-type: none"> Mr. Debashish Chakravarti (Ambassador to Romania)
France		
40	IOM	<ul style="list-style-type: none"> Mr. Maurizio Busatti (Director)
41	Ministry of Immigration	<ul style="list-style-type: none"> Mr. Jean-Daniel Montet-Jourdran (Chief of the Office for Labour Migration) Mr. Jerome Baron
42	Ministry of Interior	<ul style="list-style-type: none"> Mr. Jean-Patrick Bernard (Chief of Statistics and Studies Department)
43	French Office for Immigration and Integration	<ul style="list-style-type: none"> Ms. Carole Leleu (Deputy Director General)
44	Indian Embassy	<ul style="list-style-type: none"> Ms. Manju (Counsellor - Economic and Commercial) Mr. Vijay Khanduja (Second Secretary - Economic and Commercial)
45	OECD	<ul style="list-style-type: none"> Mr. Jean-Christophe Dumont (Principal Administrator - International Migration Division) Mr. Thomas Liebig (Administrator - International Migration Division) Mr. Jonathan Chaloff
46	Synhorcat	<ul style="list-style-type: none"> Mr. Franck Trouet (Director-General)
Embassies met in India		
47	Embassy of the Czech Republic	<ul style="list-style-type: none"> Ms. Katerina Vovkova (First Secretary and Consul)
48	Embassy of Sweden	<ul style="list-style-type: none"> Ms. Ylva Jansson (Second Secretary, Migration Affairs) Mr. Hakan Stridh (Counsellor - Migration and Consular Affairs)

Appendix 3: Labour Shortage Lists

1) Labour Shortage List for Sweden

- Agricultural- or industrial-machinery mechanics and fitters (Maskinreparatör)
- Veterinarians (Veterinärer)
- Welders and flame cutters (Svetsare)
- Varnishers and related painters (Lackerare)
- Structural-metal preparers and erectors (Grovplåtslagare)
- Pharmacists (Apotekare)
- Motor vehicle mechanics and fitters (Bilmekaniker)
- Metal moulders (Gjutare metall)
- Civil engineers - Mechanical (Civilingenjör - Maskin)
- Mechanical engineering technicians (Maskiningenjörer och Maskintekniker)
- Machine-tool, CNC operators (CNC-Operatörer)
- Locomotive-engine drivers (Lokförare)
- Floor layers (Golvläggare)
- Electronics mechanics, fitters and servicers (Styr- och Reglertekniker)
- Civil engineers - Electronics and telecommunications (Civilingenjörer, elektronik och teleteknik)
- Dental hygienists (Tandhygienister)
- Commercial sales representatives (Företagssäljare)
- Bakers, pastry-cooks and confectionery makers (Bagare/Konditor)
- Concrete worker (Betongarbetare)
- Bricklayers, stonemasons and tile setters (Murare och Plattsättare)
- Architects (Arkitekter)
- Tool-makers and related workers (Verktöggsmakare)
- Sheet-metal worker (Byggnadsplåtslagare)

- Sheet-metal workers (Tunnbräddslagare exkl. byggnadsbräddslagare)
- Roofers (Taktäckare)
- Rail and road construction workers (Anläggningsarbetare)
- Plumbers (VVS-montörer)
- Motorised farm and forestry plant operators (Förare av skogsmaskiner)
- Mining engineers, metallurgists and related professionals (Civilingenjörer, gruvteknik och metallurgi)
- Information Technology strategist/ Information Technology analyst (Information Technology-strateg, Information Technology-analytiker)
- Earth-moving- and related plant operators (Anläggningsmaskinförare)
- Computer systems designers, analysts and programmers (Systemerare/programmerare)
- Civil engineering technicians (Byggnadsingenjörer och byggnadstekniker)
- Bus drivers (Bussförare)
- Blacksmiths, hammer-smiths and forging-press (Smed)
- Agronomy and horticultural technicians (Lantmästare)
- Nurses - x-ray (röntgensjuksköterskor)
- Truck mechanics (lastbilmekaniker)
- Surveyors (lantmätare)
- Special education teachers (specialpedagoger)
- Ship's engineers (maskinbefäl, fartyg)
- Senior high school teacher in vocational subjects (gymnasielärare i yrkesämnen)
- Psychologists (psykologer)
- Preschool teachers (förskollärare)
- Nurses - pediatric (barnsjuksköterskor)
- Nurses - operating room (operationssjuksköterskor)
- Nurses - psychiatric care (sjuksköterskor, psykiatrisk vård)
- Nurses - public health (distriktssjuksköterskor)

- Midwives (barnmorskor)
- Meat preparers (styckare)
- Locksmiths (låsmed)
- Geriatric nurses (geriatriksjuksköterskor)
- Engineers - heating, plumbing and ventilation (VVS-ingenjörer)
- Emergency Care nurses (akutsjuksköterskor)
- Electrical engineers and Electrical technicians (elingenjörer)
- Doctors (läkare)
- Dentists (tandläkare)
- Crane operators (kranförare)
- Cooks/Chefs (kockar)
- Civil engineers - electric power (civilingenjörer, elkraft)
- Civil engineers - building and construction (civilingenjörer, bygg och anläggning) Bookkeepers (Redovisningsekonomer)
- Accountants (revisorer)

2) The Positive List- Denmark

UDLÆNDINGESERVICE 

The Positive List - overview

Below follows an overview of all job titles on the Positive List, divided into professional fields.

Academic work

- **Accountant**
Requirement: Master's degree
- **Assistant professor, social sciences**
Requirement: Documentation of at least three years' education at university level
- **Associate professor, natural science and technology**
Requirement: Master's degree
- **Associate professor, social sciences**
Requirement: Master's degree
- **Building engineer**
Requirement: Master's degree
- **Business controller**
Requirement: Documentation of at least three years' education at university level
- **Chemist**
Requirement: Master's degree
- **Construction engineer**
Requirement: Master's degree
- **Consulting physician**
Requirement: Master's degree + Danish authorisation
- **Dentist**
Requirement: Master's degree + Danish authorisation
- **Electric engineer**
Requirement: Medium-cycle higher education
- **Financial controller**
Requirement: Documentation of at least three years' education at university level
- **Fresh water biologist**
Requirement: Master's degree



- **General practitioner**
Requirement: Master's degree + Danish authorisation
- **Geologist**
Requirement: Master's degree
- **Geophysicist**
Requirement: Master's degree
- **Hospital doctor**
Requirement: Master's degree + Danish authorisation
- **Hospital physicist**
Requirement: Master's degree
- **Lawyer**
Requirement: Master's degree + Danish authorisation
- **Legal assistant**
Requirement: Master's degree
- **Mechanical engineer**
Requirement: Medium-cycle higher education
- **Medical consultant**
Requirement: Master's degree + Danish authorisation
- **Medical specialist**
Requirement: Master's degree + Danish authorisation
- **Music teacher**
Requirement: Master's degree
- **Physical geographer**
Requirement: Master's degree
- **Secondary school teacher, natural sciences physical education**
Requirement: Master's degree + Danish authorisation

IT and telecommunication

- **Database developer**
Requirement: Documentation of at least three years' IT education
- **IT consultant**
Requirement: Documentation of at least three years' IT education



- **IT project manager**
Requirement: Documentation of at least three years' IT education
- **Network consultant**
Requirement: Documentation of at least three years' IT education
- **Software developer**
Requirement: Documentation of at least three years' IT education
- **System developer**
Requirement: Documentation of at least three years' IT education

Management

- **Accounting manager**
Requirement: Documentation of at least three years' education at university level
- **Deputy head of institution**
Requirement: Documentation of at least three years' education at university level
- **Head of department**
Requirement: Documentation of at least three years' education at university level
- **Head of institution**
Requirement: Documentation of at least three years' education at university level
- **Head of institution department**
Requirement: Documentation of at least three years' education at university level
- **Production manager**
Requirement: Documentation of at least three years' education at university level
- **Sales manager**
Requirement: Documentation of at least three years' education at university level
- **School department head**
Requirement: Documentation of at least three years' education at university level
- **Social and health department head**
Requirement: Documentation of at least three years' education at university level

Educational, social and religious work

- **Remedial teacher**
Requirement: Professional Bachelor's degree



- **Social educator**
Requirement: Professional Bachelor's degree
- **Social educator of children, young people and adults with special needs**
Requirement: Professional Bachelor's degree
- **Social worker**
Requirement: Professional Bachelor's degree

Sales, purchases and marketing

- **Account manager**
Requirement: Documentation of at least three years' education at university level
- **Product specialist**
Requirement: Industry relevant professional Bachelor's degree

Health, healthcare and personal care

- **Anaesthetic nurse**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Bioanalyst**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Chiropractor**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Head physiotherapist**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Head midwife**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Head nurse**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Head radiographer**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Head bioanalyst**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Health visitor, Visiting nurse**
Requirement: Professional Bachelor's degree + Danish authorisation



- **Midwife**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Nurse**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Physiotherapist**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Operating theatre nurse**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Optician**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Radiographer**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Surgical appliance maker**
Requirement: Professional Bachelor's degree + Danish authorisation

Education and tuition

- **Continuation school teacher**
Requirement: Professional Bachelor's degree + Danish authorisation
- **Primary and lower secondary school teacher**
Requirement: Professional Bachelor's degree + Danish authorisation

Contact

- [Contact the Immigration Service](#)

Last update: 6/18/2010

Published by: The Danish Immigration Service

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3) 30 Occupations Shortage List- France

20 janvier 2008 JOURNAL OFFICIEL DE LA RÉPUBLIQUE FRANÇAISE Texte 9 sur 54

Décrets, arrêtés, circulaires

TEXTES GÉNÉRAUX

MINISTÈRE DE L'IMMIGRATION, DE L'INTÉGRATION, DE L'IDENTITÉ NATIONALE ET DU CODÉVELOPPEMENT

Arrêté du 18 janvier 2008 relatif à la délivrance, sans opposition de la situation de l'emploi, des autorisations de travail aux étrangers non ressortissants d'un Etat membre de l'Union européenne, d'un autre Etat partie à l'Espace économique européen ou de la Confédération suisse

NOR : IMDE00026A

La ministre de l'économie, des finances et de l'emploi et le ministre de l'immigration, de l'intégration, de l'identité nationale et du codéveloppement,

Vu le code de l'entrée et du séjour des étrangers et du droit d'asile, notamment son article L. 313-10 (1°) ;
Vu le code du travail, notamment ses articles L. 341-2 et R. 341-4-1 (II) ;
Vu le décret n° 2007-1892 du 26 décembre 2007 relatif aux compétences des ministres chargés respectivement du travail, de l'emploi, de l'immigration et de l'intégration en ce qui concerne les migrations de travail et la tutelle de l'Agence nationale de l'accueil des étrangers et des migrations ;
Vu la consultation en date du 23 octobre 2007 des organisations syndicales d'employeurs et de salariés représentatives,

Arrêtent :

Art. 1^{er}. – La situation de l'emploi ou l'absence de recherche préalable de candidats déjà présents sur le marché du travail n'est pas opposable à une demande d'autorisation de travail présentée pour un étranger non ressortissant d'un Etat membre de l'Union européenne, d'un autre Etat partie à l'Espace économique européen ou de la Confédération suisse souhaitant exercer une activité professionnelle dans un métier et une zone géographique caractérisés par des difficultés de recrutement et figurant sur la liste annexée au présent arrêté.

Art. 2. – Le secrétaire général du ministère de l'immigration, de l'intégration, de l'identité nationale et du codéveloppement et le délégué général à l'emploi et à la formation professionnelle du ministère de l'économie, des finances et de l'emploi sont chargés, chacun en ce qui le concerne, de l'exécution du présent arrêté, qui sera publié au *Journal officiel* de la République française.

Fait à Paris, le 18 janvier 2008.

*Le ministre de l'immigration,
de l'intégration, de l'identité nationale
et du codéveloppement,
ERIC HORTALEUX*

*La ministre de l'économie,
des finances et de l'emploi,
CHRISTINE LAGARDÉ*

ANNEXE

LISTE, PAR RÉGION, DES MÉTIERS OUVERTS AUX ÉTRANGERS NON RESSORTISSANTS D'UN ÉTAT MEMBRE DE L'UNION EUROPÉENNE, D'UN AUTRE ÉTAT PARTIE À L'ESPACE ÉCONOMIQUE EUROPÉEN OU DE LA CONFÉDÉRATION SUISSE

Alsace

Technicien de la vente à distance.
Attaché commercial en biens intermédiaires et matières premières.
Cadre de l'audit et du contrôle comptable.

Informaticien d'étude.
Informaticien expert.
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Aquitaine

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Auvergne

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Bourgogne

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Bretagne

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Centre

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Champagne-Ardenne

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Franche-Comté

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Ile-de-France

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Languedoc-Roussillon

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Conducteur de travaux du BTP.

Limousin

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Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Lorraine

Technicien de la vente à distance.
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Conducteur de travaux du BTP.

Midi-Pyrénées

Technicien de la vente à distance.
Attaché commercial en biens intermédiaires et matières premières.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Marchandisier.
Mécanicien d'engins de chantier, de levage et manutention et de machines agricoles.
Pilote d'installation de production cimentière.
Conducteur de machine de fabrication des industries de l'aménagement et du bois (et matériaux associés).
Façonneur bois et matériaux associés (production de série).
Technicien de méthodes-ordonnancement-planification de l'industrie.
Dessinateur-projeteur de la construction mécanique et du travail des métaux.
Dessinateur de la construction mécanique et du travail des métaux.
Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Technicien qualité de la construction mécanique et du travail des métaux.
Technicien de production des industries de process.
Technicien des industries de l'aménagement et du bois.
Inspecteur de mise en conformité.
Dessinateur du BTP.
Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Nord - Pas-de-Calais

Technicien de la vente à distance.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Marchandisier.
Mécanicien d'engins de chantier, de levage et manutention et de machines agricoles.
Opérateur de formage du verre.
Pilote d'installation de production cimentière.
Dessinateur-projeteur de la construction mécanique et du travail des métaux.
Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Technicien qualité de la construction mécanique et du travail des métaux.
Technicien des industries de l'aménagement et du bois.
Installateur-matériel en ascenseurs (et autres systèmes automatiques).
Inspecteur de mise en conformité.
Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Basse-Normandie

Technicien de la vente à distance.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Responsable d'exploitation en assurances.

Mécanicien d'engins de chantier, de levage et maintenance et de machines agricoles.
Pilote d'installation de production cimentière.
Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Maintenicien en électronique.
Géomètre.
Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Haute-Normandie

Technicien de la vente à distance.
Attaché commercial en biens intermédiaires et matières premières.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Marchandisier.
Responsable d'exploitation en assurances.
Mécanicien d'engins de chantier, de levage et maintenance et de machines agricoles.
Opérateur de formage du verre.
Pilote d'installation de production cimentière.
Technicien de méthodes-ordonnancement-planification de l'industrie.
Dessinateur-projeteur de la construction mécanique et du travail des métaux.
Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Technicien de fabrication de la construction mécanique et du travail des métaux.
Technicien qualité de la construction mécanique et du travail des métaux.
Technicien de production des industries de process.
Technicien des industries de l'ameublement et du bois.
Installateur-maintenicien en ascenseurs (et autres systèmes automatiques).
Inspecteur de mise en conformité.
Dessinateur du BTP.
Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Pays de la Loire

Technicien de la vente à distance.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Marchandisier.
Responsable d'exploitation en assurances.
Mécanicien d'engins de chantier, de levage et maintenance et de machines agricoles.
Opérateur de formage du verre.
Pilote d'installation de production cimentière.
Conducteur de machine de fabrication des industries de l'ameublement et du bois (et matériaux associés).
Façonneur bois et matériaux associés (production de série).
Dessinateur-projeteur de la construction mécanique et du travail des métaux.
Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Technicien de fabrication de la construction mécanique et du travail des métaux.
Technicien qualité de la construction mécanique et du travail des métaux.
Technicien des industries de l'ameublement et du bois.
Installateur-maintenicien en ascenseurs (et autres systèmes automatiques).
Inspecteur de mise en conformité.
Dessinateur du BTP.
Géomètre.
Chargé d'études techniques du BTP.

Chef de chantier du BTP.
Conducteur de travaux du BTP.

Picardie

Technicien de la vente à distance.
Attaché commercial en biens intermédiaires et matières premières.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Marchandisier.
Opérateur de formage du verre.
Conducteur de machine de fabrication des industries de l'aménagement et du bois (et matériaux associés).
Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Technicien de fabrication de la construction mécanique et du travail des métaux.
Technicien qualité de la construction mécanique et du travail des métaux.
Technicien de production des industries de process.
Installateur-matériel en ascenseurs (et autres systèmes automatiques).
Dessinateur du BTP.
Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Poitou-Charentes

Technicien de la vente à distance.
Attaché commercial en biens intermédiaires et matières premières.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Marchandisier.
Responsable d'exploitation en assurances.
Mécaniciens d'engins de chantier, de levage et manutention et de machines agricoles.
Pilote d'installation de production cimentière.
Conducteur de machine de fabrication des industries de l'aménagement et du bois (et matériaux associés).
Façonneur bois et matériaux associés (production de série).
Technicien de méthodes-ordonnancement-planification de l'industrie.
Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Technicien de fabrication de la construction mécanique et du travail des métaux.
Technicien qualité de la construction mécanique et du travail des métaux.
Technicien des industries de l'aménagement et du bois.
Installateur-matériel en ascenseurs (et autres systèmes automatiques).
Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Provence-Alpes-Côte d'Azur

Technicien de la vente à distance.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Marchandisier.
Mécaniciens d'engins de chantier, de levage et manutention et de machines agricoles.
Pilote d'installation de production cimentière.
Conducteur de machine de fabrication des industries de l'aménagement et du bois (et matériaux associés).
Façonneur bois et matériaux associés (production de série).
Technicien de méthodes-ordonnancement-planification de l'industrie.
Dessinateur-projeteur de la construction mécanique et du travail des métaux.

Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Technicien de fabrication de la construction mécanique et du travail des métaux.
Technicien qualité construction mécanique et du travail des métaux.
Technicien de production des industries de process.
Technicien des industries de l'aménagement et du bois.
Installateur-maintenicien en ascenseurs (et autres systèmes automatiques).
Inspecteur de mise en conformité.
Maintenicien en électronique.
Dessinateur du BTP.
Géomètre.
Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Rhône-Alpes

Technicien de la vente à distance.
Attaché commercial en biens intermédiaires et matières premières.
Cadre de l'audit et du contrôle comptable.
Informaticien d'étude.
Informaticien expert.
Marchandiseur.
Responsable d'exploitation en assurances.
Mécanicien d'engins de chantier, de levage et maintenance et de machines agricoles.
Opérateur de formage du verre.
Pilote d'installation de production cimentière.
Conducteur de machine de fabrication des industries de l'aménagement et du bois (et matériaux associés).
Façonneur bois et matériaux associés (production de série).
Technicien de méthodes-ordonnancement-planification de l'industrie.
Dessinateur-projeteur de la construction mécanique et du travail des métaux.
Dessinateur de la construction mécanique et du travail des métaux.
Dessinateur-projeteur en électricité et électronique.
Dessinateur en électricité et électronique.
Technicien de fabrication de la construction mécanique et du travail des métaux.
Technicien qualité de la construction mécanique et du travail des métaux.
Technicien contrôle-essai-qualité en électricité et électronique.
Technicien de production des industries de process.
Technicien des industries de l'aménagement et du bois.
Installateur-maintenicien en ascenseurs (et autres systèmes automatiques).
Inspecteur de mise en conformité.
Maintenicien en électronique.
Dessinateur du BTP.
Géomètre.
Chargé d'études techniques du BTP.
Chef de chantier du BTP.
Conducteur de travaux du BTP.

Translated Version

ORDER

Decree of 18 January 2008 on the issue, without objection from the situation of employment, work permits to foreign nationals of a Member State of the Union, another state party to the EEA European or the Swiss Confederation

NOR: IMID0800328A

Consolidated version 21 January 2008

The Minister of Economy, Finance and Employment and the Minister of Immigration, Integration, National Identity and Co-Development,

Given the code of the entry and stay of foreigners and asylum , in particular Article L. 313-10 (1);

Given the Labor Code , particularly Articles L. 341-2 and R. 341-4-1 (II);

Seen the Decree No. 2007-1892 of 26 December 2007 on the powers of ministers respectively labor, employment, immigration and integration in relation to labor migration and the supervision of the National Agency for the Reception of Foreigners and Migration;

After consulting dated 23 October 2007 the trade unions of employers and workers representative
Stop:

Article 1 [Learn more about this item ...](#)

The employment situation or lack of prior research of candidates already on the job market is not binding upon an application for work permits filed for an alien who is not a national of a Member State of the Union European of another State party to the European Economic Area or the Swiss Confederation wishing to pursue a professional activity in a trade and a geographic area characterized by difficulties in recruiting and on the list annexed to this Order.

Article 2 [Learn more about this item ...](#)

The Secretary General of the Department of Immigration, Integration, National Identity and Co-development and the Delegate General of Employment and Vocational Training of the Ministry of Economy, Finance and Employment are responsible, each in his case, the execution of this decree, to be published in the Official Gazette of the French Republic.

- Schedule

APPENDIX

LIST BY REGION OF BUSINESSES OPEN TO FOREIGN NATIONALS NOT A MEMBER OF THE EUROPEAN UNION, OF ANOTHER STATE PARTY TO THE EUROPEAN ECONOMIC AREA AND THE SWISS CONFEDERATION

Alsace

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.
Designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Control Technician-Test-quality electronics.
Production technician in the process industries.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Maintenicien electronics.
Designer of the MGB.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Aquitaine

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.

Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
DESIGNER electricity and electronics.
Draughtsman in electronics.
Quality technician in mechanical engineering and metalworking.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Auvergne

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Production technician in the process industries.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Burgundy

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.

Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Designer of the MGB.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Britain

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Draughtsman in electronics.
Quality technician in mechanical engineering and metalworking.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Center

Technician distance selling.
Commercial attache in intermediate goods and raw materials.

During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Production technician in the process industries.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Designer of the MGB.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Champagne-Ardenne

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.
DESIGNER electricity and electronics.

Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Production technician in the process industries.
Technician Industry and wood furnishings.
Installer maintenance in elevators (and other automated systems).
Designer of the MGB.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Corsica

During the audit and accounting control.
Computer study.
Computer expert.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Driver of the cement production facility.
DESIGNER electricity and electronics.
Production technician in the process industries.
Compliance inspector.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Franche-Comte

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.

DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Technician Industry and wood furnishings.
Designer of the MGB.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Ile-de-France

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting and financial control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.
Designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Control Technician-Test-quality electronics.
Production technician in the process industries.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Maintenicien electronics.
Designer of the MGB.
Surveyor.
Responsible for engineering the construction industry.

Foreman of the construction industry.
Foreman of the construction industry.

Languedoc-Roussillon

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Control Technician-Test-quality electronics.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Limousin

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Technician-scheduling-planning methods in the industry.
DESIGNER electricity and electronics.
Draughtsman in electronics.

Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Control Technician-Test-quality electronics.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Designer of the MGB.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Lorraine

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
DESIGNER electricity and electronics.
Draughtsman in electronics.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Midi-Pyrenees

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.

Engineer construction equipment, lifting and handling and agricultural machinery.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.
Designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Quality technician in mechanical engineering and metalworking.
Production technician in the process industries.
Technician Industry and wood furnishings.
Compliance inspector.
Designer of the MGB.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Nord - Pas-de-Calais

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Draftsman-designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Quality technician in mechanical engineering and metalworking.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Basse-Normandie

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Driver of the cement production facility.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Maintenicien electronics.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Haute-Normandie

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Production technician in the process industries.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Designer of the MGB.
Responsible for engineering the construction industry.

Foreman of the construction industry.
Foreman of the construction industry.

Pays de la Loire

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Draftsman-designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Designer of the MGB.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Picardie

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Glass forming operator.
Machine-manufacturing industries of furniture and wood (and related materials).
DESIGNER electricity and electronics.

Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Production technician in the process industries.
Installer maintenicien in elevators (and other automated systems).
Designer of the MGB.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Poitou-Charentes

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician in mechanical engineering and metalworking.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Provence-Alpes-Cote d'Azur

Technician distance selling.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.

Engineer construction equipment, lifting and handling and agricultural machinery.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.
Quality technician mechanical engineering and metalworking.
Production technician in the process industries.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Maintenicien electronics.
Designer of the MGB.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Rhone-Alpes

Technician distance selling.
Commercial attache in intermediate goods and raw materials.
During the audit and accounting control.
Computer study.
Computer expert.
Merchandiser.
Operations manager in insurance.
Engineer construction equipment, lifting and handling and agricultural machinery.
Glass forming operator.
Driver of the cement production facility.
Machine-manufacturing industries of furniture and wood (and related materials).
Shaper wood and related materials (manufacture).
Technician-scheduling-planning methods in the industry.
Draftsman-designer of the engineering and metalworking.
Designer of the engineering and metalworking.
DESIGNER electricity and electronics.
Draughtsman in electronics.
Manufacturing technician in mechanical engineering and metalworking.

Quality technician in mechanical engineering and metalworking.
Control Technician-Test-quality electronics.
Production technician in the process industries.
Technician Industry and wood furnishings.
Installer maintenicien in elevators (and other automated systems).
Compliance inspector.
Maintenicien electronics.
Designer of the MGB.
Surveyor.
Responsible for engineering the construction industry.
Foreman of the construction industry.
Foreman of the construction industry.

Done at Paris, January 18, 2008.

The Immigration Minister,

Integration, National Identity

and co-development

Brice Hortefeux

The Minister of Economy,

Finance and Employment,

Christine Lagarde

4) 150 Occupations Shortage List- France

JORF n°0017 du 20 janvier 2008

Texte n° 8

ARRETE

Arrêté du 18 janvier 2008 relatif à la délivrance, sans opposition de la situation de l'emploi, des autorisations de travail aux ressortissants des Etats de l'Union européenne soumis à des dispositions transitoires

NOR: IMID0800327A

La ministre de l'économie, des finances et de l'emploi et le ministre de l'immigration, de l'intégration, de l'identité nationale et du codéveloppement,

Vu le code de l'entrée et du séjour des étrangers et du droit d'asile, notamment son article L. 121-2 ;

Vu le code du travail, notamment ses articles L. 341-2 et R. 341-4-1 (II) ;

Vu le décret n° 2007-1892 du 26 décembre 2007 relatif aux compétences des ministres chargés respectivement du travail, de l'emploi, de l'immigration et de l'intégration en ce qui concerne les migrations de travail et la tutelle de l'Agence nationale de l'accueil des étrangers et des migrations,

Arrêtent :

Article 1

La situation de l'emploi ou l'absence de recherche préalable de candidats déjà présents sur le marché du travail n'est pas opposable à une demande d'autorisation de travail présentée pour un ressortissant d'Estonie, de Lettonie, de Lituanie, de Hongrie, de Pologne, de la République tchèque, de Slovaquie, de Slovénie, de Bulgarie et de Roumanie souhaitant exercer une activité salariée dans un métier caractérisé par des difficultés de recrutement et figurant sur la liste annexée au présent arrêté.

Article 2

Le secrétaire général du ministère de l'immigration, de l'intégration, de l'identité nationale et du codéveloppement et le délégué général à l'emploi et à la formation professionnelle du ministère de l'économie, des finances et de l'emploi sont chargés, chacun en ce qui le concerne, de l'exécution du présent arrêté, qui sera publié au Journal officiel de la République française.

· ANNEXE

· LISTE DES 150 MÉTIERS OUVERTS AUX RESSORTISSANTS DES ÉTATS EUROPÉENS
· SOUMIS À DES DISPOSITIONS TRANSITOIRES

· Bâtiment et travaux publics

· Assistant des travaux publics et du gros œuvre.

· Ouvrier des travaux publics.

· Ouvrier du béton.

· Ouvrier de la maçonnerie.

· Monteur structures métalliques.

· Monteur en structures bois (charpentier).

· Couvreur.

· Ouvrier de l'étanchéité et de l'isolation.

· Ouvrier de l'extraction solide.

· Electricien du bâtiment et des travaux publics.

· Poseur de fermetures menuisées (menuisier, serrurier).

· Monteur plaquiste agencement (ex. : installateur de stands, de cuisines).

· Poseur de revêtements rigides (ex. : carreleur).

· Poseur de revêtements souples (ex. : poseur de moquettes).

· Conducteur d'engins de chantier du BTP, du génie civil et exploitation.

· Conducteur d'engins de levage du BTP.

· Dessinateur du BTP.

· Géomètre.

· Chargé d'études techniques du BTP.

· Chargé d'études techniques du sous-sol.

· Chef de chantier du BTP.

· Conducteur de travaux du BTP.

· Cadre technique d'exploitation des gisements.

- . Hôtellerie, restauration et alimentation
- . Employé d'étage.
- . Cuisinier.
- . Employé polyvalent restauration.
- . Serveur en restauration.
- . Employé en terminal de cuisson (boulangerie, viennoiserie).
- . Préparateur en produits carnés (boucher).
- . Agriculture, marine, pêche
- . Maraîcher-horticulteur.
- . Arboriculteur-viticulteur.
- . Sylviculteur (dont forestier-reboiseur).
- . Bûcheron.
- . Aide agricole saisonnier (dont vendangeur).
- . Eleveur-soigneur de chevaux (dont lad).
- . Eleveur en production laitière.
- . Eleveur hors sol (éleveurs de porcs, lapins, volailles).
- . Conducteur d'engins d'exploitation agricole et forestière.
- . Pêche maritime
- . Matelot à la pêche.
- . Marin de la navigation maritime (pêche seulement).
- . Maintienicien en mécanique maritime (pêche seulement).
- . Cadre pont à la pêche.
- . Personnel d'encadrement de la marine (pêche seulement).
- . Mécanique, travail des métaux
- . Agent de découpage des métaux.
- . Conducteur d'équipement de fromage.

- . Chaudronnier-tôlier.
- . .
- . Opérateur-régleur sur machine-outil.
- . .
- . Agent de montage-assemblage de la construction mécanique.
- . .
- . Soudeur.
- . .
- . Tuyauteur industriel (débit et assemblage de tubes).
- . .
- . Ajusteur mécanicien.
- . .
- . Stratifieur-mouliste (mouleur stratifieur).
- . .
- . Contrôleur de fabrication de la construction mécanique et du travail des métaux.
- . .
- . Régleur.
- . .
- . Mécanicien d'engins de chantier, de levage et manutention et de machines agricoles.
- . .
- . Opérateur sur machines de première transformation des métaux.
- . .
- . Modelleur-mouliste.
- . .
- . Agent d'encadrement de la construction mécanique.
- . .
- . Dessinateur-projet construction mécanique.
- . .
- . Dessinateur de la construction mécanique et du travail des métaux.
- . .
- . Technicien de fabrication de la construction mécanique et du travail des métaux.
- . .
- . Technicien qualité de la construction mécanique et du travail des métaux.
- . .
- . Installateur-maintenicien en ascenseurs (et autres systèmes mécaniques).
- . .
- . Electricité, électronique
- . .
- . Opérateur sur machines automatiques en production électrique.
- . .
- . Interconnecteur en matériel électrique et électromécanique.
- . .
- . Contrôleur en électricité et électronique.
- . .
- . Agent d'encadrement de production électrique et électronique.
- . .
- . Technicien d'études recherche-développement en électricité et électronique.
- . .
- . Dessinateur-projeteur en électricité et électronique.
- . .
- . Dessinateur en électricité et électronique.
- . .
- . Technicien de contrôle-essai-qualité en électricité et électronique.

- . Maintenance
- . Mécanicien de maintenance.
- . Maintienicien en mécanique aéronautique.
- . Electricien de maintenance.
- . Maintienicien en instruments de bord, équipements électriques.
- . Polymaintienicien.
- . Agent d'encadrement de maintenance.
- . Technicien d'installation d'équipements industriels et professionnels.
- . Installateur-maintienicien en systèmes automatisés.
- . Inspecteur de mise en conformité.
- . Maintienicien des systèmes thermiques, climatiques et frigorifiques.
- . Maintienicien en électronique.
- . Ingénieurs, cadres de l'industrie
- . Cadre technique de la production.
- . Cadre technique d'entretien, maintenance, travaux neufs.
- . Transports, logistique et tourisme
- . Affrèteur.
- . Technicien de méthodes-ordonnancement-planification de l'industrie.
- . Cadre technique de méthodes-ordonnancement-planification.
- . Responsable logistique.
- . Industries de process
- . Pilote d'installation des industries chimiques et de production d'énergie.
- . Opérateur sur appareils de transformation physique ou chimique.
- . Opérateur sur machine de formage des matières plastiques et du caoutchouc.
- . Pilote d'installation des industries agroalimentaires.
- . Opérateur sur machines et appareils de fabrication des industries agroalimentaires.

- Pilote d'installation de production des métaux.
- Opérateur de production des métaux.
- Pilote d'installation de production de matière verrière.
- Opérateur de formage (transformation) du verre.
- Pilote d'installation de production cimentière.
- Opérateur de production de céramique et de matériaux de construction.
- Opérateur de production de panneaux à base de bois.
- Opérateur de production des pâtes à papier et à carton.
- Opérateur de production de papier-carton.
- Opérateur d'exécution de façonnage.
- Opérateur de transformation des viandes (abattage, préparation et conditionnement).
- Opérateur de fermentation artisanale (production de vin, cidre, bière, fromages...).
- Assistant de fabrication de l'alimentation.
- Agent d'encadrement des industries de process.
- Technicien de production des industries de process.
- Matériaux souples, bois, industries graphiques
(industries légères)
- Opérateur de sciage-débit.
- Conducteur de machine de fabrication des industries de l'ameublement et du bois (et matériaux associés).
- Façonneur bois et matériaux associés (production de série).
- Monteur d'ouvrages en bois et matériaux associés (production de série).
- Réalisateur d'ouvrages en bois et matériaux associés.
- Agent d'encadrement des industries de l'ameublement et du bois.
- Technicien des industries de l'ameublement et du bois.
- Gestion, administration des entreprises
- Consultant en formation.

- . Cadre de la comptabilité.
- . Cadre de l'audit et du contrôle comptable et financier.
- . Cadre financier spécialisé.
- . Analyste de gestion.
- . Cadre de la gestion des ressources humaines.
- . Responsable en organisation.
- . Juriste (financiers).
- . Chargé d'analyses et de développement.
- . Informatique
- . Informaticien d'exploitation.
- . Informaticien d'étude (dont chef de projet).
- . Informaticien expert.
- . Organisateur informaticien.
- . Etudes et recherche
- . Cadre technique d'études scientifiques et de recherche fond.
- . Cadre technique d'études recherche-développement de l'industrie.
- . Banque et assurances
- . Conseiller en crédit bancaire.
- . Opérateur sur marchés de capitaux.
- . Responsable d'exploitation en assurances.
- . Chargé d'études actuarielles en assurances.
- . Commerce
- . Technicien de la vente à distance.
- . Attaché commercial en biens d'équipements professionnels.
- . Attaché commercial en biens intermédiaires et matières premières.
- . Attaché commercial en services auprès des entreprises.
- . Représentant à domicile.

- . - Acheteur industriel.
- . - Marchandiseur (conception de points de vente et de rayons).
- . - Cadre technico-commercial.
- . - Ingénieur d'affaires.
- . - Services aux particuliers et aux collectivités
- . - Employé de ménage à domicile.
- . - Intervenant à domicile.
- . - Intervenant auprès d'enfants.
- . - Laveur de vitres spécialisé.
- . - Agent d'entretien et nettoyage urbain.
- . - Agent d'entretien et d'assainissement.
- . - Santé, action sociale, culturelle et sportive
- . - Aide-soignant.
- .

Fait à Paris, le 18 janvier 2008.

Le ministre de l'immigration,
de l'intégration, de l'identité nationale
et du codéveloppement,
Brice Hortefeux
La ministre de l'économie,
des finances et de l'emploi,
Christine Lagarde

Translated Version

Official Gazette No. 0017 of January 20, 2008

Text No. 8

ADOPTED

Decree of 18 January 2008

1

on the issue, without objection from the employment situation, work permits to nationals of states of the European Union subject to transitional provisions

NOR: *IMID0800327A*

The Minister of Economy, Finance and Employment and the Minister of Immigration, the integral immigration, national identity and co-development

Given the code of the entry and stay of foreigners and asylum, in particular Article

[L 121-2](#) ;

Given the Labor Code, particularly Articles [L.341-2](#) and [R.341-4-1 \(II\)](#) ;

Seen the [Decree No. 2007-1892](#) of 26 December 2007 on the powers of Ministers

respectively labor, employment, immigration and integration in respect

labor migration and the supervision of the National Agency for the Reception of Foreigners and Migration,

Stop:

Article 1

The employment situation or lack of prior research of candidates already on the

labor market is not binding upon an application for work permits filed for an

nationals of Estonia, Latvia, Lithuania, Hungary, Poland, the Republic Czech, Slovakia, Slovenia,

1

Bulgaria and Romania wishes to engage

employed in an occupation characterized by difficulties in recruiting and listed

annexed hereto.

Article 2

The Secretary General of the Department of Immigration, Integration, National Identity and co-development and the Delegate General of Employment and Vocational Training Department of

Economy, Finance and Employment are responsible, each in his case, the execution

This Order, which will be published in the Official Gazette of the French Republic.

(See Appendix)

Done at Paris, January 18, 2008.

The Minister for Immigration, Integration,

National Identity and Co-Development,

Brice Hortefeux

The Minister of Economy,

Finance and Employment,

Christine Lagarde

1 Amended by [the Decree of June 24, 2008](#)

1

A N N E X E

2

**LIST OF 150 JOBS OPEN TO NATIONALS OF THE STATES
EUROPEAN SUBJECT TO TRANSITIONAL PROVISIONS**

2 Annex reproduces in full in Annex 2 of Circular [NOR: IMI/N/07/00011/C](#) of December 20, 2007

2

CODE ROME

PROFESSIONAL FIELDS

BUILDING AND PUBLIC WORKS

42111

Assistant public works and structural works

42112

Public Works Worker

42113

Concrete worker

42114

Bricklayer

42121

Editor metal structures

42122

Structures editor wood (carpenter)

42123

Slater

42124

Craftsman of the sealing and insulation

42131

Workers extracting solid

42211

Electricians Building and Public Works

42221

Setter closures joinery (carpentry, locksmith)

42222

Plaquist layout editor (eg installer booths, kitchen)

42231

Resilient flooring rigid (Ex: tiler)

42232

Floorcovering Installer (Ex: carpet installer)

43211

Operator of construction machinery, civil engineering and expl

43221

Operator of construction hoists

61221

Designer of the MGB

61222

Geometer

61223

Responsible for technical studies of the BTP

61224

Responsible for technical studies of the basement

61231

Foreman of the construction

61232

Foreman of the construction

61233

Technical framework to exploit deposits

HOTELS, RESTAURANTS AND FOOD

13111

Employee Room

13212

Cook

13221

General restaurant employee

13222

Waiters and bartenders

47113

Employee terminal cooking (baking, pastry)

47122

Preparer produces meat (butcher)

AGRICULTURE, MARINE, FISHING

41112

Porbeagle-horticulturist

41114

Grower-winemaker

41115

Forester (including forest-planter)

41116

Lumberjack

41117
Help seasonal agricultural (including grape picker)
41122
Breeder, trainer of horses (including FDA)
41123
Breeder Dairy Production
41124
Breeder aboveground (swine, rabbits, poultry)
43212
Driver gear farming and forestry
MARINE FISHERIES
41212
Seaman fishing
41221
Marine Maritime (fishing only)
44315
Maintenicien Marine Engineering (fishing only)
61131
Setting bridge fishing
61322
Management Personnel of the Navy (fishing only)

3

CODE ROME

MECHANICAL WORKING OF METALS

44112
Agent Metal Cutting
44113
Equipment Operator Forming
44114
Sheet-metal worker
44121
Operator-setter of machine tools
44131
Agent-mount assembly of mechanical engineering
44132
Welder
44134

Pipefitter Industrial (cutting and assembly of tubes)
44135
Mechanic fitter
44143
Stratifier-molder (moulder stratifier)
44151
Controller manufacturing machinery and metalworking
44313
Adjuster
44316
Engineer construction equipment, lifting and handling, and farm machinery
45213
Machine operator to Primary Metals
45421
Modeler-moulder
51111
Officer supervising the engineering
52121
Draftsman-designer of the engineering and metalworking
52122
Designer of the engineering and metalworking
52211
Technician manufacturing machinery and metalworking
52212
Quality technician in mechanical engineering and metalworking
52313
Installer maintenicien in elevators (and other automated systems)
ELECTRICITY, ELECTRONICS
44211
Machine operator automatic power generation
44212
Interconnect in electrical and electromechanical
44221
Controller electronics
51112
Agent framework to produce electrical and electronic
52131
Technician studies, research and development in electronics
52132
DESIGNER Electrical and Electronics
52133

Drafter Electrical and Electronics

52221

Control Technician-Test-quality electronics

MAINTENANCE

44311

Maintenance Mechanic

44314

Maintenicien in aeronautical engineering

44331

Maintenance Electrician

44332

Maintenicien in aircraft instrumentation, electrical equipment

44341

Polymaintenicien

51211

Maintenance management officer

52311

Technician installation of industrial equipment and professional

52312

Installer maintenicien in automated systems

52314

Inspector Compliance

52332

Maintenicien thermal systems, climate and refrigeration

52333

Maintenicien Electronics

ENGINEERS, OFFICERS OF THE INDUSTRY

53211

Technical framework for the production

53314

Technical framework of servicing, maintenance, new works

TRANSPORT, LOGISTICS AND TOURISM

43332

Shipper

52111

Technician-scheduling-planning methods in the industry

53111

Technical framework of methods, scheduling, planning

61311

Logistics Manager

4

CODE ROME**PROCESS INDUSTRIES**

45111

Driver Installation industries chemical and energy production

45112

Operator devices physical or chemical transformation

45113

Forming machine operator in plastics and rubber

45121

Driver Installation industries food

45122

Operator on machinery for manufacturing food industries

45211

Pilot plant production of metals

45212

Production Operator metals

45221

Pilot production facility on canopy

45222

Forming operator (transformation) of the glass

45231

Driver of the cement production facility

45232

Production Operator ceramics and construction materials

45311

Operator production of wood-based panels

45321

Production Operator Pulp and paperboard

45322

Production operator of paperboard

46232

Execution operator forming

47121

Operator Meat (slaughter, preparation and packaging)

47131

Operator scale fermentation (production of wine, cider, beer, cheese ...)

47141

Assistant Food preparation

51121

Agent framework for the process industries

52231

Production technician process industries

FLEXIBLE MATERIALS, WOOD, PRINTING INDUSTRY (LIGHT INDUSTRIAL)

46311

Operator-speed cutting

46321

46322

Shaper wood and related materials (manufacture)

46323

Editor of wood products and related materials (manufacture)

47331

Director of wood products and related materials

51134

Agent framework for the furniture industry and wood

52243

Technician Industry and wood furniture

MANAGEMENT, BUSINESS ADMINISTRATION

22214

Training Consultant

32111

Accounting framework

32112

During the audit and accounting and financial control

32114

Specialized financial framework

32115

Business Analyst

32121

Framework for Human Resource Management

32131

Responsible organization

32241

Lawyer (financial)

32151

Responsible for analysis and development

COMPUTER

32311

Computer operating

32321

Computer for study (Project Manager)

32331

Computer Expert

32341

Organizing computer

STUDIES AND RESEARCH

53121

Technical framework of scientific studies and basic research

53222

Technical framework of study, research and industry development

Machine-manufacturing industries of furniture and wood (materials and Associates)

BANKING AND INSURANCE

32215

Bank credit counselor

33226

Operator on capital markets

33221

Responsible for operating insurance

33226

Responsible for actuarial studies Insurance

5

TRADE

14232

Technician Distance Selling

14311

Commercial attache in equipment professionals

14312

Commercial attache in intermediate goods and raw materials

14314

Attaché commercial services to businesses

14321

Representative Home

33111

Industrial buyer

33121

Merchandiser (design outlets and radius)

53311

Setting Technical Sales

53312

Business Engineer

SERVICES TO INDIVIDUALS AND COMMUNITIES

11111

Household employee home

11112

Speaking home

11113

Working with children

11212

Window cleaner specialist

11213

Maintenance Officer and street cleaning

11214

Maintenance Officer and sanitation

HEALTH, SOCIAL, CULTURAL AND SPORTING

24111

Caregiver

Annexure 4: European qualification framework

		Knowledge
		In the context of EQF, knowledge is described as theoretical and/or factual.
Level 1	The learning outcomes relevant to Level 1 are	• basic general knowledge
Level 2	The learning outcomes relevant to Level 2 are	• basic factual knowledge of a field of work or study
Level 3	The learning outcomes relevant to Level 3 are	• knowledge of facts, principles, processes and general concepts, in a field of work or study
Level 4	The learning outcomes relevant to Level 4 are	• factual and theoretical knowledge in broad contexts within a field of work or study
Level 5*	The learning outcomes relevant to Level 5 are	• comprehensive, specialised, factual and theoretical knowledge within a field of work or study and an awareness of the boundaries of that knowledge
Level 6**	The learning outcomes relevant to Level 6 are	• advanced knowledge of a field of work or study, involving a critical understanding of theories and principles
Level 7***	The learning outcomes relevant to Level 7 are	• highly specialised knowledge, some of which is at the forefront of knowledge in a field of work or study, as the basis for original thinking and/or research • critical awareness of knowledge issues in a field and at the interface between different fields
Level 8****	The learning outcomes relevant to Level 8 are	• knowledge at the most advanced frontier of a field of work or study and at the interface between fields

Skills	Competence
In the context of EQF, skills are described as cognitive (involving the use of logical, intuitive and creative thinking) and practical (involving manual dexterity and the use of methods, materials, tools and instruments).	In the context of EQF, competence is described in terms of responsibility and autonomy.
• basic skills required to carry out simple tasks	• work or study under direct supervision in a structured context
• basic cognitive and practical skills required to use relevant information in order to carry out tasks and to solve routine problems using simple rules and tools	• work or study under supervision with some autonomy
• a range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information	• take responsibility for completion of tasks in work or study • adapt own behaviour to circumstances in solving problems
• a range of cognitive and practical skills required to generate solutions to specific problems in a field of work or study	• exercise self-management within the guidelines of work or study contexts that are usually predictable, but are subject to change • supervise the routinework of others, taking some responsibility for the evaluation and improvement of work or study activities
• a comprehensive range of cognitive and practical skills required to develop creative solutions to abstract problems	• exercise management and supervision in contexts of work or study activities where there is unpredictable change • review and develop performance of self and others
• advanced skills, demonstrating mastery and innovation, required to solve complex and unpredictable problems in a specialised field of work or study	• manage complex technical or professional activities or projects, taking responsibility for decision-making in unpredictable work or study contexts • take responsibility for managing professional development of individuals and groups
• specialised problem-solving skills required in research and/or innovation in order to develop new knowledge and procedures and to integrate knowledge from different fields	• manage and transform work or study contexts that are complex, unpredictable and require new strategic approaches • take responsibility for contributing to professional knowledge and practice and/or for reviewing the strategic performance of teams
• the most advanced and specialised skills and techniques, including synthesis and evaluation, required to solve critical problems in research and/or innovation and to extend and redefine existing knowledge or professional practice	• demonstrate substantial authority, innovation, autonomy, scholarly and professional integrity and sustained commitment to the development of new ideas or processes at the forefront of work or study contexts including research

Source: The European Qualifications Framework for Lifelong Learning (EQF), EUROPEAN COMMISSION

Appendix 5: Questionnaire used for primary study

Applicability of the questionnaire

The below matrix depicts the applicability of various questionnaire sections to different stakeholders:

Section \ Stakeholder	IOM mission officials	Government agency representative	Foreign Employer	Academic/ Training Institute	Indian Mission	Indian Migrant
Personal details	√	√	√	√	√	√
Country overview	√	√				
Sectoral analysis	√	√		√		
Labour migration	√	√	√	√	√	√
Labour laws/ policies	√	√	√	√	√	√
Skill standards/ Qualifications	√		√	√		

I. Personal Details

Organization/ Institution	
Name	
Designation	
Country	
Mailing Address	
Telephone/ Fax	
Email	

II. Country Overview

- 1 Analysis of relevant secondary data has provided certain demographic trends indicating demand for migrant labour force to increase. Provided below are some of these trends, please provide your opinion on the same.

Trend	Indication	Opinion
Decreasing birth rate and increasing death rate. Net decreasing population growth, especially in the working age-group (15-64 years)	High demand for migrant work force.	
Net Migration is increasing. <i>(Net migration is defined as the total number of immigrant nationals and foreigners minus the total of emigrant foreigners and nationals.)</i>	Demand for migrant work force has been increasing and the trend is expected to continue.	
Growth in number of high-skilled EU workforce	More demand for medium and low skilled workers	

- 2 Is there any projected data available for the following data points?
- Gross Domestic Product (GDP)
 - Employment rate
 - Unemployment rate
 - Labour demand and supply in various sectors/ occupation

If yes, please provide relevant publications/ sources for the same.

- 3 How do you expect the demographic trends (birth/ death rate, population growth) to impact the economic growth in the medium and long-term in the coming years? *Please specify below.*



III. Sectoral Labour Market Analysis

4 Which amongst the following sectors has the maximum presence of non-European Union (EU) migrant workforce? What percentage of the migrant workforce is Indian?

- Agriculture, hunting and forestry
- Fishing
- Mining and quarrying
- Manufacturing
- Electricity, gas and water supply
- Construction
- Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods
- Hotels and restaurants
- Transport, storage and communications
- Financial intermediation
- Real estate, renting and business activities
- Public administration and defence; compulsory social security
- Education
- Health and social work
- Other community, social and personal services activities
- Private households with employed persons.

5 What is the maximum growth potential in the next 5-10 years of the sector identified in Q4 above?

- 6 Which amongst the above sectors (ref Q4) is/ are likely to have the maximum growth in employment in the next 5-10 years? For each sector, please specify the key drivers that are expected to contribute to the growth.

**Top 5 sectors where maximum growth in employment is expected:
Key drivers:**

- 7 Can the labour force requirement (in the medium/ long-term) in the above (ref Q5) 5 sectors be met locally within the country?

Sector 1:
Sector 2:
Sector 3:
Sector 4:
Sector 5:

- 8 Which of the neighboring European countries would be able to supply labour in the above sectors (refer Q5) where demand cannot be met locally ? *If Yes, please specify the countries*

- 9 What skills (High/ Medium/ Low) and occupations are expected to have a high demand in medium to long-term?

List of occupations:

- Physical, mathematical and engineering science
- Physicians and surgeons

- Managers and executives
- Production workers: Metal processors
- Hospitality workers, managers/ House keepers/ Matrons / Stewards
- Overseers and Technicians in civil and mechanical engineering
- Nurses, health assistants and related workers
- Teaches: Higher secondary and high school
- X-Ray technicians, Opthemetrists & Opticians, Physio-Therapists and Occupational Therapists

Also specify the qualifications required for the skills/occupations.

Sector	Skill in demand (High/ Medium/ Low skills)	Occupation(s) in high demand	Qualifications required
Sector 1			Education qualifications: Certifications: Accreditation:
Sector 2			Education qualifications: Certifications: Accreditation:
Sector 3			Education qualifications: Certifications: Accreditation:
Sector 4			Education qualifications: Certifications: Accreditation:
Sector 5			Education qualifications: Certifications: Accreditation:

IV. Labour Migration

10 What is the EU policy on overseas recruitment?

Specifics for EU Labour:

Specifics for Non-EU Labour:

11 What is the national policy on overseas recruitment? How is it different from the overall EU policy?

Specifics for EU Labour:

Specifics for Non-EU Labour:

12 Are there any checks in place to prevent irregular migration? *Please specify below:*

13 What process is followed for overseas recruitment (direct hiring, hiring through agents, etc)?

Please specify below:

14 Is there a centralized overseas recruitment portal in place? *If yes, please provide details.*

Yes

No

15 Are there overall and/ or sectoral quotas on visa/ work permit? *If yes, please provide details.*

Yes

No

16 What are the linguistic skills that a non-EU migrant worker should possess?

English

Local Language

Other (please specify)

17 Is/ Are there established mechanism (s) for forecasting labour demand and supply?

V. Labour Laws/ Policies

18 What is the EU immigration policy?

Specifics for EU Labour:

Specifics for Non-EU Labour:

19 What is the national policy on immigration? How is it different from the overall EU policy?

Specifics for EU Labour:

Specifics for Non-EU Labour:

20 Have there been any major reforms in the labour laws/ policies that might affect international migration of workforce and/ or migrant workers' rights? *If Yes, please specify below*

21 Do the labour laws/ polices cover the following aspects in context of labour migration (*Please provide details, if any*)

Aspect (in context of labour migration)	Yes/ No
Is it mandated that employment contract should be signed prior to commencement of work?	
Are the employers entitled to withhold worker's travel documents/ any other documents as a security deposit?	
Are any minimum wages prescribed for various occupations?	
Are any guidelines prescribed on the working conditions (work environment, working hours etc.)?	

Are any guidelines prescribed for the living conditions in case accommodation is being provided by the employer?	
Are any guidelines prescribed for ensuring employment security for the worker?	
Are any guidelines prescribed for up-skilling of workers?	
Is there any established mechanism for addressing grievances of workers?	
Are any guidelines prescribed for providing legal assistance to workers?	
Are any guidelines prescribed for insurance / repatriation of workers?	

Details

Employment contract (Requirement, validity, duration, renewal):

Security deposit:

Minimum wages:

Working conditions:

Living conditions:

Employment security:

Up-skilling of workers:

Grievance redressal:

Legal assistance:

Insurance/ Repatriation:

- 22 Are there any restrictions on the migration of labour into the country (e.g. restrictions on participation in certain industry/ occupation, limited inter-regional mobility, etc.)? *Please specify below.*

- 23 Is the government likely to amend the labour/ laws in the short/ medium term? *If Yes, please specify below*



VI. Skill Standards and Qualifications

24 Highlight the salient features of the country's education system?

Formal education system

Primary education/ Secondary education/ Higher Secondary education/ Other levels

Information education system

Means of education other than the formal education system

25 Is there an overall Qualification Framework established at the national level? *If 'Yes', please detail below.*

Level of qualification	Description	Knowledge	Skills	Competence

26 What are the vocational/ technical training options available?

Institution	Entry criteria	Training content	Potential job placements	Certification/ duration

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27 Are degrees obtained in other countries acknowledged appropriately?

Appendix 6: Details of blue cards

S. No	Factors	Without Blue Card	With blue card
1	Entry Level Requirements	<p>Sweden</p> <p>The entry level requirements include:</p> <ul style="list-style-type: none"> • A valid passport. • Job contract • Minimum wage of SEK 13,000 per month <p>In addition the employer must:</p> <ul style="list-style-type: none"> • Have advertised the post in Sweden and the EU for at least ten days. (For new recruitment.) • Offer terms of employment that are equal to those of a Swedish collective agreement or what is customary within the profession or sector • Give the relevant union organizations the opportunity to express an opinion on the terms of employment in the job offer <p>In case of regulated professions, one must obtain a Swedish authorization</p>	<p>Applicant must present:</p> <ul style="list-style-type: none"> • A recognized diploma, and • Proof of at least three years of professional experience • One-year EU job contract with a salary of three times the minimum wage. • Proof of sickness insurance
		<p>Denmark</p> <p>Access of third country nationals to Denmark is governed by certain special</p>	

S. No	Factors	Without Blue Card	With blue card
		<p>schemes. These include:</p> <ul style="list-style-type: none"> • The Positive List- This provides a list of professions which are facing shortage of labour force. An applicant must have a written job contract or job offer for a profession listed on the Positive List. The contract should specify salary and employment conditions. Salary and employment conditions must correspond to Danish standards. The minimum educational level required for a position on the Positive List is a Professional Bachelor's degree. In some cases, an applicant must obtain an authorization from a relevant Danish authority. This is explicitly stated on the Positive List. • The Pay Limit Scheme- Offers easy access to people with high paying job offers in Denmark. The migrant must have a minimum gross annual pay of DKK 375,000. There must be a written job contract or job offer which specifies salary and employment conditions. Salary and employment conditions must correspond to Danish standards. Authorizations from Danish authorities might be required in some cases. There are no specific requirements with regards to education, field or the specific nature of the job. • The Corporate Scheme- This is for intra-company transfers. The conditions applicable are: <ul style="list-style-type: none"> 1. The migrant must be employed in a Danish company's foreign affiliate or department, and is to work in the Danish company in connection with an innovative, developmental or educational purpose. He/she may not be employed to carry out ordinary operational tasks. The Danish company 	

S. No	Factors	Without Blue Card	With blue card
		<p>must sign a declaration stating this.</p> <ol style="list-style-type: none"> 2. Must be employed full-time in the foreign department of the company or corporation at the time of application. 3. Must remain an employee for the foreign department while working for the Danish company. 4. While working in Denmark, the salary and employment conditions of the migrant worker must correspond to Danish standards. <ul style="list-style-type: none"> • The Green Card Scheme- A residence and work permit under the green card scheme is issued on the basis of an individual evaluation using a point system designed to assess the likelihood that the applicant will be able to find qualified work in Denmark. An individual must attain a minimum 100 points. Points are given for: educational level, language skills, work experience, adaptability, and age. Other conditions include: <ol style="list-style-type: none"> 1. A full health insurance covering migrant and any accompanying family members. 2. Documentary proof supporting the fact that the migrant would be able to support himself/ herself (and accompanying family members) during your first year in Denmark. <p>Regardless of the specific circumstances, an applicant must have written job contract or job offer which specifies salary and employment conditions. Salary</p>	

S. No	Factors	Without Blue Card	With blue card
		<p>and employment conditions must correspond to Danish standards. In case of regulated professions, one must obtain a Danish authorization</p> <p>Czech Republic: A third country national needs a work visa and a work permit to be able to work in Czech Republic (as governed by Article 89 of the Employment Act of the country). Czech Republic has a rigorous procedure for employment including triple permission:</p> <ul style="list-style-type: none"> • An employer intending to employ a third country national in a particular job needs to inform the district (in which the work is intended to be performed) Labour Office of the vacancy and only if no Czech citizen applies for it, or no Czech citizen is found to have adequate skills for it, can the employer hire a foreign resource. • Once the employer has obtained the permission for hiring foreign employees, the next step involves getting the work permit for the employee. • Lastly, the foreigner must be granted a stay permit. <p>Only after the employer is granted permission may an immigrant file an application for the work permit. A work permit is attached to a particular employer and employment, but one can have more than one work permits. Normally a work permit is a pre-condition to get the stay permit, although foreigners already in Czech for some other purpose may apply for a work permit.</p> <p>Poland: Work permits are issued exclusively upon the written request of the entity that wishes to employ a foreigner to perform work and are issued by the</p>	

S. No	Factors	Without Blue Card	With blue card
		<p>appropriate regional governor, which, in most cases, is the regional governor of the region in which the filing entity has its registered office or place of residence or is the location of the registered office of the entity that the foreigner is being sent to.</p> <p>An employer filing for the issuance of a work permit is required to:</p> <ul style="list-style-type: none"> • Ensure the foreigner remuneration that is not less than remuneration given to employees performing similar work or holding a similar post and, in the case of a foreigner performing work for a foreign employer, may not be less by more than 30 percent of average monthly remuneration, in the case of foreigners holding positions in the management boards of foreign legal entities, is also required to demonstrate that it possesses appropriate income, • Carry out a so-called market need test, i.e. to obtain information from the appropriate county administrator , based on the registered address or resident address of the employer, of the inability to meet needs based on the register of unemployed persons or persons seeking work or based upon the negative results of recruitment organized for the employer. The above requirement means that the employer must strive towards maximum use of local resources by seeking out employees among Polish nationals. <p>Romania: Foreign individuals performing work activities in Romania for a company can do it under:</p> <ul style="list-style-type: none"> • their home foreign employment agreements, or 	

S. No	Factors	Without Blue Card	With blue card
		<ul style="list-style-type: none"> • local employment agreement with a Romanian company/subsidiary/ branch, or • both their foreign employment agreement and a local employment agreement <p>Nationals of non-EU countries have to apply for a Romanian work authorization before obtaining their legal residence in Romania. Non-EU citizens assigned to work in Romania by companies located in EU/EEA member states are NOT required to obtain a work authorization prior their beginning of activities here.</p> <p>France:</p> <p>The foreign national must bring:</p> <ul style="list-style-type: none"> • His or her passport, • Proof of residence in France, • A photo of his or her face with no head covering, • A medical certificate issued by a doctor approved by the OFII (if the medical examination took place abroad or at a checkpoint in France), • Fiscal stamps corresponding to the total of the tax. • Job contract <p>The employment situation is applicable. The company must provide evidence of its failed search for an applicant on the labour market in France</p>	

S. No	Factors	Without Blue Card	With blue card
2	Ceiling on an employees stay	<p>Sweden: If the employment is temporary, one will get a residence and work permit that only covers the relevant period. The maximum validity period for ones permit is two years. One can then apply for an extension</p> <p>In case a migrant loses his/her job and is not able to find new employment within three months, the Swedish Migration Board may cancel your residence permit.</p> <p>Denmark: The permit is valid for 3 years</p> <p>Czech Republic: The permit is issued for a maximum of 2 years, extendable repeatedly for a maximum of 2 years</p> <p>Under the Green Card Scheme the duration of the permit depends on its type</p> <ul style="list-style-type: none"> • type A – 3 years, can be repeatedly extended for a maximum of 3 years • type B – 2 years, can be repeatedly extended for a maximum of 3 years • type C – 2 years, cannot be extended <p>Poland: The visa for employment purposes is valid for the period for which the employer has promised to employ the foreigner or for the period indicated in the statement of intention to employ. However, the validity period of such a visa cannot be longer than one year.</p> <p>Romania: The long term visa for work purposes is valid for a maximum 90 day period of stay; therefore it has to be extended with a temporary residence permit (valid for 6 months) once the individual arrives in the country.</p>	Valid from 1-4 years and it is renewable.

S. No	Factors	Without Blue Card	With blue card
		<p>France: Long stay visa equivalent to a residence permit (VLS-TS) for a period of validity between 3 months and 1 year. And post that one can apply for temporary residence permit for the required time frame.</p>	
3	Requirements for permanent residence	<p>Sweden: After 48 months of legal residence in Sweden, a third country national may apply for a permanent residence permit.</p> <p>Denmark: A migrant can apply for a permanent residence permit in case he/ she has held the temporary residence permit for at least four years. In order to be granted a permanent residence permit, one must obtain 100 points by meeting a number of requirements.</p> <p>A total of 70 points are awarded if the following conditions are met:</p> <ol style="list-style-type: none"> 1. Must have been a legal resident in Denmark for at least 4 years 2. Must have not committed a serious crime. 3. Must not have any overdue public debts, unless granted a reprieve and the total amount owed is less than DKK 100,000. 4. Must not be receiving public assistance under the terms of the Active Social Policy Act or the Integration Act for a period of three years prior to the date of application submission. 5. Should submit a signed declaration about integration and active citizenship. 6. Must have passed a Danish Level 2 exam or equivalent. 	Permanent residency automatic after five years

S. No	Factors	Without Blue Card	With blue card
		<p>7. Must have worked in Denmark for at least 2.5 out of the last 3 years prior to submitting the application for a permanent residence permit, and should still be employed at the time of applying and will be employed at the time of being given a ruling on the application.</p> <p>An additional 15 points will be awarded for showcasing contribution as an active citizen by serving on a board or being an active member of other organizations for at least 12 months.</p> <p>Another 15 points are awarded for meeting following integration-related requirements:</p> <ol style="list-style-type: none"> 1. Must have worked in Denmark for at least 4 out of the last 4.5 years prior to submitting the application for a permanent residence permit and are still employed at the time and will still be employed at the time of being given a ruling about your application. 2. Must have completed one of the following types of programmes at a Danish educational institution: a higher educational programme, professional bachelor's degree, business academy, vocational upper secondary. 3. Must have passed Danish Level 3 language exam or equivalent. <p>Certain groups (including pensioners, applicants under the age of 19, applicants with strong ties to Denmark and applicants Denmark is obliged to grant a waiver to according to its international obligations) may be granted exemptions and one or</p>	

S. No	Factors	Without Blue Card	With blue card
		<p>more of the requirements can be waived.</p> <p>Czech Republic: It is possible to apply for permanent residence permit according to Section 66 of the Foreign National Residence Act:</p> <ul style="list-style-type: none"> • for humanitarian reasons (Section 6(1)(a) of the Foreign National Residence Act, which also states some examples of humanitarian reasons; • for reasons worthy of special attention (Section 66(1)(b) of the Foreign National Residence Act); • if the residence of the foreign national in the territory is in the interest of the Czech Republic (Section 66(1)(c) of the Foreign National Residence Act); • if the person is a child without support, of age or not of age, of a foreign national who resides in the territory under a permanent residence permit, if the reason for the application is a life of these foreign nationals in the same household (Section 66(1)(d) of the Foreign National Residence Act). <p>Poland: After the passage of 5 years uninterrupted stay on the territory of the Republic of Poland, a citizen of the EU or EEA acquires right of permanent stay</p>	
4	Requirement for citizenship	<p>Sweden: In order to become a Swedish citizen, there are certain requirements which a migrant must fulfill before submitting an application. These are:</p> <ul style="list-style-type: none"> • Proven Identity- In this instance, identity is understood to mean your name, date of birth and, as a rule, your citizenship. The proofs include: 	

S. No	Factors	Without Blue Card	With blue card
		<ol style="list-style-type: none"> 1. National passport in the original or 2. An identity document in the original or 3. A close relative attesting identity. <ul style="list-style-type: none"> • Must have reached the age of 18 • Must have a permanent residence permit • Must have lived in Sweden for at least 5 years • Must have conducted well in Sweden 	
		<p>Denmark: A foreign national may apply for Danish nationality through the process of naturalization, where a naturalization bill is adopted and entered into force for providing the nationality. An applicant should however satisfy certain conditions before applying for the Danish nationality:</p> <ul style="list-style-type: none"> • Must sign a declaration swearing allegiance and loyalty to Denmark and the Danish society and declaring willingness to observe Danish legislation and respect fundamental Danish principles of law. • Must provide information on any criminal offences committed in the form of a solemn declaration or declare that he/ she has not committed any offence comprised by Parts 12 and 13 of the Criminal Code (offences against national independence and security). 	

S. No	Factors	Without Blue Card	With blue card
		<ul style="list-style-type: none"> • Renunciation of former nationality-To be listed in a naturalization bill one must agree to renounce the present nationality. • Must have a permanent residence permit for Denmark and live in Denmark. • Must not have overdue debt to public authorities • Must have been self-supporting for four years and six months of the last five years. This means that he/ she must not have received public benefits for an aggregate period of more than six months within the last five years when the naturalization bill is introduced. • Must submit proof of Danish skills. It may be a certificate of the Danish 3 Examination from a Danish language center with an average mark of at least 7 (at the 13-point scale) or 4 (at the 7-step scale), or one of the examinations listed in Schedule 3. According to Schedule 3, you can also prove your Danish skills by a certificate of the lower secondary school-leaving examination after either 9th or 10th grade with an average mark of at least 6 (at the 13-point scale) or 02 (at the 7-step scale) in the Danish disciplines other than neatness. 	
		<p>Czech Republic: A foreign national may apply for Czech Citizenship through the process of naturalizations by filing an application at the local office of the Ministry of the Interior, under the following conditions:</p> <ul style="list-style-type: none"> • Must have held a Residency Permit for at least five years and have spent most of that time in the Czech Republic 	

S. No	Factors	Without Blue Card	With blue card
		<ul style="list-style-type: none"> • Must prove that he/she will give up current citizenship • Must provide proof of proficiency in the Czech language (this is done by an interview at the local application office) • Must provide a criminal history record stating that there has not been a sentence for any criminal act within the last five years 	
		<p>Poland: A foreigner who has been married for at least 3 years to a person holding Polish citizenship and who has been residing in Poland on the basis of:</p> <ul style="list-style-type: none"> • a permit to settle, • a long-term resident's EC residence permit, or • a permanent residence permit, <p>Migrant may apply for Polish citizenship by making appropriate declarations before the competent authority. The period of time for making the declaration of will is:</p> <ul style="list-style-type: none"> • 3 years and 6 months from the day of contracting marriage with a person holding Polish citizenship • Or 6 months from the day of the acquisition by a foreigner of a permit to settle, long-term resident's EC residence permit, or a permanent residence permit. 	
		<p>Romania: The Romanian citizenship can be granted on request to that foreign</p>	

S. No	Factors	Without Blue Card	With blue card
		<p>citizen or to that person without citizenship who:</p> <ul style="list-style-type: none"> • was born and resides on the Romanian territory at the request date or, even though he was not born on this territory, he has been residing on the Romanian territory for at least five years, or if he has been married to a Romanian citizen for at least 3 years • proves attachment towards the Romanian State and Romanian people by his behavior and attitude • has attained 18 years of age • has legal means of existence • has a general good behavior and has not been convicted in the country or abroad for a crime that makes him unworthy of being a Romanian citizen; • Has a good knowledge of the Romanian language enabling him to integrate himself in the social life. 	
5	Freedom of mobility	<p>Sweden: For the first two years the residence and work permit is restricted to one named employer and a particular profession. For this reason, a migrant will have to apply for a new work permit if he/ she changes employer or profession over the first two years. If the residence and work permit has been extended after two years, it will be restricted to a particular profession. But even here the migrant must apply for a new work permit in case of change in profession</p> <p>Denmark: The work authorization is linked to a particular job and employer. If</p>	Blue card is attached to an individual and not a job, so one can be mobile in terms of jobs.

S. No	Factors	Without Blue Card	With blue card
		<p>one has found a new job or plans to start up a new company one must apply for a new residence and work permit before beginning work or before ones company begins operation.</p> <p>Poland: The work authorization is linked to a particular job and employer. If one finds a new job, work authorization needs to be reapplied for.</p> <p>France: The work authorization is linked to a particular job and employer. If one finds a new job, work authorization needs to be reapplied for.</p>	

Source : Sweden: http://www.migrationsverket.se/info/160_en.html#h-Requirementsstobegrantedaworkpermit; Denmark: http://www.nyidanmark.dk/en-us/coming_to_dk/work/extension.htm, <http://www.denmark.net/denmark-guide/work-denmark.html>; Czech Republic: www.mzv.cz, <http://www.mvcr.cz/mvcren/article/permanent-residence-in-the-territory-of-the-czech-republic-943739.aspx?q=Y2hudW09NA%3d%3d>; Poland: <http://www.paiz.gov.pl/index/?id=390e982518a50e280d8e2b535462ec1f>, http://www.udsc.gov.pl/INSTRUCTION_FOR_FOREIGNERS..704.html ; Romania: <http://ori.mai.gov.ro/detalii/pagina/en/Comingtravelling-to-Romania/67>; France: <http://www.immigration-professionnelle.gouv.fr/en>;