



Report on the consultation on the future of EU legal migration

Final Report

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Report on the consultation on the future of EU legal migration

Final Report

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Table of Contents

Executive Summary	1
1 Introduction	4
Structure of the report	4
2 Overview of responses and contributions to the public consultation	5
Profile of respondents (n=226)	5
Country of origin of respondents (n=226)	5
3 Analysis of the responses to the public consultation	6
4 Overview of written contributions received	17
Annex 1: Detailed overview of respondent profiles.....	18
Country of origin (n=226)	18
Language of contributions (n=226)	20
Organisation size (n=121)	20
Scope of the organisations (n=29)	21
Annex 2: Figures of the Analysis of the Public Consultation on the future of EU legal migration.....	22

Executive Summary

Context and aims of the Public Consultation

As announced in the Pact on Migration and Asylum adopted by the Commission on 23 September 2020, the aims of the **Public Consultation on the future of legal migration** are two-fold: (i) to identify further areas where the existing EU framework could be improved in the longer term and (ii) to collect views on developing new ideas to boost the EU's attractiveness to foreign talents, facilitate skills matching, and better protect third-country workers from exploitation. The findings of this consultation aim to help the Commission to decide what initiatives are needed to address the long-term challenges in this area.

Overview of respondents

The online public consultation on the future of EU legal migration received a total of 226 responses. In addition, 38 written contributions were received from 36 organisations and 1 Non-EU citizen. Just over half of the respondents answered as organisations (54% or 121 responses out of all responses), while the rest of the respondents (46% or 105 responses) answered as individuals. From those who responded as organisations, the main types of organisations were non-governmental organisations (34%) and public authorities (24%). Out of the total 105 responses received from individuals, 85% were EU citizens, and 15% were non-EU citizens.

In terms of geographical distribution, responses were received from 24 **EU Member States**, with the main countries being Italy (23% or 53 responses), Belgium (12% or 28 responses), Germany (11% or 24 responses) and Spain (10% or 23 responses). Furthermore, Austria, Poland and Portugal accounted for 4%, respectively (or 10 responses each). They were followed by France (7 responses) and Romania (6 responses), while Czechia, Greece and the Netherlands received 4 responses each, and Sweden 3 contributions. Responses from the other 11 Member States were modest and accounted for less than 1% of the total responses, respectively.

Responses were received from 17 **non-EU countries**. Answers come from the following countries: United States (4 responses), United Kingdom (3 responses), with 2 responses respectively received from Brazil, Morocco, Russia, Switzerland. Also, Algeria, Australia, India, Israel, Mexico, Nepal, New Zealand, Peru, Singapore, Tunisia and Ukraine all accounted for less than 1% of responses (or one response each).

Key results of the Public Consultation

The European Union may, in the coming years, face **shortages in certain occupations** that may create the need for the recruitment of third-country nationals, also taking into account the economic impact of the COVID-19 crisis. In spite of the short-term economic impact due to the COVID pandemic, it is expected that some of these - structural - shortages will persist in the medium and long term. Respondents considered that **health professionals** (77% or 175 respondents) were the top occupation where the EU will need to recruit in the future. This is followed by **personal care workers** (68% or 154 respondents), **agricultural, forestry and fishery labourers** (58% or 132 respondents) and information and communications technology professionals (51% or 115 respondents).¹ In contrast, only one-fifth of respondents considered customer service workers to be a shortage occupation in need of third-country workers (20% or 45 respondents).

The majority of respondents' views were aligned that the EU should take both new **legislative and practical measures** in the area of legal migration. Improving the **information on legal pathways** (92% or 208 out of 226 total responses), improving **systems to recognise professional qualifications and validate professional skills acquired** (92% or 207 responses) and the **support in the exchange of good practices** (87% or 197 responses) were perceived as the most prominent practical measures that the EU should focus its initiatives on. As many as 80% of respondents

¹ Percentages do not add to 100% since respondents could select multiple options.

(or 181) also agreed or strongly agreed on the need for improving the **coordination of the national migration policies** through the establishment of priorities and guidelines at EU level, while 72% (or 163 responses) on the need of **funding between labour migration projects Member States and third countries**.

Figure 1. Overview of the organisations' profile: What new initiatives on legal migration should the EU take in the next years?



Individuals and organisations were generally aligned when agreeing that the EU should launch new legislation to **harmonise the admission and rights of those categories of workers that are not yet regulated at the EU level**, such as domestic workers/caregivers, highly mobile workers and service providers from outside the EU, with percentages varying from 67% to 75%. Respondents favouring such new legislation concerning **domestic workers/caregivers** included 78 responses from individuals (vs 13 against) and 78 from organisations (vs 15 against). Regarding **highly mobile workers**, 80 individuals and 89 organisations were favourable towards such legislation (vs 11 individuals and 9 organisations against). Lastly, 72 individuals and 78 organisations strongly agreed or agreed on harmonising **service providers' admission and rights from outside the EU** (vs 13 individuals and 11 organisations against).

Figure 2. Overview of the organisations' profile: Should new legislation to harmonise at EU level the admission and rights of those categories of workers be introduced?



A majority of respondents agreed or strongly agreed that the EU should introduce new harmonised legislation by developing a comprehensive **EU legal migration code**, replacing all existing directives on labour migration (73% or 164 responses). This group included 64% of the responding public authorities (16 vs 8 who were against and 5 neutral), 55% of company/business organisations (7 in favour vs 1 against and 1 neutral), 67% of business associations (6 vs 3 against and 2 neutral), and 93% of NGOs

(38 in favour vs 1 against and 2 neutral). Public authorities also constituted the top category of those organisations disagreeing or strongly disagreeing (8 responses).

A majority of respondents agreed or strongly agreed that the EU should introduce rules allowing the **admission of third-country workers without a concrete job offer**, permitting them to search for a job subject to certain conditions (60% or 135 responses), while respondents who disagreed or strongly disagreed accounted for 27% of responses (or 61 responses) and 30 responded as neutral. This majority group included 67% of responding company/business organisations (6 in favour vs 1 against and 2 neutral), 73% of business associations (8 vs 3 against) and 80% of NGOs (33 in favour vs 3 against and 5 neutral). Responding public authorities equally accounted (42%) among those agreeing and disagreeing (12 in favour vs 12 against and 5 neutral). The European Commission is in the process of exploring the feasibility of developing an EU talent pool, taking inspiration from 'Expression of Interest' migration management systems used by Australia, Canada and New Zealand. Respondents were asked to rate a number of possible objectives of the EU talent pool.

Overall, all possible objectives were rated highly by the respondents. Of the four measures that were proposed, the most popular was "*Helping retain highly skilled third-country nationals already legally residing in the EU*" (76% favourability), followed by "*Addressing the existing barriers to international recruitment*" and "*Involving employers in labour migration schemes*" (both with 75% favourability). The suggestion of an "*EU-branded gateway for international recruitment*" reached 72% of favourability amongst respondents. Furthermore, more than half of the respondents strongly agreed or agreed that the "EU talent pool" could use elements of a "points-based system, where applicants are ranked based on points assigned", representing 54% of respondents (or 122 responses).

Another key theme explored by the Public Consultation was the protection of third-country workers' rights and fighting **against their exploitation**. A majority of respondents strongly agreed or agreed on the importance of **developing horizontal EU rules on labour inspections and employers' sanctions** (77% or 174 respondents) and with the idea that through public employment services and the involvement of third-country workers into the labour market policies the EU should **encourage the development of targeted support measures** (74%, or 168 responses). A majority of respondents agreed or strongly agreed that the EU should strengthen its current rules to sanction those employing and exploit **irregular migrants**, with 73% (or 166 responses).

With regard to **regularisation of those third-country workers who are already present in their territories in a situation of illegal stay**, a majority of respondents (146 or 65% of responses) agreed or strongly agreed with the idea that the EU should support and coordinate Member States' national approaches in developing balanced regularisation measures.

With regard to a possible harmonisation of the **admission and rights of third-country entrepreneurs**, a majority of respondents agreed or strongly agreed that the EU should introduce new legislation to harmonise the admission and rights of third-country entrepreneurs and to promote the founding of start-up companies by third-country entrepreneurs, with 146 (65%) positive responses. This group included 45% of the responding public authorities (13 vs 9 who were against and 7 neutral), 56% of company/business organisations (5 in favour vs 2 against and 2 neutral), 64% of business associations (7 vs 3 against and 1 neutral), and 78% of NGOs (32 in favour and 9 neutral). Overall, organisations represented 53% of the total positive responses (77 vs 17 against), while EU citizens accounted for 39% (57 vs 21 against).

Concerning **improving intra-EU mobility**, a large majority of respondents agreed or strongly agreed on the importance of improving intra-EU mobility of third-country workers (72% or 162 respondents), whilst 14% disagreed or strongly disagreed (32 responses), and 24% (32) responded as neutral.

Finally, respondents agreed that the EU should **strengthen and promote the long-term residents Directive** and make long-term resident status a truly EU-wide residence status, with strengthened intra-EU mobility rights (79% or 178 respondents strongly agreed or agreed).

1 Introduction

Legal migration is a shared competence between the European Union and its Member States. The EU legal framework on legal migration covers the conditions for entry and residence for certain specific categories of third-country nationals admitted for the purposes of remunerated activities (economic migration), including highly qualified workers ("Blue Card" holders), seasonal workers and intra-corporate transferees. It also covers other specific categories of third-country nationals, including students and researchers, long-term residents ('EU long-term residence' status) and those with the right to family reunification. Finally, the Single Permit Directive, adopted in December 2011, established a single application procedure and guaranteed a common set of rights, covering those applying to be or have been admitted for the purpose of work, or those admitted for other reasons but who are allowed to work (with a number of notable exceptions).

The European Commission, in March 2019, completed an overall evaluation of the legal framework in the area of legal migration at EU level. It concluded that although the current legal framework is generally fit for purpose, there are a number of inherent shortcomings in the EU legal migration system (e.g. fragmentation, limited coverage of EU rules, inconsistencies between different directives, the complexity of procedures, incorrect implementation) that need to be addressed through measures ranging from better enforcement to new legislation.

As part of the current Pact on Migration and Asylum, the 2020 European Commission Work Programme foresaw a number of measures on legal migration, based on the most immediate recommendations emerging from the 2019 Fitness Check, while taking into account the lessons learned in this area from the COVID-19 crisis. These measures include the revision of the Long-term residents Directive and the Single Permit Directive and the development of an EU Talent pool.

Within this context, the purpose of the Public Consultation on the future of legal migration is, on the one hand, to identify further areas where the existing EU framework could be improved in the longer term, based on the most forward-looking recommendations from the 2019 Fitness Check. On the other hand, it aims at collecting views on developing new ideas to boost the EU's attractiveness for migrants with the skills the EU needs, facilitate skills matching, and better protect third-country workers from exploitation. The findings of this consultation will help the Commission to decide what initiatives are needed to address the long-term challenges in this area.

Structure of the report

The analysis of the responses to the public consultation follows the structure and main themes of the consultation as follows:

- Overview of respondents and their characteristics
- Analysis of the responses to the public consultation (Q1 to Q13)
- Overview of written contributions
- Annex 1 – Detailed overview of respondent profiles
- Annex 2 – Figures of the Analysis of the Public Consultation on the future of EU legal migration

2 Overview of responses and contributions to the public consultation

The online public consultation on the future of EU legal migration (hereafter 'the PC') received a total of 226 responses. In addition, 38 written contributions² were received from 36 organisations³ and 1 Non-EU citizen. Section 4 includes a summary of the written contributions.

Profile of respondents (n=226)

Just over half of the respondents answered as organisations (54% or 121 responses out of all responses), while the rest of the respondents (46% or 105 responses) answered the PC as individuals. From those who responded as organisations, the main types of organisations represented in the PC were non-governmental organisations (34%) and public authorities (24%). Responses from business associations accounted for 9% and academic/research institutions for 8%. Company/business organisations and trade unions accounted for 7% and 3%, respectively. 15% of respondents defined themselves as other organisations, including *inter alia*, two associations, two public services entities, two organisations, two religious organisations, one law firm and one foundation.

Out of the total 105 responses received from individuals, 85% were EU citizens, and 15% were non-EU citizens.

Figure 3. Profile of respondents



Country of origin of respondents (n=226)

A very large majority of the respondents (organisations and individuals) originated from EU countries (89% or 200 responses of all responses), with only 11% (or 26 responses) of respondents originating from non-EU countries.

Responses were received from 24 EU Member States, with the main countries being Italy (23% or 53 responses), Belgium (12% or 28 responses), Germany (11% or 24 responses) and Spain (10% or 23 responses). Furthermore, Austria, Poland and Portugal accounted for 4% each, respectively (or 10 responses each). They were followed by France (7 responses) and Romania (6 responses), while Czechia, Greece and the Netherlands received 4 responses each, and Sweden 3 contributions. Responses from 11 Member States⁴ were modest and accounted for less than 1% of the total responses, respectively.

² Five of these contributions were submitted via email by 4 organisations (2 non-governmental organisations, 1 public authority and 1 other organisation). As these four organisations did not provide responses to the public consultation questionnaire, they have not been included in the total number of responses received (n=226), but their written contributions have been included in the analysis conducted under section 4.

³ One organisation submitted two documents via email.

⁴ IE, LU, SI, SK, BG, HR, CY, FI, HU

At the EU level, the highest number of responses from *organisations* were received from Italy (32 responses or 29% of the replies from organisations received at the EU level); followed by Belgium (18% or 20 responses), Spain (13% or 14 responses), Germany (10% or 11 responses), and Poland (7% or 8 responses). The highest number of responses from *individuals* were received from Italy (21 responses or 24% of the replies from individuals received at the EU level); followed by Germany (15% or 13 responses), Spain (10% or 9 responses), Belgium (9% or 8 responses), Austria and France with 6 responses (7%) each. 9 non-EU based organisations also responded to the public consultation.

In addition, responses were received from 17 non-EU countries. Answers come from the following countries: the United States (4 responses), United Kingdom (3 responses), with 2 responses respectively received from Brazil, Morocco, Russia, Switzerland. Also, Algeria, Australia, India, Israel, Mexico, Nepal, New Zealand, Peru, Singapore, Tunisia and Ukraine all accounted for less than 1% of responses (or one response each).

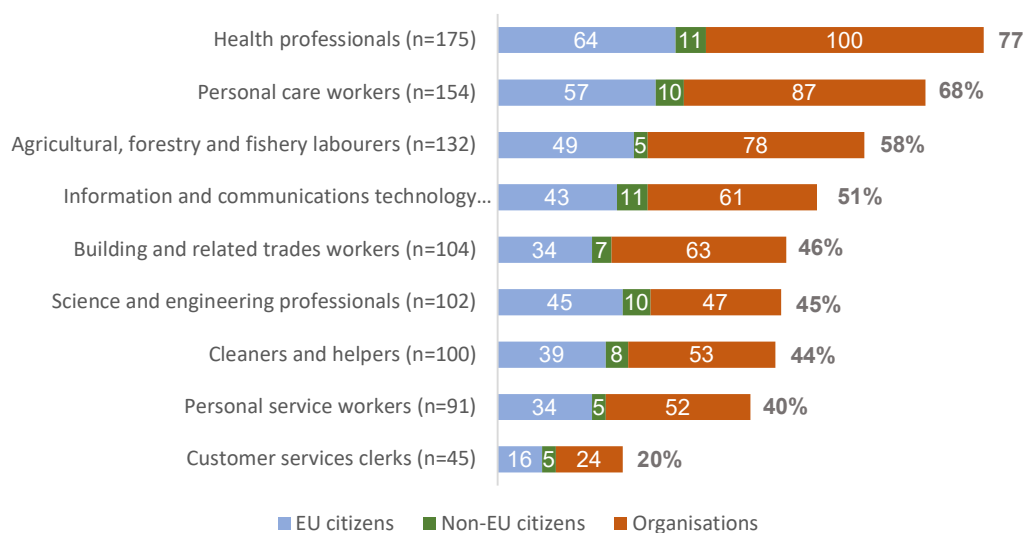
More information on the respondents' profile is available in Annex 1.

3 Analysis of the responses to the public consultation

Q1: In which occupations do you think that the EU will mostly need to recruit third-country nationals in the coming years, also taking into account the economic impact of the COVID-19 crisis? (n = 226)

Respondents considered that health professionals (77% or 175 respondents) were the top occupation where the EU will need to recruit third-country nationals in the future. This is followed by personal care workers (68% or 154 respondents), agricultural, forestry and fishery labourers (58% or 132 respondents).⁵ In contrast, only one-fifth of respondents considered customer service workers to be a shortage of occupation in need of third-country workers (20% or 45 respondents) and information and communications technology professionals (51% or 115 respondents). Also, 42 respondents provided suggestions of other occupations for which third-country nationals would need to be recruited. The most salient occupations included drivers and mobile plant operators (8 respondents), teaching professionals (6 respondents), legal professionals (4 respondents) and creative and performing artists (4 respondents).

Figure 4. Potential shortage occupations that the EU will mostly need to recruit third-country nationals in the coming years (n=226)



*Please note that the % do not add up to 100 as respondents were allowed to select several options.

⁵ Percentages do not add to 100% since respondents could select multiple options.

Q2: In your view, what new initiatives on legal migration should the EU take in the next years? (n = 226)

Practical measures to support Member States authorities, employers and prospective migrants

Overall, respondents **largely agreed or strongly agreed** that the EU should take new practical measures to support Member States' authorities, employers, and prospective migrants in the area of legal migration (percentages combined varying from 72% to 92%). Among these respondents, organisations represented the majority (57% on average), and EU citizens generally accounted for 37%. Conversely, a small share of respondents – ranging from 3% to 12% - disagreed or strongly disagreed that such practical measures should be implemented to support Member States authorities, employers, and prospective migrants.

Individuals and organisations' views were largely aligned (with slight variations) regarding the specific practical measures that the EU should provide to promote legal migration. Improving the **information on legal pathways** (92% or 208 out of 226 total responses), improving **systems to recognise professional qualifications and validate professional skills acquired** (92% or 207 responses) and the **support in the exchange of good practices** (87% or 197 responses) were perceived as the most prominent practical measures that the EU should focus its initiatives on. As many as 80% of respondents (or 181) also agreed or strongly agreed on the need for improving the **coordination of the national migration policies** through the establishment of priorities and guidelines at the EU level, while 72% (or 163 responses) on the need of **funding between labour migration projects Member States and third countries**.

Overall, organisations were particularly positive toward adopting new practical measures at the EU level to support Member States' authorities, employers, and prospective migrants in the area of legal migration. This group included, on average, 91% of the responding business associations (with positive responses ranging from 9 to 11 out of the 11 total responding business associations vs 1 against); 89% of the responding business organisations (from 8 to 9 in favour out of 9 vs 1 against); 88% of NGOs (from 32 to 40 favouring the measures out of 41 vs from 1 to 4 against); and 79% of public authorities (from 20 to 28 out of 29 in favour vs from 1 to 4 against).

Figure 5. Overview of the organisations' profile: What new initiatives on legal migration should the EU take in the next years?



Around 24% of all respondents indicated that there were also 'other' measures, of which the vast majority (71%) were organisations, and 24% were EU-citizens. Other most frequently indicated measures included the strengthening of the legal pathways for migrants willing to enter the labour market; the simplification and digitalisation of the

administrative processes in the area of legal migration, family reunification and EU intra-mobility; the setting up of EU-platforms designed to provide guidance for third-country nationals while allowing employers to advertise their vacancies; the promotion of good examples of successful integration of migrants and EU mobility experiences; and the launch of campaigns to eradicate discrimination and enhance equal treatment.

New legislation to harmonise at EU level the admission and rights of those categories of workers that are not yet regulated at EU level

Individuals and organisations were generally aligned when agreeing that the EU should launch new legislation to harmonise the admission and rights of those categories of workers that are not yet regulated at the EU level, such as domestic workers/caregivers, highly mobile workers and service providers from outside the EU, with percentages varying from 67% to 75%.

The top category of workers whose legislation should be harmonised was **highly mobile workers** with 75% of respondents agreeing or strongly agreeing - 80 individuals and 89 organisations indicated it, followed by **domestic workers/caregivers** (74% - 78 were individuals and 90 organisations) and **service providers from outside the EU** (67% - 72 individuals and 78 organisations). Thus, a slight variation was noticed as citizens were more inclined to prioritise highly mobile workers, while organisations indicated domestic workers/caregivers more frequently.

Among those organisations that were positive towards launching new legislation to harmonise **domestic workers/caregivers'** admission and rights, 36 were from non-governmental organisations (NGOs) representing 40%⁶, 20 public authorities (22%), and 16 from other organisations (18%). Academic/research institutions and company/business organisations provided 6 responses each (7%), while 5 responses were received from business associations (5%) and only one from a trade union. Conversely, among those organisations who disagreed or strongly disagreed⁷, public authorities provided 5 responses, business associations and NGOs 3 each, trade unions 2 and only one response was received from an academic/research institution and a company/business organisation.

Moreover, among those organisations which agreed or strongly agreed on the need for harmonising legislation for **highly mobile workers**, NGOs represented 38%⁸ (or 34 responses), public authorities 20% (or 18), other organisations 18% (or 16) and business associations 8% (or 7). Academic/research institutions and company/business organisations represented 7% with 6 responses each, and only two responses were received from trade unions. On the other hand, among those organisations who gave negative responses to this question⁹, 4 were public authorities, 3 business associations and one response was respectively received from an academic/research institution and a company/business organisation.

Furthermore, 29 NGOs (37%¹⁰ of organisations with positive responses) strongly agreed or agreed that legislation should be harmonised for **service providers from outside the EU**, as did 15 public authorities and other organisations representing 19% each, and 7 company/business organisations (9%). Finally, also 6 business associations and academic/research institutions each agreed or strongly agreed, representing respectively 8%. Among organisations that disagreed or strongly disagreed¹¹, 4 responses were received from public authorities, 3 respectively business associations and NGOs, while a company/business organisation provided the remaining one response.

⁶ Out of the total organisations with positive responses to this question (n=90)

⁷ A total of 15 organisations disagreed or strongly disagreed.

⁸ Out of the total organisations with positive responses to this question (n=89)

⁹ A total of 9 organisations disagreed or strongly disagreed.

¹⁰ Out of the total organisations with positive responses to this question (n=78)

¹¹ A total of 11 organisations disagreed or strongly disagreed.

Finally, around 11% (or 25 responses) of all respondents indicated 'other' categories of workers that are not yet regulated at the EU level, but that should be considered when introducing new legislation. Out of those, 84% (or 21 responses) were organisations, 12% (or 3 responses) were EU-citizens, while one response was received from a non-EU citizen. The most cited categories included students, jobseekers, workers in the agricultural and health sector, entrepreneurs and cross-border workers. Finally, several respondents stressed that any new legislation should serve the main purpose of increasing workers' rights while ensuring its consistent application.

New legislation to harmonise at EU level the rules for the admission of all third-country workers by developing a comprehensive EU legal migration code, replacing all existing directives on labour migration

A majority of respondents agreed or strongly agreed that the EU should introduce new harmonised legislation by developing a comprehensive EU legal migration code, replacing all existing directives on labour migration (73% or 164 responses), while respondents who disagreed or strongly disagreed on the importance of such actions accounted for 15% (or 35 responses) and 27 responded as neutral.

Overall, organisations were positive towards developing a comprehensive EU legal migration code as they accounted for 55% (or 91 responses) of the respondents who agreed or strongly agreed, while individuals¹² accounted for almost 45%.

Among those who responded as organisations in their professional capacity expressing a positive response, most organisations (42%¹³ or 38 responses) were non-governmental organisations, other organisations and public authorities accounted for 18% each (or 16 responses) and company/business organisation for 8% (or 7). Six responses were received from academic/research institutions and business associations. Finally, only two positive responses were received from trade unions.

EU citizens and organisations similarly accounted amongst those who disagreed or strongly disagreed (respectively 17 and 16 responses), while Non-EU citizens provided only 2 responses. Among the organisations that provided negative responses, eight were received from public authorities; academic/research institutions and business associations provided three responses (each), and only one response was provided by a company/business organisation and an NGO.

Combination of both practical and legislative measures

The largest share of respondents considered that the EU should develop a combination of practical and legislative measures in the next years in the area of legal migration (80% or 182 responses agreed or strongly agreed), while only 7% (or 14 responses) disagreed or strongly disagreed that such measures are important and 30 responded as neutral.

Broadly, both EU citizens and organisations appear to favour the development of combined practical and legislative interventions as they accounted for 92% (38% or 70 responses and 53% or 97 responses¹⁴, respectively). Among those who disagreed or strongly disagreed, EU citizens represented 57% (or 8 responses), while organisations accounted for 36% (or 5¹⁵), and a Non-EU citizen provided the remaining response (1).

¹² 61 were EU-citizens and 12 Non-EU citizens

¹³ Out of the total organisations with positive responses to this question (n=91)

¹⁴ Among those 97 organisations, 38 responses were provided by NGOs, 16 by other organisations, while 15 responses were received from public authorities and 9 academic/research institutions. Furthermore, 8 business associations and company/business organisations also strongly agreed or agreed as well as 3 trade unions.

¹⁵ Out of those 5 responses, 3 were received from public authorities and one each from an academic/research institution and one other organisation.

Q3: Do you think that the EU should introduce rules allowing the admission of third-country workers without a concrete job offer, permitting them to search for a job subject to certain conditions (such as demonstrating a certain level of qualifications/skills and having sufficient resources to support themselves)? (n=226)

A majority of respondents agreed or strongly agreed that the EU should introduce rules allowing the admission of third-country workers without a concrete job offer, permitting them to search for a job subject to certain conditions (60% or 135 responses), while respondents who disagreed or strongly disagreed accounted for 27% of responses (or 61 responses) and 30 responded as neutral.

Generally, organisations were more positive on the idea of introducing new EU rules allowing the admission of third-country workers without a concrete job offer, representing 61% (82) of the respondents having strongly agreed and agreed and only 34% (21) of respondents having strongly disagreed or disagreed. EU citizens represented 31% (42) of respondents having strongly agreed or agreed, but 62% (38) of respondents having strongly disagreed or disagreed.

NGOs represented 40%¹⁶ (33) of those organisations which expressed a positive opinion, "other" organisations accounted for 17% (14), public authorities for 15% (12), business associations for 10% (8), academic/research institutions for 9% (7). Six replies were received from company/business organisations (7%), and the remaining two were provided by trade unions. Conversely, public authorities constituted 57% (12) of those organisations strongly disagreeing or disagreeing¹⁷ on the possibility of introducing new EU rules for the admission of third-country workers, followed by business associations and NGOs, which respectively accounted for 14% (3 each), while only one response was provided by an academic/research institution, a company/business organisation and an "other" organisation.

Q4: The Commission announced in the Pact the development of an EU talent pool. In your view, what should be its main objectives? (n=226)

The European Commission is currently assessing whether the EU could be made more attractive for third-country workers with Europe's skills by building an EU talent pool, taking inspiration from 'Expression of Interest' migration management systems used by Australia, Canada, New Zealand. This would provide a platform through which skilled third-country workers would express their interest in migrating to the EU and could be selected by EU employers and migration authorities based on their needs.

Respondents were asked to rate a number of possible objectives of the EU talent pool. Overall, all possible objectives were rated highly by respondents. Of the four measures that were proposed, the most popular was "Helping retain highly skilled third-country nationals already legally residing in the EU" (76% favourability), followed by "Addressing the existing barriers to international recruitment" and "Involving employers in labour migration schemes" (both with 75% favourability). The suggestion of an "EU-branded gateway for international recruitment" was the least popular with 72% favourability amongst respondents.

EU-branded gateway for international recruitment

A majority of respondents agreed or strongly agreed that the main objective of the EU talent pool should be to have an EU-branded gateway for international recruitment so to make the EU as a whole more attractive for highly skilled third-country workers (164 or 72% of responses), while respondents who disagreed or strongly disagreed amounted to 27 or 12% of responses and neutral responses amounted to 35, or 15% of responses.

Overall, organisations were more positive on the idea of an EU-branded gateway for international recruitment, accounting for 53% of respondents having agreed or strongly agreed (or 87 responses). 23 public authorities (26% of organisations with positive

¹⁶ Out of the total organisations with positive responses to this question (n=82)

¹⁷ Out of the total organisations with negative responses to this question (n=21)

responses) strongly agreed or agreed, as well as 20 NGOs (23% of organisations with positive responses), 9 companies and 9 academic institutions.

Among the 9 organisations which disagreed or strongly disagreed, there were 4 NGOs, followed by public authorities (2), business associations, trade unions and "others" (each with 1 response).

EU citizens accounted for 33% (66) of responses having agreed or strongly agreed with the idea of an EU-branded gateway for international recruitment.

Addressing the existing barriers to international recruitment, in particular for SMEs with unfilled vacancies which cannot afford private intermediation services

A majority of respondents agreed or strongly agreed that the EU talent pool's main objective should be to address the existing barriers to international recruitment, particularly for SMEs with unfilled vacancies that cannot afford private intermediation services (170 or 75% of responses). Neutral responses amounted to 40 (or 18% of responses), while responses that disagreed or strongly disagreed represented 7% (16) of responses.

Organisations were broadly in favour of addressing the existing barriers to international recruitment, particularly for SMEs with unfilled vacancies that cannot afford private intermediation services, with 88 or 52% of respondents having agreed or strongly agreed. 29 NGOs gave positive responses (33% of all organisations with positive responses), as well as 19 public authorities (22% of all organisations with positive responses), followed by companies, business associations and academic institutions (each with 8 responses).

Among the organisations that disagreed or strongly disagreed, 5 were NGOs followed by public authorities, academic institutions, business associations, trade unions and "others" (each with 1 response).

Involving employers in labour migration schemes, ensuring their labour market needs are reflected

A majority of respondents reacted positively to the idea that the main objective of the EU talent pool should be to involve employers in labour migration schemes, ensuring their labour market needs are reflected (171 or 75% of responses), while 37 respondents (16%) gave neutral responses and 18 (8%) respondents gave negative responses.

Organisations had a slight majority in positive responses (with 90 positive responses or 52% of positive responses) against 66 positive responses given by EU citizens (39% of positive responses.) The totality of non-EU citizens responded positively, with 16 or 9% of positive responses. Organisations and EU citizens provided negative responses in equal measure, with 9 negative responses (or 50% of negative responses) each.

Helping retain highly skilled third-country nationals already legally residing in the EU, e.g. third-country students who just graduated in the EU

A majority of respondents reacted positively to the idea that the EU talent pool's main objective should help retain highly skilled third-country nationals already legally residing in the EU, with 171 responses (or 76% of responses). 30 respondents (14% of responses) gave neutral responses, and 25 respondents (11% of responses) disagreed or strongly disagreed.

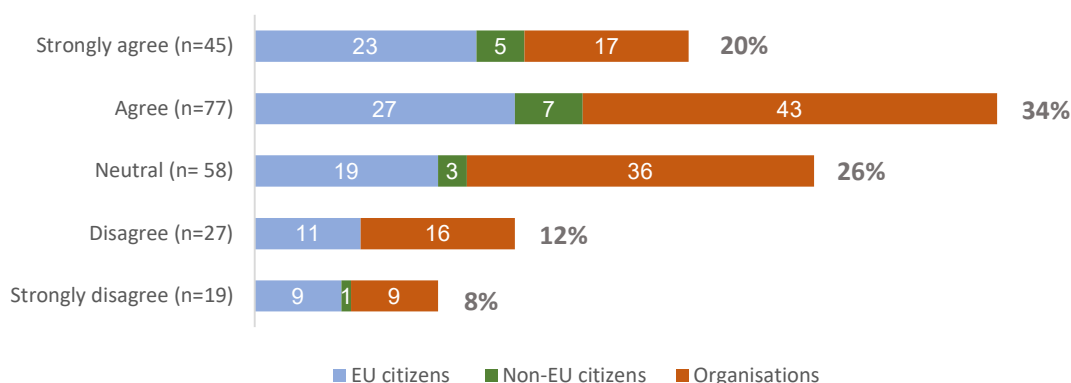
Exactly half of the positive responses were recorded by organisations (85 or 50% of positive responses) while 41% of positive (70) responses were from EU citizens. A totality of non-EU citizens responded positively, with 16 or 9% of positive responses. Organisations dominated neutral responses with 25, or 83% of neutral responses.

Q5: Do you think that the 'EU talent pool' could use elements of a 'points-based, where applicants are ranked on the basis of points assigned system' to different elements (such as already having a job offer, level of education or experience, language skills, age)? (n=226)

More than half of the respondents strongly agreed or agreed that the "EU talent pool" could use elements of a "points-based, where applicants are ranked based on points assigned system", representing 54% of respondents (or 122 responses). Respondents who strongly disagreed or disagreed represented 20% of responses (or 46 responses) and 58 responded as neutral.

Overall, EU citizens and organisations were almost equally favouring this idea, with EU citizens representing 47% (50) of respondents of those having agreed or strongly agreed, against 49% (60) for organisations. Organisations were more likely to strongly disagree or disagree, representing 54% (25) of these responses, while EU citizens represented 43% (20) of these responses. Neutral responses represented a little more than a quarter (26% or 58) of total responses, with organisations accounting for 65% (36) and EU citizens for 33% (19).

Figure 6. Importance of the use of elements of a "points-based ranking system" in the "EU talent pool" (n=226)



Q6: Considering that EU legislation already grants third-country workers who are legally residing in the EU the same working conditions as EU nationals but that in practice this is not always correctly enforced, how could the EU strengthen the protection of third-country workers' rights and fight their exploitation? (n=226)

Developing horizontal EU rules promoting effective labour inspections and a sanction system addressing employers of third-country workers in case of abuses

A majority of respondents strongly agreed or agreed on the importance of developing horizontal EU rules on labour inspections and employers' sanctions (77% or 174 respondents), whilst only 9% disagreed or strongly disagreed (20 respondents), and 32 responded as neutral.

Overall, EU citizens and organisations' views were positive and aligned (with slight variations), representing 44% and 49%, with eight responses from EU-citizens and eleven from organisations that disagreed. Among those organisations which agreed on the importance of developing horizontal EU rules on labour inspections and employers' sanctions, 42% (36) were NGOs and 19% public authorities.

Encouraging the development of targeted support measures by public employment services, and the inclusion of third-country workers in active labour market policies

A large majority of respondents strongly agreed or agreed with the idea that through public employment services and the involvement of third-country workers into the labour market policies the EU should encourage the development of targeted support measures (74%, or 168 responses), while few respondents strongly disagreed or disagreed (9%, or 19 responses) and 39 remained neutral.

Organisations accounted for 60% (101) of the respondents that strongly agreed or agreed, while EU citizens represented 32% (54) of these responses. EU citizens were more likely to strongly disagree or disagree, representing 74% (14) of these responses, while organisations only represented 21% (4).

Around 18% (or 40 responses) of all respondents indicated that there were 'other' categories of measures that the EU should implement to strengthen the protection of third-country workers' rights and fight their exploitation. Out of those, 68% (or 27 responses) were organisations EU-citizens, and 30% (or 12 responses) were EU-citizens. The most cited measures linked to the need for strengthening and monitoring labour inspections and sanctions systems, providing legal aid and general guidance to the third-party workers in their native language, making the administrative procedures faster, and boosting anti-discrimination campaigns.

Q7: Considering that the employment of irregular migrants can not only lead to exploitation and social dumping but can also be a disincentive to legal labour migration, do you think that the EU should strengthen its current rules to sanction those employing and exploiting irregular migrants? (n = 226)

A majority of respondents agreed or strongly agreed that the EU should strengthen its current rules to sanction those employing and exploiting irregular migrants, with 73% (or 166 responses) of respondents responding positively, against 13% of respondents (30) giving neutral responses and 13% (30) giving negative responses.

Organisations and EU citizens both provided positive responses, with 49% (82) and 44% (72) of positive responses, respectively. The rest of the positive responses were provided by non-EU citizens (11 responses or 7% of positive responses). Organisations gave twice as many negative responses (20 or 66% of negative responses) than EU citizens (10 or 34% of negative responses), and non-EU citizens did not give any negative responses.

Q8: EU law provides that those third-country nationals who do not have the right to stay in the EU must return, and the Commission is building a stronger EU system to improve the effectiveness of its return policy. At the same time, the travel restrictions introduced world-wide to respond to the COVID-19 pandemic have had a significant impact on the possibility to keep labour migration channels open. Therefore, a number of Member States have adopted regularisation measures for those third-country workers who are already present in their territories in a situation of illegal stay, and framed the conditions for the delivery of temporary permits to prevent the emergence of pull factors. Against this background, and taking into account the possible spill-over effects that a regularisation measure in one Member State may have on the others, do you think that the EU should support and coordinate Member States' national approaches in developing balanced regularisation measures? (n=226)

A majority of respondents (146 or 65% of responses) agreed or strongly agreed with the idea that the EU should support and coordinate Member States' national approaches in developing balanced regularisation measures. 19% (42) of responses were neutral, while 17% (38) were negative.

Organisations gave a slight majority of positive responses with 78 (53%), while EU citizens gave 39% (57) of positive responses. Non-EU citizens provided 11 positive responses (or 8% of positive responses). EU citizens (21, or 55%) gave slightly more negative responses than organisations (17, or 45%), while non-EU citizens did not provide any negative responses.

Q9: What other measures could be taken at EU level concerning the assessment and criteria for the regularisation of third-country workers who are in a situation of illegal stay in the EU? (n=88)¹⁸

A total of 88 respondents replied to this question, of which 33 were individuals (29 EU citizens and 4 non-EU citizens) and 55 organisations. While most stakeholders were supportive of regularisation measures (84% or 74 respondents), 11% of respondents

¹⁸ Percentages do not add to 100% since some respondents provided several suggestions.

(or 10 respondents) were against such measures and 5% (or 4 respondents) proposed the use of return measures as a response to irregular migration.¹⁹

As many as 44% of respondents (39 respondents) provided specific suggestions relating to the type of criteria which could be used for regularisation. The criteria mentioned included considering the third-country national's existing level of integration in the country, reflected in terms of length of stay (8 responses), knowledge of the language and culture (7 responses), the level of professional skills (6 responses), ties to family members residing in the EU (6 responses), and the absence of criminal convictions (2 responses). Other criteria related to the vulnerability of the person, in terms of minors in their care (2 responses), the current situation in their country of origin (3 responses), and whether they have been a victim of human trafficking or labour exploitation (2 responses). Some respondents considered that the EU should involve organisations working with migrants in the definition of the assessment criteria (2 responses) or that a new category should be created for those persons not currently covered by international conventions, such as those fleeing climate change (1 response).

In addition, 36% of respondents to this question (or 32 respondents) provided suggestions aiming to make the regularisation process itself more efficient, such as by making hiring procedures cheaper or less administratively burdensome for employers (7 responses), making procedures faster by placing time limits for case assessment (7 responses), ensuring a fair distribution of workers (2 responses), or adopting a points-based system or a talent pool (4 respondents). 12 respondents considered that the EU should promote regularisation further.

Furthermore, 6% (or 5 respondents) highlighted the important role played by the EU in ensuring that Member States abide by the legal migration regulations and that the most vulnerable workers are protected, especially in view of the COVID-19 pandemic. A total of 5% (or 4 respondents) provided suggestions for the use of return to tackle irregular migration, ranging from use in extreme cases only to immediate use upon detection of an irregular migrant. Lastly, 8% (or 7 respondents, all EU citizens) considered that no regularisation measures should be taken, and 3% (or 3 respondents) considered that no common criteria should be established as it should be solely a national competence.

Q10: Should the EU introduce new legislation to harmonise at EU level the admission and rights of third-country entrepreneurs and to promote the founding of start-up companies by third-country entrepreneurs (persons that enter the EU to work as self-employed or to start a new business)? (n=226)

A majority of respondents agreed or strongly agreed that the EU should introduce new legislation to harmonise the admission and rights of third-country entrepreneurs and to promote the founding of start-up companies by third-country entrepreneurs, with 146 (65%) positive responses. Another 18% (41) of responses were neutral, as well as 17% (39) negative responses.

Organisations represented a slight majority (53% or 77) with 77 positive responses, against 57 for EU citizens (39%). Among those 77 organisations which strongly agreed or agreed, 32 were NGOs (42% of all organisations with positive responses), 13 were public authorities as well as other organisations (17% each), 7 were business associations (9%), 6 academic institutions (8%), 5 company/business organisations and 1 was a trade union. Another 12 positive responses were from non-EU citizens, who accounted for 8% of positive responses.

EU citizens occupied a slight majority of negative responses, with 21 (54%), while organisations represented 44% of negative responses (17) and non-EU citizens gave one (1) negative response, representing 2% of negative responses. Among the 17 organisations which disagreed or strongly disagreed, there were 9 public authorities (53%), followed by business associations (3 or 17%), academic institutions and

¹⁹ 6 of these were EU citizens, originating from Austria, Croatia, France, Greece and Sweden. The remaining 4 were public authorities from Belgium and Latvia, and a business association and non-governmental organisation, both from Germany.

company/business organisations (each with 2 responses or 12%) and lastly, an "other" organisation which provided one response.

Q11: Should the EU improve the intra-EU mobility rights of all third-country workers, by making it easier for those workers who legally reside in one EU Member State to move and work in another EU Member State? (n=226)

A large majority of respondents agreed or strongly agreed on the importance of improving intra-EU mobility of third-country workers (72% or 162 respondents), whilst 14% disagreed or strongly disagreed (32 responses), and 24% (32) responded as neutral.

Organisations represented the majority (57%) of positive responses, with 93, against 55 for EU citizens (34%) and 11 for Non-EU citizens. NGOs (41% of organisations with positive responses or 38) and public authorities (16% of organisations with positive responses or 15) represented the top categories of organisations who strongly agreed or agreed.

Whilst nine organisations disagreed or strongly disagreed (7% of all organisations), 22 EU citizens disagreed or strongly disagreed, accounting for 25% of all EU citizens who responded to this question. Among those organisations which were negative towards improving intra-EU mobility of third-country workers, public authorities represented 78% (7); conversely, NGOs accounted for 41% (38) of those who favoured the idea.

Q12: The Commission announced in the Pact a targeted revision of the EU long-term residents Directive. Do you believe that the EU should strengthen and promote this Directive and make the current long-term resident status a truly EU-wide residence status that includes strengthened intra-EU mobility rights? (n=226)

The largest share of respondents agreed that the EU should strengthen and promote the long-term residents Directive and make long-term resident status a truly EU-wide residence status, with strengthened intra-EU mobility rights (79% or 178 respondents strongly agreed or agreed). Only 9% (or 21 respondents) either disagreed or strongly disagreed with this statement, with the remaining 12% (or 27 respondents) providing a neutral response.

Both EU citizens and organisations appear to favour the strengthening and promotion of the Directive, accounting for 93% of positive responses (33% or 59 responses and 60% or 106 responses, respectively). Among those who disagreed or strongly disagreed, the largest share of responses originated from EU citizens (81% of negative responses or 17 responses).

Q13: Please provide any other suggestions for improving the EU legal migration policy, by elaborating on your answers to the questions above, or by providing further ideas. (n =86²⁰)

Respondents to this question provided a range of suggestions for improving EU legal migration policy and implementation, with a smaller share using the question to express the view that migration should be limited or reduced (6% or 5 respondents, all of whom are EU citizens from Austria, Croatia, France, Italy and Sweden).²¹

A total of 36% (or 31) of respondents recommended actions to further harmonise Member State approaches to migration and employment, such as common rules for the attainment of citizenship; the introduction of a Directive on the recognition of professional qualifications of third-country nationals; the design and implementation measures to prevent brain drain in migrants' countries of origin; and the creation of an EU-level skills platform or database to facilitate recruitment of third-country nationals. Four of these respondents highlighted areas which in their view require more EU-level

²⁰ Two responses from public authorities were excluded from the analysis of this question because one replied only "-", while the other provided clarifications relating to the responses provided to other questions which were not considered relevant to question 13.

²¹ Percentages do not add to 100% since some respondents provided several suggestions.

attention, including the elaboration of standards for teleworking (e.g. qualifications required, service quality assurance, and possible short-term residence); tackling the phenomenon of 'Golden Visas or Passports' and its possible impacts on threats such as money laundering and terrorism; amending the Long-Term Residents Directive to allow persons under international protection long-term residence after one year; and making the Blue Card Directive more attractive for Member States and creating uniform rules for business trips by Blue Cardholders travelling within the EU.

In terms of other types of EU measures mentioned to support and protect third-country nationals already in the EU, 31% (or 27 respondents) provided suggestions, such as additional safeguards against the trafficking or exploitation of migrant workers; the provision of training for staff in public institutions working with migrants and sanctions for any staff using degrading treatment; equal treatment between certain types of third-country nationals and EU citizens; and increased inclusion measures through increased EU funding for integration, the more locally run projects, or measures targeted at second-generation migrants.

Furthermore, another 27% (or 23 respondents) called for more EU measures to facilitate legal pathways, such as employment agreements between EU and non-EU countries; increased dissemination of clear information on immigration and employment requirements and procedures; improving the recognition of qualifications and skills of third-country nationals; and the creation of contact points which may provide free advice or information to third-country nationals.

In addition, 9% (or 8 respondents) considered that the EU should focus on measures with a clear EU added value, such as the creation of an EU talent pool, upholding intra-EU mobility rights, or developing a strategy to attract the talent the EU needs. Lastly, as mentioned above, 6% of respondents wished to limit or reduce migration to the EU, arguing that the EU should first ensure the full integration of EU citizens into the labour market, that training should be provided to persons directly in their country of origin, or fearing that regularisation measures could incentivise irregular travel to the EU.

4 Overview of written contributions received

38 written contributions were received from 36 organisations and one non-EU citizen. The written contributions included 33 position papers and 5 reports. Four contributions have been excluded from the analysis as they were submitted in duplicate versions. Table 1 below provides an overview of contributions by type of respondent and topic covered.

Table 1. Overview of written contributions received

Type of document	Type of Respondent	Summary of key topics covered
Reports (5) ²²	3 non-governmental organisations, 1 academic/research institution, and 1 other entity.	Two of the reports focus on labour migration, the first advocating for the creation of complementary pathways for refugees through labour mobility and providing an example of successful cooperation between an NGO and businesses to employ highly skilled refugees in Canada and the United States. The second provides recommendations for a successful migration policy and work permit policy. Two other reports focus on the migration-development nexus, advocating for the increased use of legal pathways to also reduce poverty in third countries. Lastly, another study reviews the evolution of EU migration policy and highlights key challenges to consider in the coming years, such as the need to harmonise a fragmented EU migration policy, tackling for example the separation between legal migration and irregular migration policies; the lack of solidarity among Member States in some areas, such as in the field of asylum; the increasing externalisation of migration management mechanisms and the securitisation of migration which are viewed critically and thought to be detrimental to the development of a holistic migration policy.
Position papers (33) ²³	9 non-governmental organisations, 8 public authorities, 5 other entities, 4 academic/research institutions, 3 business associations, 1 company/ business organisation, 1 trade union and 1 non-EU citizen.	<p>The position papers provided suggestions or comments relating to EU labour and legal migration policies, such as the need to ensure humane working conditions for vulnerable migrant workers during economic or health crises (e.g. migrant women working as domestic workers); including all occupations in general work permit schemes rather than using a sectoral approach; ensuring general labour inspections and complaints mechanisms are accessible and effective for migrant workers; the enhancement of legal pathways to reduce irregular migration through community sponsorship, employment schemes, or incentives such as a work scholarship promoted by consulates in third-countries to encourage migrant workers in certain sectors (e.g. the arts and culture sector) to work in the EU; and the need to promote and increase the regularisation of irregular migrant workers.</p> <p>Several position papers also endorsed or proposed specific changes to the Long-Term Residents and the Single Permit Directives, such as introducing the right to change employer, type of job and sector for Single Permit holders; reducing the years of residence required to be eligible for long-term residence; and strengthening the intra-EU mobility rights of migrant workers meeting certain conditions. Other contributions highlighted key challenges faced by employers in relation to burdensome or lengthy administrative procedures for the recruitment of third-country nationals in</p>

²² The report from the other entity was submitted via email during week 13.

²³ Four position papers were submitted by two non-governmental organisations, one public authority and another entity via email during weeks 12 and 13.

certain sectors, as well as the need for new legislation to be introduced to regulate remote working, which has become more common during the covid-19 pandemic.

Annex 1: Detailed overview of respondent profiles

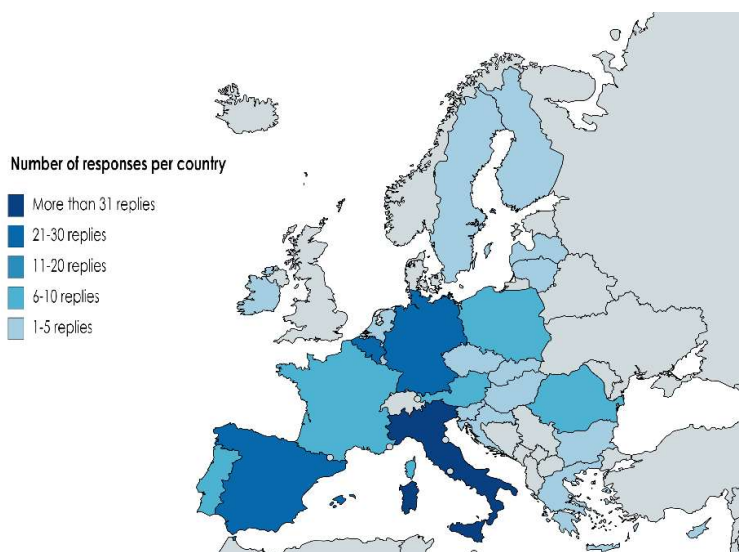
Country of origin (n=226)

Table 2. Number of responses with an EU country as the country of origin, per EU country²⁴

Country	Total number of responses	% of total responses	Number of responses from individuals	%	Number of responses from organisations	%
Italy	53	23%	21	9%	32	29%
Belgium	28	12%	8	3%	20	18%
Germany	24	11%	13	6%	11	10%
Spain	23	10%	9	4%	14	13%
Austria	10	4%	6	3%	4	4%
Poland	10	4%	2	0.88%	8	7%
Portugal	10	4%	3	1%	7	6%
France	7	3%	6	3%	1	0.89%
Romania	6	2.6%	3	1%	3	3%
Czechia	4	1.7%	1	0.44%	3	3%
Greece	4	1.7%	3	1%	1	0.89%
Netherlands	4	1.7%	3	1%	1	0.89%
Sweden	3	1%	2	0.88%	1	0.89%
Ireland	2	0.88%	2	0.88%	0	0%
Luxembourg	2	0.88%	2	0.88%	0	0%
Slovenia	2	0.88%	1	0.44%	1	0.89%
Bulgaria	1	0.44%	0	0%	1	0.89%
Croatia	1	0.44%	1	0.44%	0	0%
Cyprus	1	0.44%	1	0.44%	0	0%
Finland	1	0.44%	0	0%	1	0.89%
Hungary	1	0.44%	0	0%	1	0.89%
Latvia	1	0.44%	0	0%	1	0.89%
Lithuania	1	0.44%	0	0%	1	0.89%
Slovakia	1	0.44%	1	0.44%	0	0%

²⁴ The information is based on the replies to the question "country of origin" of the questionnaire.

Figure 7. Respondents' profile: country of origin



The majority of responses mentioning a non-EU country as the country of origin originated from individuals (65% or 17 responses out of 26 responses). Table 3 below provides an overview of these responses.

Table 3. Number of responses with a non-EU country as country of origin per country²⁵

Country	Total number of responses	Number of responses from individuals	Number of responses from organisations
Algeria	1	1	0
Australia	1	1	0
Brazil	2	1	1
India	1	1	0
Israel	1	1	0
Mexico	1	1	0
Morocco	2	0	2
Nepal	1	1	0
New Zealand	1	0	1
Peru	1	1	0
Russia	2	2	0
Singapore	1	1	0
Switzerland	2	1	1
Tunisia	1	1	0
Ukraine	1	1	0
United Kingdom	3	1	2
United States	4	2	2

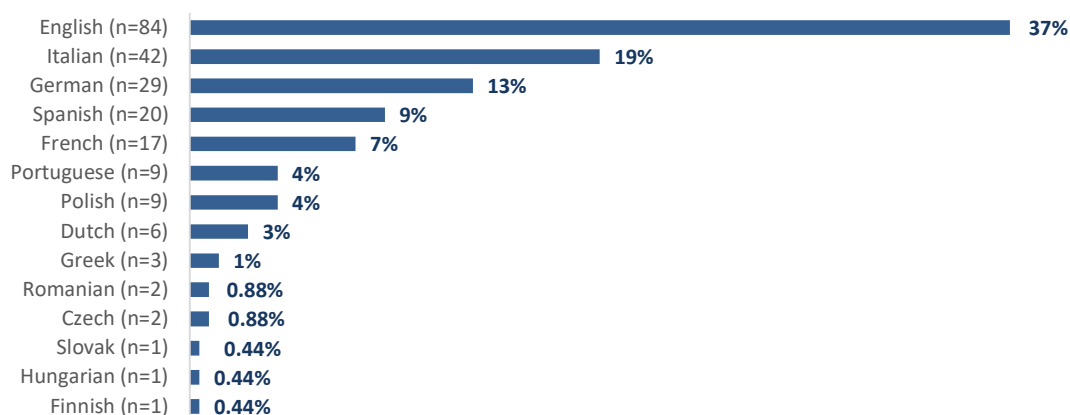
²⁵ It is to be noted that 1 individual from United Kingdom responded as an EU-citizen.

Language of contributions (n=226)

Respondent contributions to the public consultation were received in 14 EU languages – English, Italian, German, Spanish, French, Polish, Portuguese, Dutch, Greek, Czech, Romanian, Finnish, Hungarian and Slovak.

The largest share of contributions was received in English (37% of all responses). Contributions in Italian (19% of responses), in German (13%), Spanish (9%) and French (7%) also represented a significant share of all contributions. Also, Polish and Portuguese responses contributed respectively to 4% of all responses. Those in Dutch accounted for 3%, while contributions in Greek represented 1%. In addition, responses in the remaining five EU languages were minimal, and each accounted for less than 1% of the total responses.

Figure 8. Language of contributions



Organisation size (n=121)

The majority (40% or responses of all 121) of the organisations that responded to the PC were large in size (having 250 or more employees). Out of those, public authorities accounted for 44% (or 21 responses), while 17% (or 8 responses) represented other organisations. Six responses (13%) were received from non-governmental organisations (NGO) and five (10%) from academic/research institutions. Business associations and company/business organisation accounted for 6% (or 3 responses) each. Finally, only two responses were received by trade unions.

Micro organisations with less than 10 employees accounted for 23% (or 28 responses). Out of those, a majority of respondents (54% or 15 responses) were from non-governmental organisations, 25% (or 7 responses) represented other organisations, and 11% (or 3 responses) was from business associations. Only one response was provided by an academic/research institution, a company/business organisation and a public authority.

Small organisations with 10 to 49 employees contributed to 20% (or 24 responses). Out of those, the highest number of responses was received from (67% or 16 responses) from non-governmental organisations, while company/business organisations accounted for 17% (or 4 responses) and academic/research institutions for 8% (or 2 responses). Finally, a public authority and one other organisation provided one response each.

Finally, medium-sized organisations with 50 to 249 employees accounted for 17% (or 21 responses). Out of those, most of the responses were received from public authorities (29% or 6 responses), business associations (24% or 5 responses) and non-governmental organisation (19% or 4 responses). Other organisations and academic/research institutions accounted for 9% (or 2 responses) each, while only one response was received by a company/business organisation and a trade union.

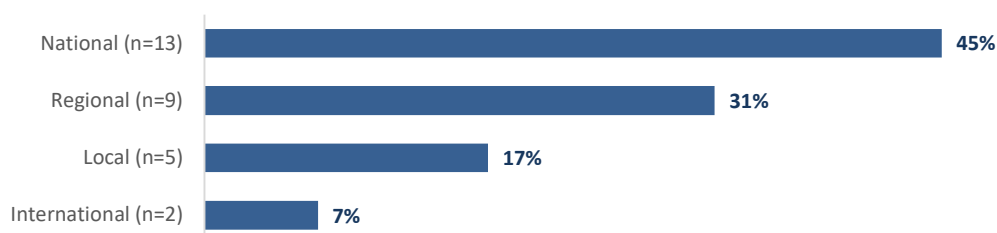
Figure 9. Respondents' profile: Organisation size



Scope of the organisations (n=29)

All of the entities, which replied to this question, were public authorities. National (45% or 13 responses) represented the highest share of all organisations. Regional authorities (31% or 9 responses) also represented a notable share of all organisations. Local authorities accounted for 17% (or 5 responses), while international organisations represented 7% (or 2 responses).

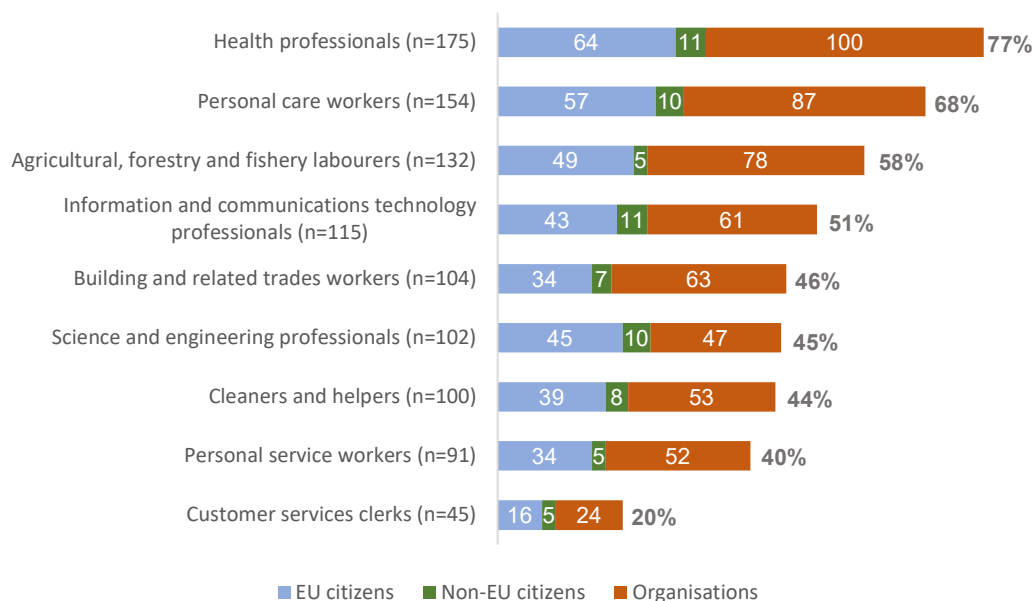
Figure 10. Respondents' profile: Scope of the organisations



Annex 2: Figures of the Analysis of the Public Consultation on the future of EU legal migration

Q1: In which occupations do you think that the EU will mostly need to recruit third-country nationals in the coming years, also taking into account the economic impact of the COVID-19 crisis? (n = 226)

Figure 11. Potential shortage occupations that the EU will mostly need to recruit third-country nationals in the coming years (n=226)



*Please note that the % do not add up to 100 as respondents were allowed to select several options.

Q2: In your view, what new initiatives on legal migration should the EU take in the next years? (n = 226)

Practical measures to support Member States authorities, employers, and prospective migrants

Figure 12. Importance of coordinating the national migration policies by establishing priorities and guidelines at EU level while leaving Member States the flexibility to implement them (n=226)

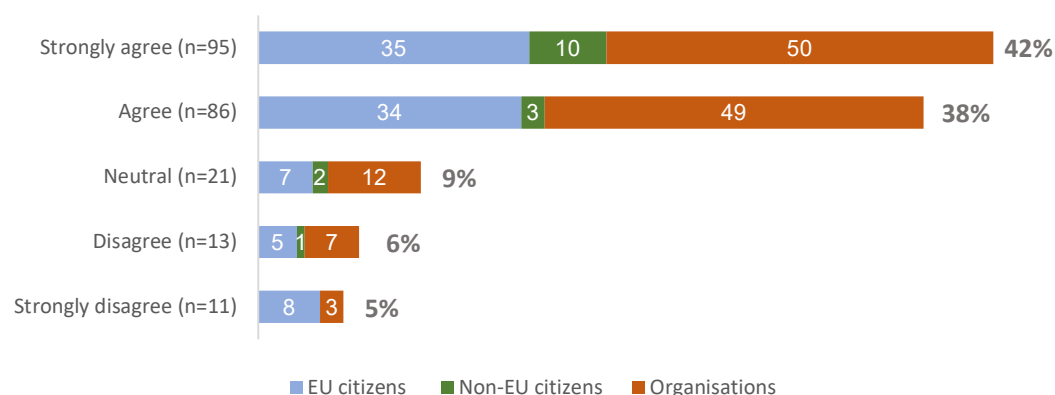


Figure 13. Importance of funding labour migration projects between Member States and third countries (n=226)

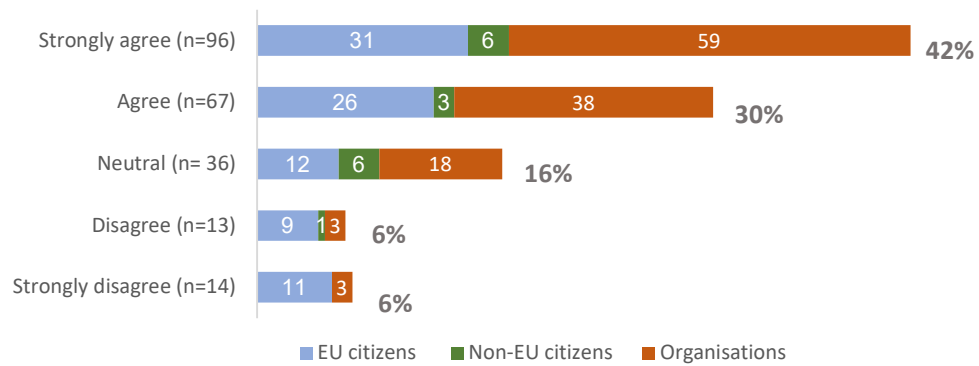


Figure 14. Importance of improving the information on legal pathways (n=226)

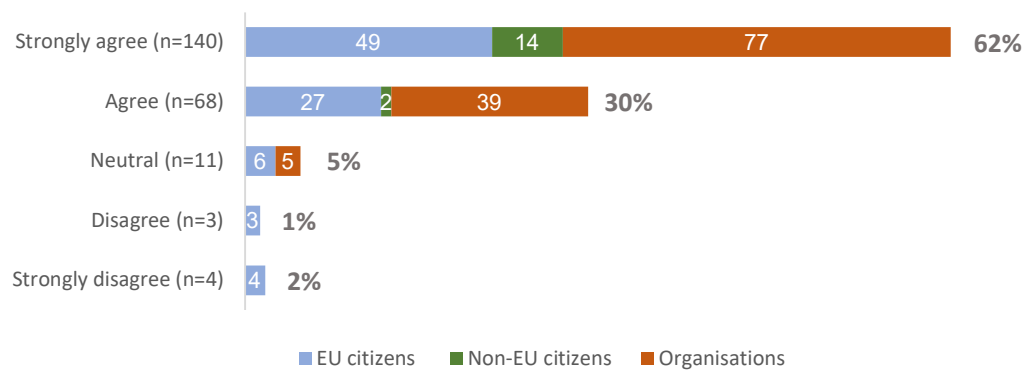


Figure 15. Importance of improving the systems to recognise professional qualifications and validate professional skills acquired (n=226)

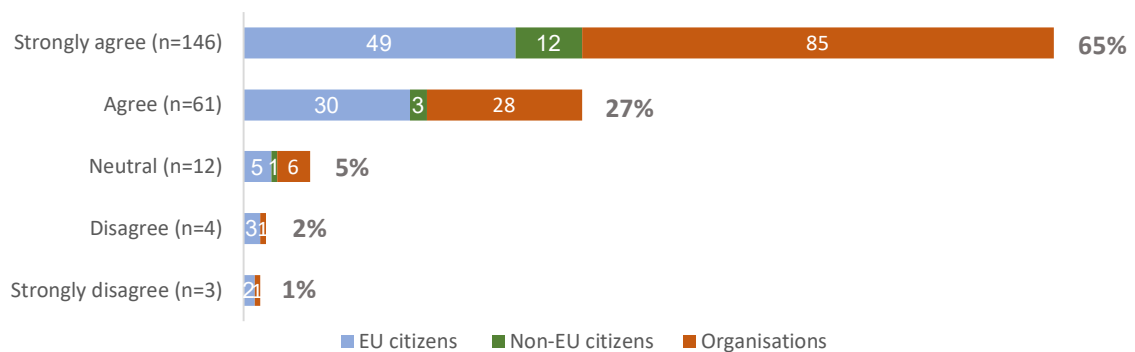
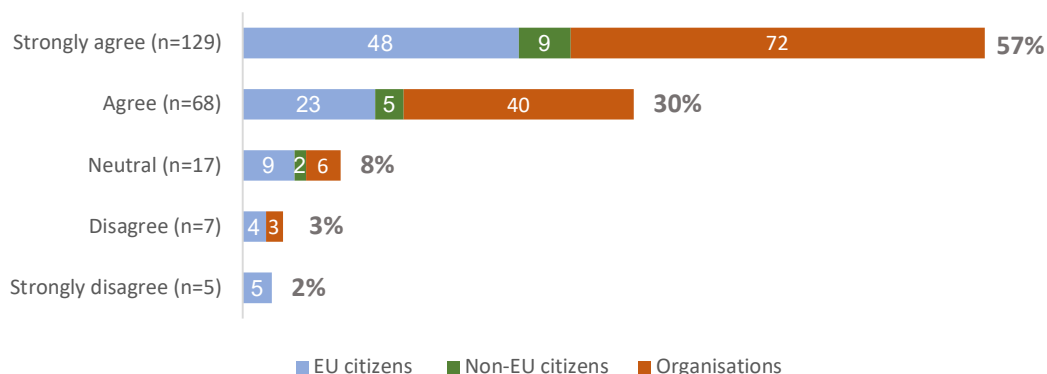


Figure 16. Importance of supporting the exchange of good practices to reduce administrative burdens in the application procedures for residence permits (n=226)



New legislation to harmonise at EU level the admission and rights of those categories of workers that are not yet regulated at EU level

Figure 17. Importance of introducing new legislation to harmonise at EU level the admission and rights of domestic workers/caregivers (n=226)

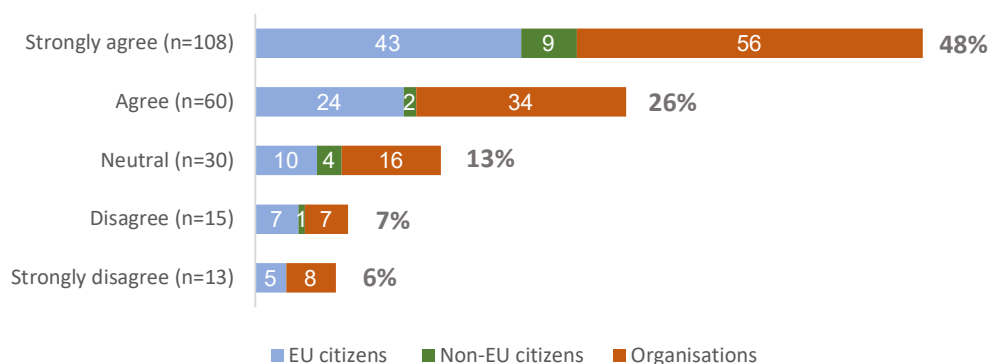


Figure 18. Importance of introducing new legislation to harmonise at EU level the admission and rights of highly mobile workers (n=226)

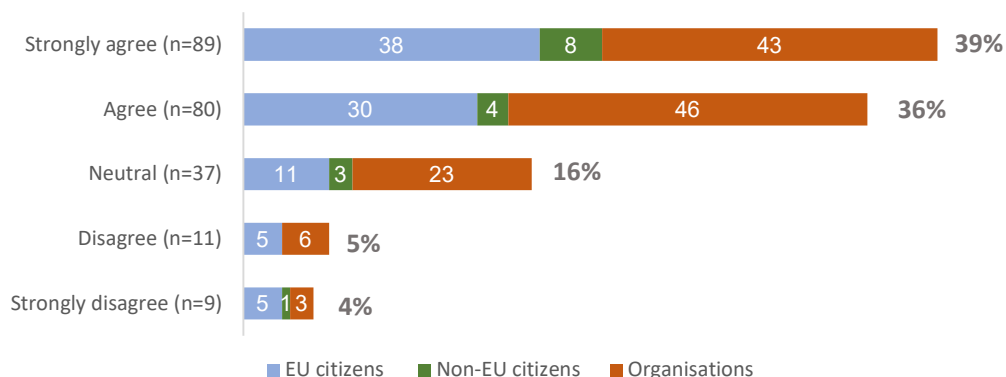
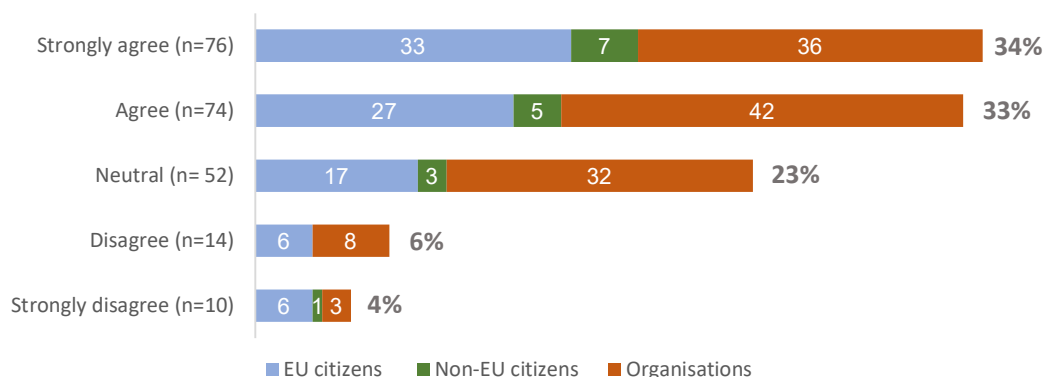
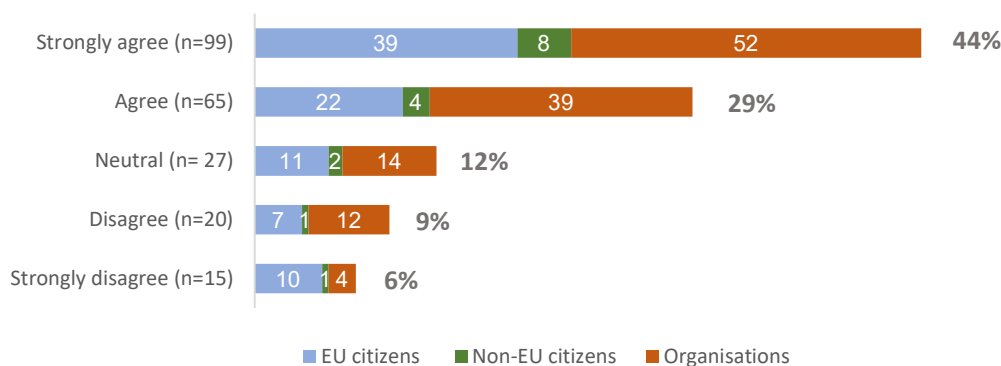


Figure 19. Importance of introducing new legislation to harmonise at EU level the admission and rights of service providers from outside the EU (n=226)



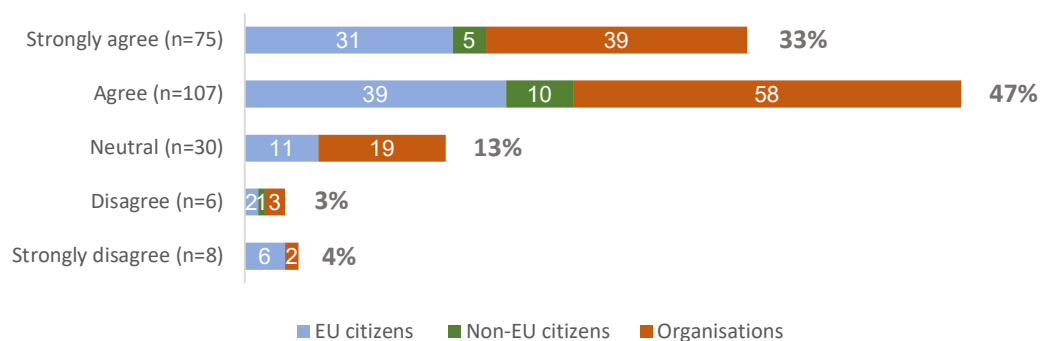
New legislation to harmonise at EU level the rules for the admission of all third-country workers by developing a comprehensive EU legal migration code, replacing all existing directives on labour migration

Figure 20. Importance of introducing new legislation to harmonise at EU level the rules for the admission of all third-country workers by developing a comprehensive EU legal migration code, replacing all existing directives on labour migration (n=226)



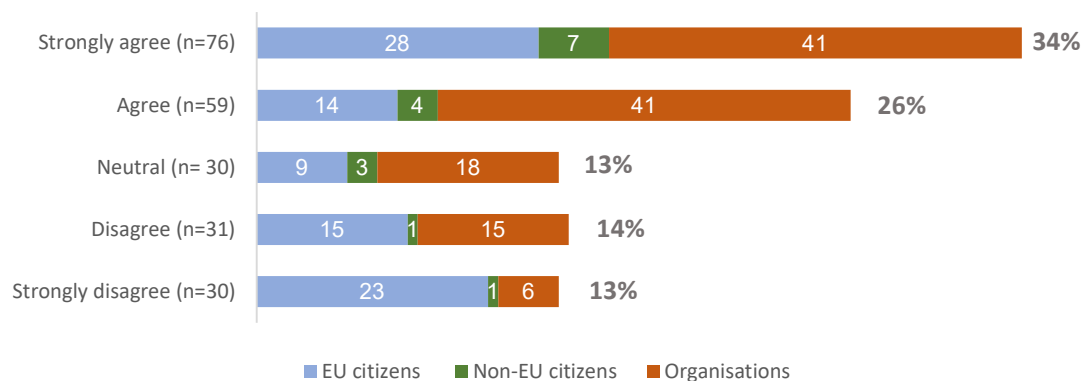
Combination of both practical and legislative measures

Figure 21. Importance of developing a combination of both some practical and legislative measures (n=226)



Q3: Do you think that the EU should introduce rules allowing the admission of third-country workers without a concrete job offer, permitting them to search for a job subject to certain conditions (such as demonstrating a certain level of qualifications/skills, and having sufficient resources to support themselves)? (n=226)

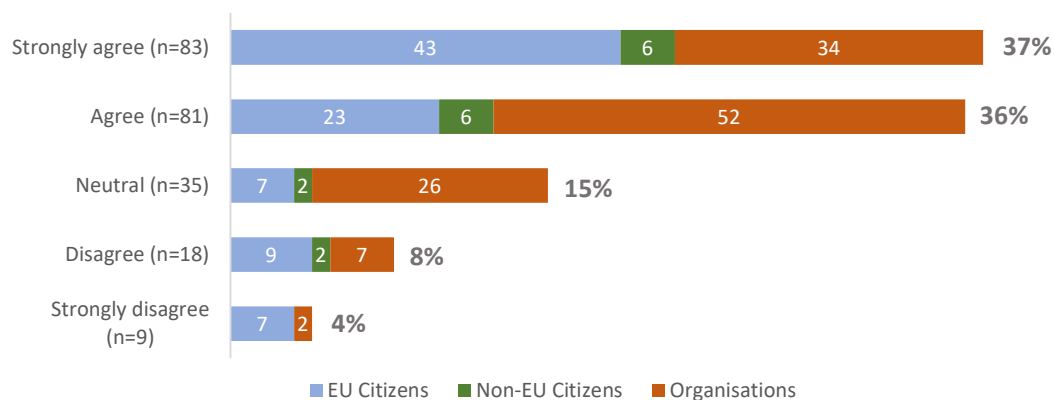
Figure 22. Importance of introducing rules allowing the admission of third-country workers without a concrete job offer (n=226)



Q4: The Commission announced in the Pact the development of an EU talent pool. In your view, what should be its main objectives? (n=226)

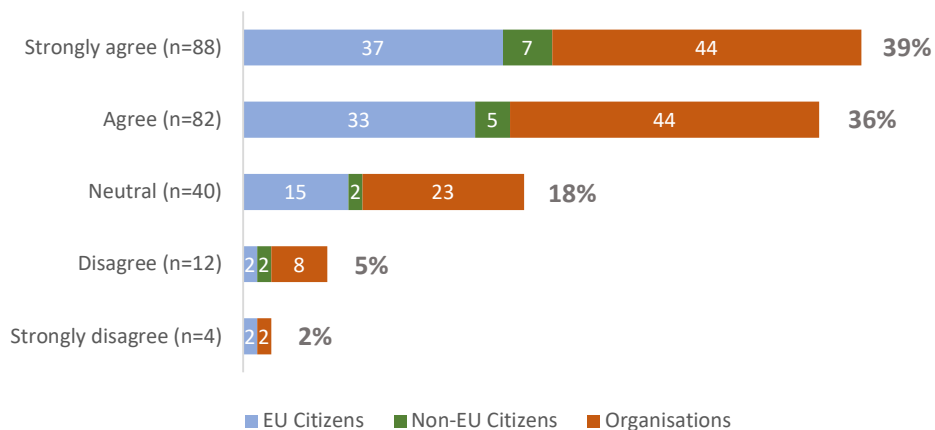
EU-branded gateway for international recruitment

Figure 23. Importance of having EU-branded gateway for international recruitment (n=226)



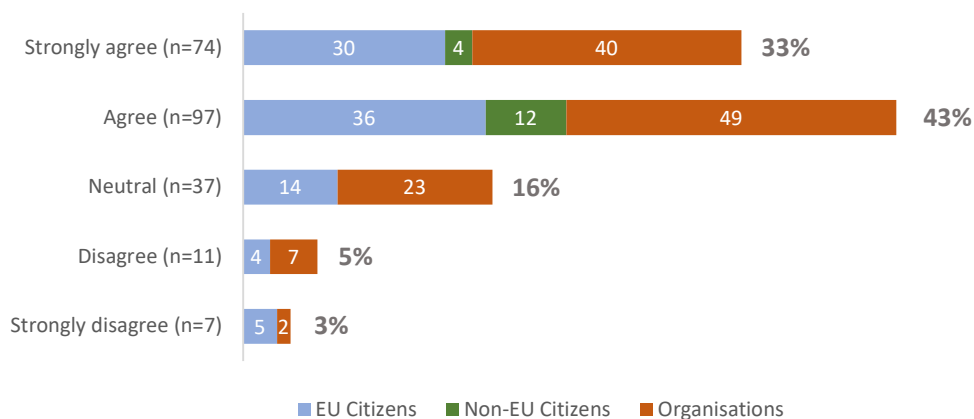
Addressing the existing barriers to international recruitment, in particular for SMEs with unfilled vacancies which cannot afford private intermediation services

Figure 24. Importance of addressing the existing barriers to international recruitment (n=226)



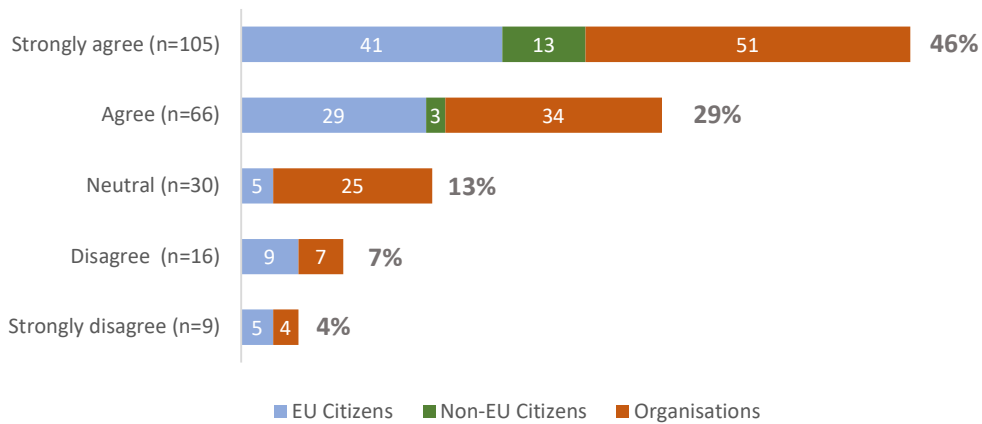
Involving employers in labour migration schemes, ensuring their labour market needs are reflected

Figure 25. Importance of involving employers in labour migration schemes (n=226)



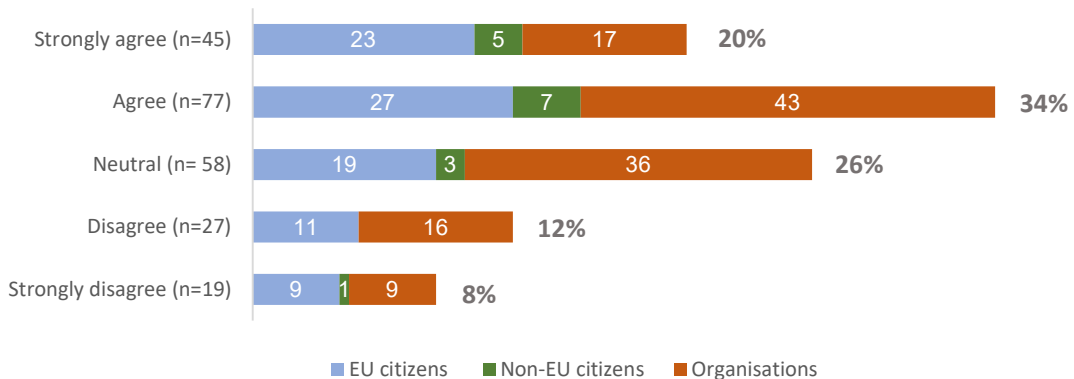
Helping retain highly skilled third-country nationals already legally residing in the EU, e.g. third-country students who just graduated in the EU

Figure 26. Retaining highly skilled third-country nationals already legally residing in the EU (n=226)



Q5: Do you think that the 'EU talent pool' could use elements of a 'points-based, where applicants are ranked on the basis of points assigned system' to different elements (such as already having a job offer, level of education or experience, language skills, age)? (n=226)

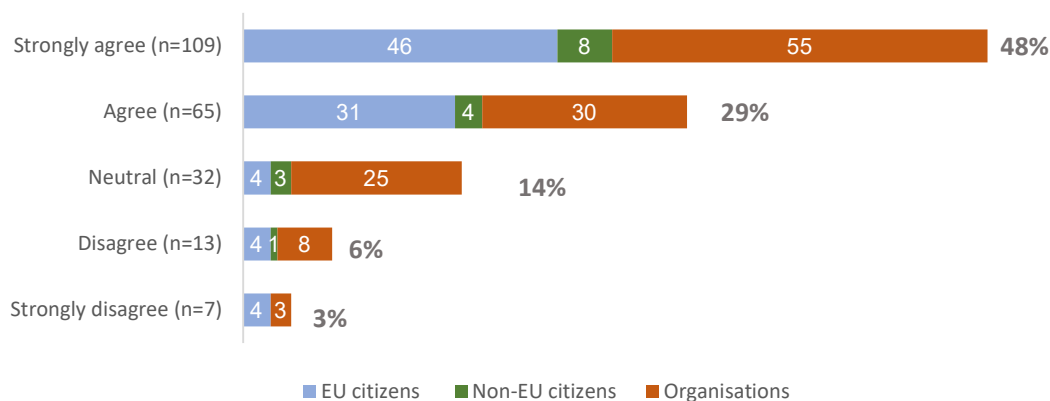
Figure 27. Importance of the use of elements of a "points-based ranking system" in the "EU talent pool" (n=226)



Q6: Considering that EU legislation already grants third-country workers who are legally residing in the EU the same working conditions as EU nationals but that in practice this is not always correctly enforced, how could the EU strengthen the protection of third-country workers' rights and fight their exploitation? (n=132)

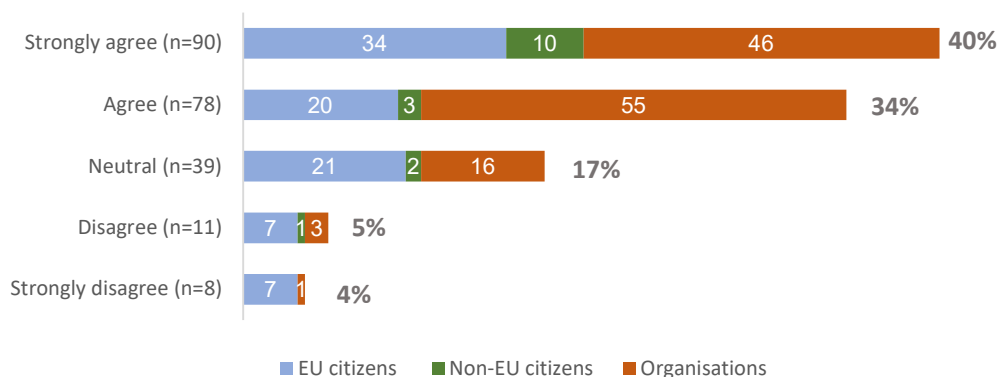
Developing horizontal EU rules promoting effective labour inspections and a sanction system addressing employers of third-country workers in case of abuses

Figure 28. Importance of developing horizontal EU rules promoting effective labour inspections and a sanction system addressing employers of third-country workers in case of abuses (n=226)



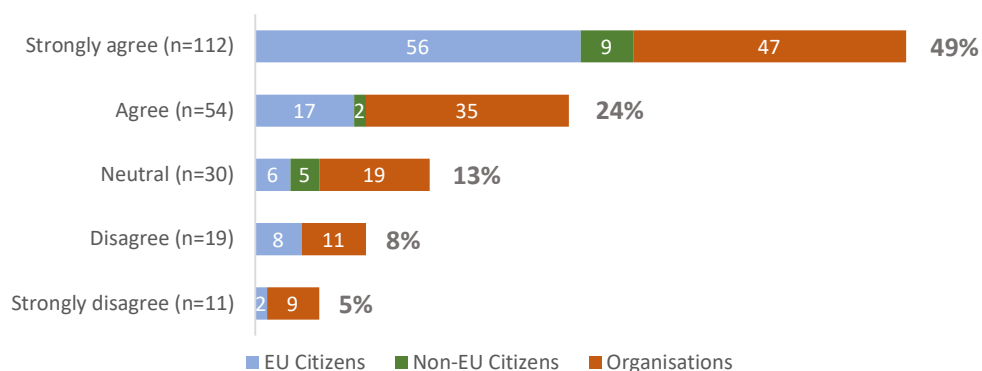
Encouraging the development of targeted support measures by public employment services, and the inclusion of third-country workers in active labour market policies

Figure 29. Importance of encouraging the development of targeted support measures by public employment services, and the inclusion of third-country workers in active labour market policies (n=226)



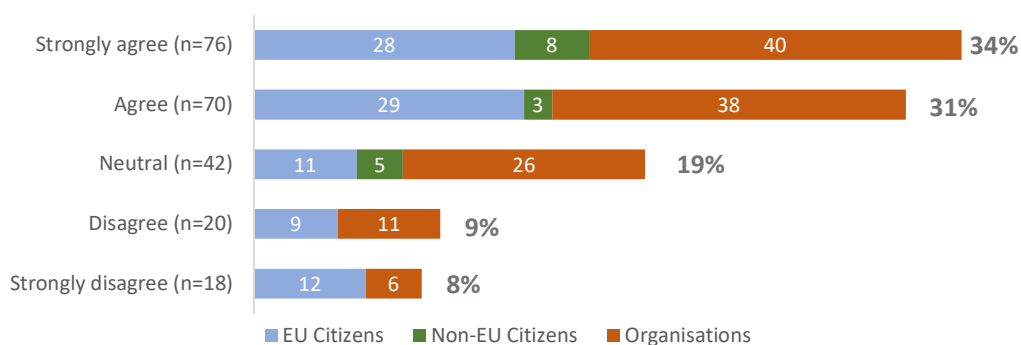
Q7: Considering that the can employment of irregular migrants not only lead to exploitation and social dumping but can also be a disincentive to legal labour migration, do you think that the EU should strengthen its current rules to sanction those employing and exploiting irregular migrants? (n = 226)

Figure 30. Importance of strengthening current rules to sanction those employing and exploiting irregular migrants (n=226)



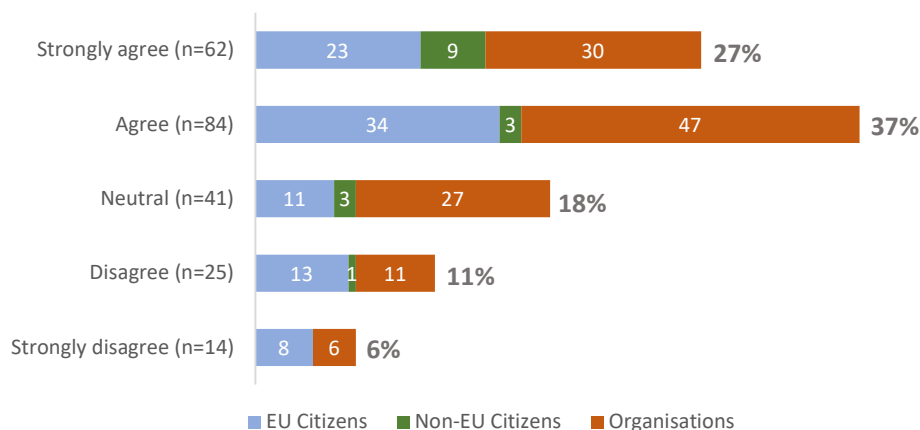
Q8: EU law provides that those third-country nationals who do not have the right to stay in the EU must return, and the Commission is building a stronger EU system to improve the effectiveness of its return policy. At the same time, the travel restrictions introduced world-wide to respond to the COVID-19 pandemic have had a significant impact on the possibility to keep labour migration channels open. Therefore, a number of Member States have adopted regularisation measures for those third-country workers who are already present in their territories in a situation of illegal stay, and framed the conditions for the delivery of temporary permits to prevent the emergence of pull factors. Against this background, and taking into account the possible spill-over effects that a regularisation measure in one Member State may have on the others, do you think that the EU should support and coordinate Member States' national approaches in developing balanced regularisation measures? (n=226)

Figure 31. Importance of EU support and coordination to Member States' approaches in developing balanced regularisation measures (n=226)



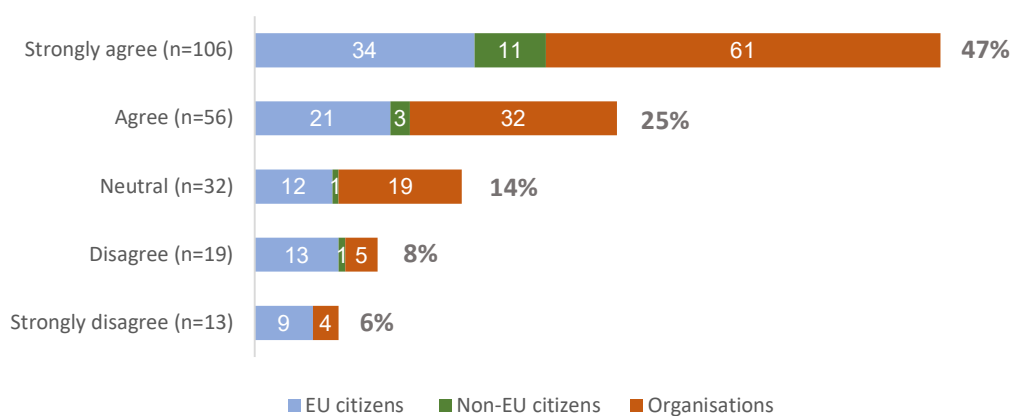
Q10: Should the EU introduce new legislation to harmonise at EU level the admission and rights of third-country entrepreneurs and to promote the founding of start-up companies by third-country entrepreneurs (persons that enter the EU to work as self-employed or to start a new business)? (n=226)

Figure 32. Importance of new EU legislation to harmonise the admission and rights of third-country entrepreneurs and to promote the founding of start-up companies by third country entrepreneurs (n=226)



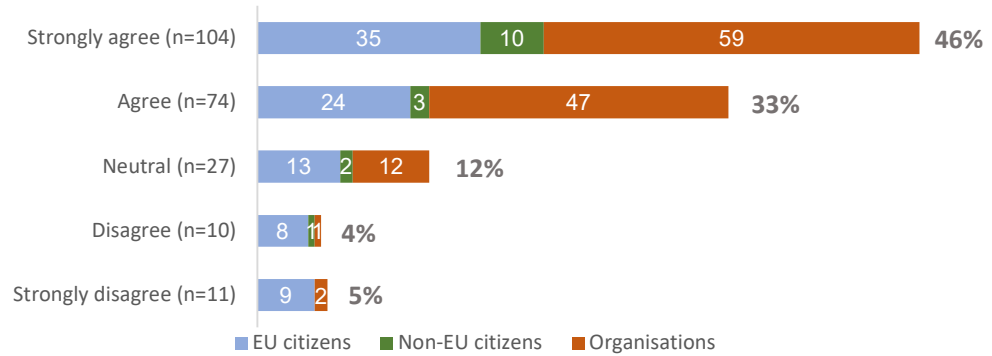
Q11: Should the EU improve the intra-EU mobility rights of all third-country workers, by making it easier for those workers who legally reside in one EU Member State to move and work in another EU Member State? (n=132)

Figure 33. Importance of improvement of intra-EU mobility rights of all third-country workers (n=226)



Q12: The Commission announced in the Pact a targeted revision of the EU long-term residents Directive. Do you believe that the EU should strengthen and promote this Directive and make the current long-term resident status a truly EU-wide residence status that includes strengthened intra-EU mobility rights? (n=226)

Figure 34. Importance of strengthening and promoting the long-term residents Directive and making long-term resident status a EU-wide residence status with stronger intra-EU mobility rights (n=226)



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