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# **Ad-Hoc Query**

## **2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

**European Migration Network**  
**Ad-hoc query**

**August, 2025**

# AD-HOC QUERY ON 2025.25 LABOUR MOBILITY AGREEMENTS WITH NON-EU/EEA COUNTRIES

REQUESTED BY EMN NCP SLOVAKIA ON 13 JUNE 2025

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**Exported for:** Wider Dissemination

**Responses from:** EMN NCP Austria, EMN NCP Belgium, EMN NCP Bulgaria, EMN NCP Croatia, EMN NCP Cyprus, EMN NCP Czech Republic, EMN NCP Estonia, EMN NCP Finland, EMN NCP France, EMN NCP Germany, EMN NCP Greece, EMN NCP Hungary, EMN NCP Ireland, EMN NCP Italy, EMN NCP Latvia, EMN NCP Lithuania, EMN NCP Luxembourg, EMN NCP Netherlands, EMN NCP Poland, EMN NCP Portugal, EMN NCP Serbia, EMN NCP Slovakia, EMN NCP Slovenia, EMN NCP Spain, EMN NCP Sweden **(25 in total)**

**Disclaimer:** The following responses have been provided primarily for the purpose of information exchange among EMN National Contact Points (NCPs) in the framework of the EMN. The contributing EMN NCPs have provided, to the best of their knowledge, information that is up-to-date, objective and reliable. Note, however, that the information provided does not necessarily represent the official policy of an EMN Country.

## BACKGROUND INFORMATION

Facing significant labour shortages in the country, the Slovak Republic currently considers developing new labour mobility relationships with non-EU/EEA countries. This ad-hoc query seeks to feed into these ongoing discussions by providing up-to-date information and sources from all EMN Member and Observer Countries. EMN Observer Countries are welcome to provide inputs covering both, EMN Observer vs EU/EEA country and EMN Observer vs other non-EU/EEA country, perspectives.

This ad-hoc query serves to gather information also as an update of responses already gathered in:

EMN Ad-Hoc Query on 2023.22 COM AHQ on Existing bilateral agreements and programmes/projects on legal migration between member states and third countries; EMN Ad-Hoc Query on 2021.44 AHQ for EMN Inform on Skills mobility partnerships which was launched in 2022; EMN Study on Labour migration in times of labour shortages. In addition, this ad-hoc query aims to collect information specifically related to protection, monitoring, and evaluation measures embedded in the identified labour agreements.

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### EXPLANATORY NOTES:

EMN Member and Observer Countries as of June 2025:

EMN Member (EU Member States except Denmark) and Observer Countries (NO, GE, MD, UA, ME, AM, RS, MK).

Types of agreements/documents:

A Memorandum of Understanding (MoU) is a non-binding agreement that expresses the general understanding and intent of parties to collaborate or pursue a specific goal. It is not a contract and does not have legal binding force.

A Bilateral Labour Migration Agreement (BLMA) refers mainly to bilateral labour migration agreements, which are arrangements between two States, or agencies. A BLMA describes in detail the specific responsibilities of each of the Parties and the actions to be taken by them with a view to accomplishing their specific goals in terms of governance of labour migration.

Skills Mobility Partnerships (SMPs) is a model formally formulated by IOM in 2019 to promote partnerships that can respond to the global need for a skilled workforce. They aim to be an innovative mechanism to share the benefits of migration and mobility and to strengthen development outcomes in both countries of origin and destination as well as serving interests of migrants, communities and employers. While, SMPs can vary in form, modality, specific objectives and sectors, targeted skill level, included type of mobility (temporary, long term), as well as the level of stakeholder involvement, they all include the following five components: (1) formalised state cooperation, (2) multi-stakeholder involvement, (3) training, (4) skills recognition, and (5) migration/mobility. SMPs can among other things include (vocational) training in the origin or destination country, internships in the destination country, or scholarships.

Skills levels:

Low, medium, highly skilled, or all.

Protection provisions:

Examples of protection provisions (the list is not exhaustive): standardized employment contracts, minimum wage enforcement, joint monitoring committees, regulated recruitment practices, support to third-country nationals (TCNs) at pre-departure, post-arrival stage; support with information provision on grievance and legal mechanisms; enabling access for TCNs to support and integration services, etc. For more check the UN Guidance on BLMAs (section III, pages 9-23).

Monitoring and evaluation mechanisms:

We mean monitoring/evaluation tools with clear indications regarding responsible coordination bodies, results-based indicators and data collection tools, reporting tools, monitoring and exchange visits, etc.

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### WE WOULD LIKE TO ASK THE FOLLOWING QUESTIONS:

We would very much appreciate your responses by **7 July 2025**.

1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.
2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.
3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.
4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.
5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.
6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.
7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.

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RESPONSES

		<b>Wider Dissemination?</b>	
	EMN NCP Austria	<b>Yes</b>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes, in order to specifically target skilled workers from third countries for the domestic labor market, Austria has concluded agreements in the form of Memoranda of Understanding with selected countries ( <a href="https://www.bmwet.gv.at/Themen/Wirtschaftsstandort-Oesterreich/Fachkraefte.html">https://www.bmwet.gv.at/Themen/Wirtschaftsstandort-Oesterreich/Fachkraefte.html</a>), specifically with Indonesia and the Philippines. In addition to these agreements, further agreements were concluded with other States - see list below:</p> <p>India:                      Memorandum of Understanding on a Comprehensive Migration and Mobility Partnership in force since 1 September 2023contains provisions on promoting legal pathways including some information exchange on the mobility of skilled workers, but having a strong focus on restricting irregular migration and the return of nationals subject to removal ordersLink:  <a href="https://www.ris.bka.gv.at/Dokumente/BgblAuth/BGBLA_2023_III_127/Anlagen_0002_5A165961_9748_402A_A394_31D68B742BBD.html">https://www.ris.bka.gv.at/Dokumente/BgblAuth/BGBLA_2023_III_127/Anlagen_0002_5A165961_9748_402A_A394_31D68B742BBD.html</a> Philippines:                      Memorandum of Understanding on the recruitment of professionals and skilled workerssigned on 25 October 2023serving as a framework for collaboration between the two countries in the area of migration focusing on the labour market as well as exploring possible forms of cooperation in the field of skilled workforce, in accordance with the Republic of Austria's latest Shortage Occupation List and the legal framework conditions of both countriesLink:  <a href="https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.bmaw.gv.at%2Fdam%2Fjcr%3A">https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.bmaw.gv.at%2Fdam%2Fjcr%3A</a></p>

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			<p>6e69e3dd-69b7-43a7-aa9f-29e8287775f0%2FAT-PH%2520MOU%2520on%2520the%2520recruitment%2520of%2520professionals%2520and%2520skilled%2520workers.pdf.&amp;data=05%7C02%7Cmstillier%40iom.int%7C935f0790e5ad4df4614008ddb889654a%7C1588262d23fb43b4bd6ebce49c8e6186%7C0%7C0%7C638869623040789654%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMilslkFOljoitWFPbClslldUljoyfQ%3D%3D%7C0%7C%7C%7C&amp;data=VGbrZt4oMjkkIPf0qEVICmO1tQCgGw6DAg5dni45q%2BY%3D&amp;reserved=0Indonesia</p> <p>Memorandum of Understanding on the recruitment of professional and skilled workers signed on 13 May 2024serving as a framework for collaboration between the two countries in the area of migration focusing on the labour market as well as exploring possible forms of cooperation in the field of skilled workforce, in accordance with the Republic of Austria's latest Shortage Occupation List and the legal framework conditions of both countriesLink: <a href="https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.bmaw.gv.at%2Fdam%2Fjcr%3A65c77d38-fa8e-4279-913c-90b486ebe046%2F2024-04-26_AT%2520Alternat%2520Deutsch%2520Draft%2520%25C3%259Cbersetzung%2520MoU%2520Indonesien.pdf&amp;data=05%7C02%7Cmstillier%40iom.int%7C935f0790e5ad4df4614008ddb889654a%7C1588262d23fb43b4bd6ebce49c8e6186%7C0%7C0%7C638869623040802808%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMilslkFOljoitWFPbClslldUljoyfQ%3D%3D%7C0%7C%7C%7C&amp;data=KL36RUi59d0PhFxA8kwLmfmfutoWoy0JvN1ERPOZR1w%3D&amp;reserved=0">https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.bmaw.gv.at%2Fdam%2Fjcr%3A65c77d38-fa8e-4279-913c-90b486ebe046%2F2024-04-26_AT%2520Alternat%2520Deutsch%2520Draft%2520%25C3%259Cbersetzung%2520MoU%2520Indonesien.pdf&amp;data=05%7C02%7Cmstillier%40iom.int%7C935f0790e5ad4df4614008ddb889654a%7C1588262d23fb43b4bd6ebce49c8e6186%7C0%7C0%7C638869623040802808%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMilslkFOljoitWFPbClslldUljoyfQ%3D%3D%7C0%7C%7C%7C&amp;data=KL36RUi59d0PhFxA8kwLmfmfutoWoy0JvN1ERPOZR1w%3D&amp;reserved=0</a> Ghana:</p> <p>Memorandum of Understandingsigned on 13 September 2024providing for very basic information on the lawful immigration of qualified workers from Ghana, among other things (in particular cooperation on return)no link availableKenya</p> <p>Memorandum of Understandingsigned on 26 September 2024providing for very basic information on the lawful immigration of qualified workers as well as technical and vocational training among others (in particular cooperation in the field of return).no link available---</p> <p>Source: Ministry of the Interior</p>
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			<p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>See Q1. --- Source: Ministry of the Interior</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>See Q1. The formal agreement with India and the non-binding MoUs with the Philippines and Indonesia focus on skilled workforce, partly explicitly in accordance with the Republic of Austria's latest Shortage Occupation List. The very basic information in the MoU with Ghana and Kenya refers to the existence of the latest shortage occupation list for skilled workers. --- Source: Ministry of the Interior</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Due to a lack of access to the Memoranda of Understanding, the question can only be answered for the following Agreements/MoU: India: Yes, Article 5 (but not explicitly – labour protection issue can be derived from regular information exchange of trade unions and employers associations as well as authorities of both countries on laws and regulations concerning employment and equal treatment provisions concerning working conditions and</p>
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			<p>social insurance.)Philippines: Yes, para. 5Indonesia: Yes, para. 5--- Source: Ministry of the Interior</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Due to a lack of access to the Memoranda of Understanding, the question can only be answered for the following Agreement/MoU: India: Para. 15 establishes a joint working groupPhilippines: Para. 7 establishes a joint committeeIndonesia: Para. 7 establishes a joint committee--- Source: Ministry of the Interior</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>Since the agreements have only been in force for a little bit more than one and a half years, it is too early to give a serious answer to that question. --- Source: Ministry of the Interior</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or</p>
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			<p>negotiations. After answering this question please continue with Q.2.</p>
	<p><b>EMN NCP Belgium</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>YES</p> <p>The Belgian Agency for International Cooperation (Enabel) contributed to the preparatory work and follow-up of two agreements that include Legal Migration/Professional Mobility sections, namely the Memorandum of Understanding (MoU) on Migratory Flows with Senegal (2023) and the MoU on Migratory Flows with the Ivory Coast (2025).</p> <p>For the professional mobility component, these agreements are operationalised through the projects PEM Wecco and the bilateral development cooperation programme between Belgium and Senegal (for Senegal); and PEM N'Zassa (for Ivory Coast), implemented by Enabel in cooperation with several Belgian institutions and organisations.</p> <p>Furthermore, through the projects GSP-Soins (The Global Skills Partnership Serving Talents in the Care Sector), THAMM (Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM-Enabel)) and PALIM (Pilot Project Addressing Labour shortages through Innovative labour migration Models - PALIM), Enabel/BE has focused on the creation of regular mobility schemes in several sectors that are in demand on both sides, between Morocco and Belgium. It is worth noting that the THAMM Project also included a mobility scheme between Tunisia and Belgium.</p> <p>In the context of the PALIM-project, a non-formal agreement was concluded with different Moroccan authorities (ministries of employment, for example). In the context of the GSP-Soins project, an MoU has been developed with the Moroccan Ministry of Health and Social Protection, and its signing is currently</p>

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			<p>underway.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>The two agreements with Senegal and Ivory Coast are in the form of MoUs. The informal agreements signed and operationalised through PALIM, THAMM, and GSP-Soins are operational agreements between labour authorities and agencies.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>The projects implemented by Enabel that contribute to the operationalisation of the Professional Mobility part of the agreements between Belgium and Senegal/Ivory Coast focus on short-term and/or circular mobility of talents operating in the green economy, agribusiness, the Cultural and Creative Industries, and the Digital economy.</p> <p>The projects between Morocco, Tunisia, and Belgium focus on long-term, employment-oriented mobility in several sectors, including ICT, construction, industry, pharmaceuticals, and the care sector. Below you'll find the details of the Global Skills Partnership approach that has been developed to support the mobility schemes.</p> <p>The THAMM-project fits within Enabel's commitment to strengthening migration as a driver for development. Throughout the project, cooperation between the Belgian, Tunisian, and Moroccan public employment agencies was reinforced in various aspects, including the identification of common needs, comparison of curricula, matching of international talents and employers, preparation for international mobility, and follow-up and assistance after arrival. The project ended in December 2024. The programme aimed to test the</p>
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			<p>Global Skills Partnership approach between Morocco, Tunisia and Belgium by implementing or improving mobility schemes between the countries concerned and reinforcing the cooperation between the variety of actors involved in labour migration (from public employment services to training centres and integration agencies). The project addresses common shortages in the labour markets of Belgium, Tunisia, and Morocco, notably in the industrial sector, where it focuses on three professions identified as bottleneck professions in the three countries. In doing so, it facilitates labour mobility that is beneficial to all parties concerned (win-win-win).</p> <p>THAMM-Enabel is part of a regional programme to foster legal migration and mobility for North African countries. Through this mobility program, based on an innovative partnership between the public and private sectors, Enabel aims to: i) provide solutions to labour market sectors under pressure in Belgium, Tunisia, and Morocco; ii) enhance the skills and employability of talent from Tunisia and Morocco at both the national and international levels; iii) improve coordination among stakeholders; and iv) strengthen the capacity of employment institutions, vocational training institutions, and the private sector to support the implementation of mobility programs effectively.</p> <p>The GSP-Soins project aims to test the Global Skills Partnership approach between Morocco and Belgium in the care sector, to provide talent-rich labour markets capable of meeting increasingly specific needs. The aim is to provide labour markets with the talent to meet increasingly specific needs. As a result, the project contributes to addressing both Belgian and Moroccan labour shortages in the care sector. It also provides Moroccan talent wishing to work in Belgium with secure, regular and well-informed employment opportunities.</p> <p>The care sector is facing shortages worldwide. These shortages are due to several factors, including underinvestment in education and training, a mismatch between education strategies and care systems and the needs of the population, as well as increased needs linked to demographic change. International recruitment is one solution that some markets are already adopting to meet the need for skills and talent. Within this context, it is very important to consider the possibilities of North-South and South-South collaboration, as well as public-private partnerships, to maximize the effectiveness of training and investment, minimize the negative consequences of the international mobility of health professionals on the care systems of developing countries, and safeguard the rights of the professionals. It is within this perspective that Enabel is testing the implementation of a mobility scheme between Morocco and Belgium based on the Global Skills Partnership approach, to ensure that it is ethical, equitable and beneficial to all</p>
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			<p>parties concerned.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>The MoUs between Belgium and Senegal / Ivory Coast include elements of portability of social rights as a means to protect the individual rights of working migrant people.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>In the case of the MoUs between Belgium and Senegal/Ivory Coast, Enabel contributes to the reviews/monitoring missions that Belgian authorities carry out with their homologues in the two countries, by providing evidence of the results and coordination/exchanges between institutions across countries that have taken place throughout the implementation of the PEM Wecco, PEM N'Zassa and now the bilateral programme of development cooperation between Belgium and Senegal.</p> <p>At the project implementation level, it is worth noting that all interventions implemented by Enabel, including those related to labour mobility partnerships, have a specific monitoring system in place. Enabel has an evaluation system that ensures evaluation at the end of all interventions implemented by the agency. End-term reviews of all projects are organised externally by an independent organisation to measure the degree of execution, the results achieved, and the impact of the actions. These evaluations explain which mechanisms, conditions and contextual elements were critical for achieving or not achieving the intended developmental results and systemic changes. The knowledge generated by evaluations contributes to a broader understanding of development processes, innovation, and adaptations of development strategies. The reviews address a generic evaluation field related to performance and also aim to answer one or more evaluation questions that target the specific needs of the intervention. A "Performance evaluation grid" is</p>
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			<p>used for every review of the bilateral development cooperation, hence its generic nature, and it lists the DAC evaluation criteria (relevance, coherence, efficiency, effectiveness and impact). To achieve this, based on the monitoring system, various indicators are identified from the conception of the intervention and are monitored throughout its implementation.</p> <p>Additionally, some of the initiatives implemented by Enabel include an action-research component aimed at improving learning dynamics and strategic decision-making. This component may focus on various questions, such as effective strategies to facilitate employment among the target population or the creation of multi-stakeholder partnerships, among other objectives.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>From an operational perspective, Enabel contributes by providing evidence of the results achieved at the project level, thanks to the existence and effectiveness of dialogue between the authorities of the two countries (Belgium and the third country signatory to the agreement). This space for dialogue and coordination enables programming activities. It achieves joint results in migration governance, broadly defined, including offering socio-economic opportunities to nationals of the partner country, as well as providing short- and long-term mobility opportunities.</p> <p>As an example, considering that Skills and professional mobility are gaining higher prominence on the EU agenda, as in many partner countries in North and West Africa, having agreements and platforms for sound and balanced dialogue enables the development of mobility schemes and projects that are mutually beneficial. Connecting mobility to development is one of the key best practices Enabel developed since 2018 through the development of pilot projects addressing labour shortages both in Europe and in partner countries through the investment in training and employability in countries of origin in specific sectors and professions (following the Global Skills Partnership model developed by the Centre for Global Development), e.g. PALIM and THAMM projects; and through the development of pilot initiatives fostering the development of the private sector in partner countries (mainly in Africa) through the circular and short-</p>
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			<p>term mobility of entrepreneurs/talents to Belgium, e.g. PEM Wecco and PEM N'Z.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>NA</p>
	<p><b>EMN NCP Bulgaria</b></p>	<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes. There are 3 signed BLMAs.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>BLMAs:          Agreement between the Republic of Armenia and the Republic of Bulgaria on the Regulation of Labour</p>

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			<p>Migration – entered into force but not in implementation because of the lack of signed procedures for its implementation. Agreement between the Government of the Republic of Moldova and the Government of the Republic of Bulgaria on Regulation of Labour Migration – entered into force and now is being implemented; Agreement between the Government of Georgia and the Government of the Republic of Bulgaria on the Regulation of Labour Migration – entered into force but not implemented because of the lack of interest from the Georgian side (there are not approved templates of the necessary documents in Bulgarian, in Georgian and in English).</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>These agreements shall apply to the following categories of workers who are nationals of either of the Parties and have signed labour contract under this Agreement and are provided with the necessary residence permit on the territory of the other Party:</p> <ol style="list-style-type: none"><li>1) workers for an initial period of one year with an option for subsequent extension up to a total period of three years;</li><li>2) seasonal workers for a period of not more than nine months per year.</li></ol> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>According to these agreements, workers shall have in the Receiving Party the same labour rights and obligations valid for local workers and shall enjoy equal protection at the workplace according to national legislation.</p> <p>Workers shall enjoy in the Receiving Party the same legal protection in respect of personal and property rights as provided for its citizens.</p>
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5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.


No. These agreements do not consist any provisions for the assessment of their implementation. The only method to evaluate their effectiveness is the number of the third country nationals hired through them.

6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.

These agreements are not attractive for the third country nationals. They prefer to use the others procedures for access to the labour market provided in the national legislation because during the past few years they became much more simplified.

7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.


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	<p><b>EMN NCP Croatia</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes. The Ministry of Labour, Pension System, Family and Social Policy of Republic of Croatia signed a Memorandum of Cooperation in the Field of Labour Market with Department of Migrant Workers of the Republic of the Philippines in December 2024 which came into effect in February 2025. The operating protocol for the implementation of the MoC is in final stages of negotiation to be signed by the end of 2025.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>Bilateral Labour Migration Agreement (MoC) exclusively for cooperation in the field of labour mobility, including: enhancement of cooperation in performance of employment services, provision of services to employers, provision of services to job seekers and international employment mediation.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>The concluded Memorandum of Cooperation between Croatia and Philipinnes targets general labour mobility. However, the operating protocol, once signed, will focus on the tourism/hospitality sector.</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Yes. First and foremost, under Croatian labour legislation, all workers, irrespective of their nationality (domestic and foreign) have the same rights and obligations. The legislation offers a high level of protection and worker's rights. More specifically, the MoC concluded with Philipinnes includes provisions that include pre-departure orientation seminars in the sending state. However, the operating protocol will include more detailed protection provisions including a standardised work-contract. In addition, there are language courses which are cost-free for migrant workers as part of the national voucher scheme for skills development.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>There is no MoC-specific monitoring and evaluation mechanism rather implementation, efficiency and effectiveness will be monitored and evaluated through regular monitoring framework for labour market.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>N/A since the implementation of the MoC has not yet been implemented.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>N/A</p>
 EMN NCP Cyprus		<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes. Memorandum of Understanding with the Government of the Arab Republic of Egypt on the employment of workers in Cyprus. Under implementation.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>Memorandum of Understanding on labour mobility.</p>

**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>Placement of unskilled or low skilled workers in sectors like Agriculture and Animal Husbandry in Cyprus.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Yes. Standardized employment contracts, joint monitoring committee, support to third-country nationals at pre-departure.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Yes. Exchange of data and records on interested candidates and employers.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>The MoU is still on an early phase of implementation.</p>
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			<p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>N/A</p>
	<p><b>EMN NCP Czech Republic</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>YES, but only agreements on working holiday for young people.</p> <p>In general, the Czech national labour migration policy is not focused on the negotiation of bilateral or multilateral agreements on labour mobility with selected countries of origin. The Czech Republic prefers to admit migrant workers through national immigration programmes targeting certain categories of skilled workers from the selected third countries and regulates the volumes of admissions by annual quotas that are unilaterally set by the Czech government and the national legislation.</p> <p>Bilateral agreements on working holiday for young people with Canada, New Zealand, Korea, Chile, Israel, and Japan are in force and implemented. The same applies to memorandums of understanding with Australia and Taiwan.</p> <p>The list of countries and agreements/memorandums is available on websites of the Ministry of Foreign Affairs and the Ministry of Labour and Social Affairs:</p>

## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p><a href="https://mzv.gov.cz/jnp/cz/informace_pro_cizince/pobytova_opravneni_k_pobytu_nad_90_dnu/working_holiday/index.html">https://mzv.gov.cz/jnp/cz/informace_pro_cizince/pobytova_opravneni_k_pobytu_nad_90_dnu/working_holiday/index.html</a> <a href="https://www.mpsv.cz/mezinarodni-smlouvy-a-memoranda">https://www.mpsv.cz/mezinarodni-smlouvy-a-memoranda</a> Agreements on working holiday with Peru, Argentina, and Hong Kong are currently being negotiated.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>Bilateral agreements: Canada, New Zealand, Korea, Chile, Israel, and Japan. Memorandums of understanding: Australia and Taiwan.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>All agreements on working holiday target young people. Their employment (which is defined as an incidental activity of their holiday) is not limited to any specific economic sector and there are no requirements concerning a minimum skill level.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foresee any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>NO. The agreements on working holiday set certain criteria for the admission including the possession of</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>sufficient funds and medical insurance for the period of a stay. Some of the agreements contain a readmission clause.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>YES. The Czech Republic monitors the number of participants in the working holiday programmes, issued visas, and cases of potential misuse of the agreements.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>We have no good practices to share.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p>
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	EMN NCP Estonia	Yes	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>NO, Estonia has not signed any agreements. However, discussions are currently ongoing with India to consider the possibility of concluding a mobility agreement with them.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>N/A</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>N/A</p> <p>4. 4. If you answer YES to Q.1, do these agreements foresee any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>N/A</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>N/A</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>N/A</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p>
+	EMN NCP Finland	<b>Yes</b>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or</p>


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			<p>copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>YES. The Finnish government has chosen four countries for cooperation in labour mobility/international recruitment: India, Vietnam, the Philippines and Brazil. Finland has some form of agreement with all but Brazil. All the agreements are being implemented in the sense that Finland is conducting active measures promoting labour mobility in all three countries.</p> <p>In addition, Finland has entered into working holiday/youth mobility agreements with the following countries: Australia, New Zealand, Japan and Canada. However, these only have a limited significance for labour mobility purposes.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>India: Joint Declaration of Intent signed + MoU preparations underway Vietnam: MoU signed The Philippines: Joint Declaration of Intent signed + potential MoU later</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>In principle, all partnerships/agreements are general and do not target specific sectors or skills levels; the demand of labour and skills depends on employers' needs, which may vary. However, in practice, the focus countries are different in their skills supply and specific measures could be agreed upon based on skills level/sector. For instance, the social and health care sector is potentially relevant for all three partner countries and may require specific measures supporting ethical and sustainable recruitment. Existing</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>agreements/declarations only have general remarks on this, but cooperation could be deepened later.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>YES. The agreements contain provisions e.g. aiming at spreading correct information among potential migrant workers. Work in Finland (government agency supporting international recruitment to Finland) also recognises reliable recruitment partners in the partner countries, but this is not done in direct cooperation with the respective governments nor regulated in the agreements.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>YES. All the agreements foresee the setting up of a Joint Committee with the purpose of monitoring and supporting the implementation of the agreement.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>Finland's experience based on the agreements is still limited, but overall, the following elements seem to be broadly in the interest of partner countries: (1) including educational elements, such as re-/upskilling possibilities for potential labour migrants, (2) having concrete and up-to-date information on the needs (=relevant jobseeker profiles) in the receiving labour market to be communicated to the partner, (3)</p>
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			<p>providing fast-tracks or otherwise smooth processing of visas/residence permits, (4) promoting circular migration of young professionals.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p>
	<p><b>EMN NCP France</b></p>	<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes, France has signed various agreements on economic migration and labour mobility. Some agreements focus exclusively on the mobility of professionals, while others contain provisions both on labour migration and on other matters.</p> <p><b>5 AGREEMENTS ONLY RELATED TO LABOUR MIGRATION:</b>          Five agreements on labour migration, residence, circular migration, and mobility are currently in force:          Agreement with Mauritius on 23 September 2008 (entered into force on 1 September 2010); Agreement with Russia on 27 November 2009 (entered into force on 1 March 2011); Agreement with Georgia on 12 November 2013 (entered into force on 1 February 2019); Agreement with India signed on 10 March 2018 (entered into force on 1 October 2018); Agreement with South Korea signed on 17 September 2015 (entered into force on 17 May 2024).</p> <p><b>11 AGREEMENTS ON YOUTH AND LABOUR MOBILITY:</b></p>

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			<p>The "young professionals" scheme aims to allow young graduates or those already in employment to deepen their professional, language, and cultural knowledge through international mobility and gain work experience in a company based in France that will enhance their career prospects upon returning to their country of origin:</p> <p>Agreement with New Zealand on 10 August 1983 (entered into force on 20 August 1983); Agreement with Argentina on 26 September 1995 (entered into force on 8 October 1996); Agreement with Morocco on 24 May 2001 (entered into force on 24 May 2001); Agreement with Senegal on 20 June 2001 (entered into force on 20 June 2001); Agreement with Tunisia on 4 December 2003 (entered into force on 10 May 2004); Agreement with Montenegro on 1 December 2009 (entered into force on 1 June 2013); Agreement with Serbia on 2 December 2009 (entered into force on 1 June 2013); Agreement with Gabon on 24 February 2010 (entered into force on 24 February 2010); Agreement with Canada on 14 March 2013 (entered into force on 1 January 2015); Agreement with Bosnia and Herzegovina on 3 July 2014 (entered into force on 1 February 2019); Agreement with the United States (convention entered into force on 17 March 2017). While the above "young professionals" agreements are concluded autonomously, others are included in the framework of agreements on the concerted management of migration flows (see below).</p> <p><b>7 AGREEMENTS ON THE CONCERTED MANAGEMENT OF MIGRATION FLOWS:</b></p> <p>These agreements aim to ensure the effective management of migration flows and promote solidarity-based development. Generally, they cover three distinct and complementary areas: the organisation of legal migration, the fight against illegal immigration, and solidarity-based development. The legal migration component includes provisions on labour migration and access to the labour market in France:</p> <p>Agreement with Senegal signed on 23 September 2006 and supplemented by an amendment on 25 February 2008 (entered into force on 1 July 2009); Agreement with Gabon signed on 5 July 2007 (entered into force on 1 September 2009); Agreement with the Republic of Congo signed on 25 October 2007 (entered into force on 1 August 2007); Agreement with Benin signed on 28 November 2007 (entered into force on 1 March 2010); Agreement with Tunisia signed on 28 April 2008 (entered into force on 1 July 2009); Agreement with Cape Verde signed on 24 November 2008 (entered into force on 1 April 2011); Agreement with Burkina Faso signed on 10 January 2009 (entered into force on 1 June 2011).</p> <p><b>16 AGREEMENTS ON WORKING HOLIDAY PROGRAMMES:</b></p> <p>These agreements allow young nationals of a signatory state to visit the other state for a maximum of 12 months (4 months for Russia, 24 months for Canada) for a holiday with the opportunity to work to</p>
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			<p>supplement their financial means: Agreement with Japan on 8 January 1999 (entered into force on 15 January 2000); Agreement with New Zealand on 2 June 1999 (entered into force on 6 April 2000); Agreement with Canada on 14 March 2013 (entered into force on 1 January 2014); Agreement with Australia on 24 November 2003 (entered into force on 23 March 2004); Agreement with South Korea on 20 October 2008 (entered into force on 1 January 2009); Agreement with Russia on 27 November 2009 (entered into force on 1 March 2011); Agreement with Argentina on 18 February 2011 (entered into force on 1 June 2011); Agreement with Hong Kong on 6 May 2013 (entered into force on 1 July 2013); Agreement with Chile on 8 June 2015 (entered into force on 1 November 2015); Agreement with Colombia on 25 June 2015 (entered into force on 1 December 2015); Agreement with Uruguay on 25 February 2016 (entered into force on 1 August 2016); Agreement with Mexico on 15 April 2016 (entered into force on 1 September 2016); Joint declaration with Taiwan on 4 August 2016 (entered into force on 8 August 2016); Agreement with Brazil on 12 December 2013 (entered into force on 11 April 2018); Agreement with Peru signed on 22 October 2018 (entered into force on 3 February 2021); Agreement with Ecuador signed on 18 June 2021 (entered into force on 1 May 2022).</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>All the above are bilateral agreements that contain provisions on labour migration; that is, formal agreements between France and a third country defining the conditions under which nationals of third countries may be authorised to enter, stay and work in France. Labour mobility is just one aspect of these agreements, which also contain other provisions (see question 1). Only the agreements with Mauritius, Georgia, Russia, South Korea and India are BLMA (bilateral labour migration agreements) and deal exclusively with labour migration.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific</p>
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			<p>sector and/or skills level as described in the background information? Please explain.</p> <p>The bilateral agreements on labour migration aim to structure labour migration and attract target groups (students, skilled professionals, etc.).</p> <p>As mentioned earlier, some agreements are designed to promote the labour mobility of particular categories of workers, such as young professionals, graduates, or workers in specific sectors. For example, the “young professional” scheme enables young people already in employment to deepen their professional and language skills and gain professional experience in France that will benefit them on return to their country of origin.</p> <p>Other bilateral agreements explicitly target specific skill levels and/or aim to address sectoral labour shortages or to recruit foreign workers for specific sectors (agriculture, health, technology, etc.). Nine bilateral agreements include lists of shortage occupations that supplement the common law shortage occupation lists. For these shortage occupations, the employment situation requirement does not apply. These lists may cover both skilled occupations (e.g., in IT and finance) and medium or low-skilled occupations (e.g., in catering or security).</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Yes. Some agreements provide for the establishment of joint monitoring mechanisms between France and the partner country to ensure compliance with commitments and the proper implementation of arrangements (see Q5).</p> <p>Beyond these mechanisms, foreign workers benefit from the same guarantees as French and EU workers regarding working conditions, pay, and occupational safety under French labour law (equal treatment with national workers in terms of pay—minimum wages—working conditions, and social protection). Employers must comply with French labour law, including protections against abuse and discrimination and access to the appropriate courts. These provisions apply to all sectors and occupations, whether or not they are shortage occupations.</p>
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			<p>The French authorities prevent risky situations through the work permit requirement and carry out inspections to ensure that migrant working conditions comply with legislation. French law prohibits the exploitation of workers regardless of nationality, including precarious working conditions, excessive or unpaid working hours, or inadequate housing.</p> <p>To combat labour exploitation of foreigners and ensure respect for the rights of foreign workers, the 2023–2025 labour inspectorate action plan (PNASIT 2023–2025) identifies the protection of the most vulnerable workers, including foreign workers, as a specific objective. The national plan to combat illegal employment (2023–2027) by the Directorate-General for Labour highlights the role of foreign labour platforms in protecting foreign workers, enabling earlier detection of fraud, reporting to enforcement authorities, and combating substandard housing.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Yes. Many bilateral agreements provide for the creation of monitoring committees composed of representatives of both signatory countries.</p> <p>In the context of the concerted management agreements, monitoring committees meet at least once a year, alternating between each party's territory, and may meet at the request of either party if necessary. Their role includes monitoring migration flows between the two countries, evaluating the results of the actions provided for in the agreement, adjusting measures based on results, and making proposals to improve the agreement's impact.</p> <p>Some agreements provide for the establishment of migration observatories, often with French technical support, to assess migration movements and their impact in the sub-region concerned. These observatories contribute to data collection, trend analysis, and the formulation of recommendations for the concerted management of migration.</p> <p>In addition to formal committees, administrative monitoring is carried out by the relevant authorities (Ministries of the Interior, Labour, OFII, etc.), who oversee the implementation of the agreements, the</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>issuance of work permits, and the protection of foreign workers' rights. Furthermore, reports are occasionally carried out or commissioned by public authorities or independent entities (e.g., OECD) to measure the effectiveness of arrangements, identify shortcomings, and propose improvements.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>The bilateral agreements on labour migration do not provide for the issuance of autonomous residence permits. They alter the conditions for issuing certain permits. There are no specific statistics that would make it possible to determine the number of residence permits issued on the basis of these agreements. As an example, the Franco-Indian agreement of 10 March 2018 provides for the development of mobility for young Indians in France and young French people in India aged 18 to 35, allowing them to take up employment corresponding to their degree or professional experience in the other country. The employment situation requirement does not apply to them. The authorised stay ranges from 6 to 12 months and can be extended to 24 months. Young professionals undertake not to remain in the host country after the authorised period or take up employment other than that provided for under the conditions of their entry into the host country. The number of young Indian and French professionals admitted to stay in the other country is set at 500 per year.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>negotiations. After answering this question please continue with Q.2.</p> <p>N/A</p>
	<p><b>EMN NCP Germany</b></p>	<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes.</p> <p>Partner Country: India          Type of cooperation: Comprehensive Migration and Mobility Partnership Agreement          Type of agreement: International law treaty, BLMA          Status: Implemented          Link: <a href="https://www.recht.bund.de/bgbl/2/2023/128/VO.html">https://www.recht.bund.de/bgbl/2/2023/128/VO.html</a></p> <p>Partner Country: Georgia          Type of cooperation: Migration and Mobility Agreement          Type of agreement: International law treaty, BLMA          Status: Implemented          Link: <a href="https://www.recht.bund.de/bgbl/2/2024/14/VO.html">https://www.recht.bund.de/bgbl/2/2024/14/VO.html</a></p> <p>Partner Country: Kenya          Type of cooperation: Comprehensive Migration and Mobility Partnership Agreement          Type of agreement: International law treaty, BLMA</p>

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			<p>Status: Implemented Link: <a href="https://www.recht.bund.de/bgbl/2/2024/469/VO.html">https://www.recht.bund.de/bgbl/2/2024/469/VO.html</a></p> <p>Partner Country: Uzbekistan Type of cooperation: Comprehensive Migration and Mobility Partnership Agreement Type of agreement: International law treaty, BLMA Status: Implemented Link: Not yet published</p> <p>Partner Country: Morocco Type of cooperation: Migration Partnership Type of agreement: Without written contract Status: Implemented</p> <p>Partner Country: Columbia Type of cooperation: Migration Partnership Type of agreement: MoU Status: Implemented Link: unpublished</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>Please refer to Q.1.</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>Such agreements predominantly target skilled and professional workers.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Yes. All bilateral migration agreements and partnerships implemented by Germany foresee robust protection measures for third-country nationals. However, legal provisions in migration agreements do not go beyond existing German law. These include general workers' rights, the minimum wage, legal and social protection. These include the establishment of joint working groups or steering committee's implementation processes and comprehensive pre-departure orientation measures as well as post-arrival integration support such as language courses and access to legal advice hotlines.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>The aim of migration partnerships is the permanent reduction of irregular migration, including the establishment of stable return cooperation, as well as strengthening of regular migration, in particular by attracting much-needed skilled workforce to the German labour market. Migration partnerships are aimed at long-term and reliable cooperation with partner states. Particular importance is attached to the Joint Steering Group with the respective partner state. The task of this steering group is to promote and further develop the implementation of the agreements in the defined fields of action through concrete measures. In addition, any problems that may arise in the mutual interest should be resolved quickly and collaboratively. The respective concrete objectives, implementation statuses and measures within the framework of migration partnerships</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>are dealt with in the Interministerial Working Group on Migration Agreements.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>Please refer to Q.5 above regarding the importance and role of the Joint Steering Group Committee with the partner state.</p> <p>Beside the above-mentioned agreements, Germany has implemented the Centres for Migration and Development programme through GIZ in seven cities in Morocco. Moroccan citizens who are interested in migration can receive counselling regarding prerequisites for legal migration to Germany, and they can be referred to organizations that offer help with skills validation, German-language instruction, and pre-departure integration courses. These centers advise on all aspects of migration and offer psychosocial and socioeconomic support for returnees, too.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>n/a</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

	<p><b>EMN NCP Greece</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes.</p> <p>A. Labor migration and mobility Greece has concluded and are in force three bilateral agreements with non-EU/EEA states, with the aim of covering job vacancies in the Greek labor market. These bilateral agreements have been ratified by law through the Greek Parliament. In particular:</p> <p>L.1453/1984 (G.G. A' 88) ratified the Agreement for the promotion of bilateral cooperation on labor issues between Greece and Egypt (BLMA). Its provisions concern the status of nationals of their respective countries working in the territory of the other. This agreement is still in force today, is an employment agreement in general and not only seasonal and for the issuance of residence and work permits it refers to the domestic law of the contracting countries. The said agreement, specifically in Article 1, states that "this also covers workers as fishermen in coastal fishing" for this reason the agreement was activated in full with regard to the work of Egyptian fishermen. Therefore, nationals of Egypt, within the framework of the this bilateral agreement, receive a national entry visa for seasonal work as fishermen, with a maximum validity and stay of eleven (11) months. An explicit provision (Article 4) states that workers working in each Contracting Party enjoy the same rights and privileges as those provided to workers of the other Contracting Party, in particular with regard to working conditions, remuneration, weekly and annual leave, in accordance with the applicable legislative framework of each party.</p> <p>L.4959/2022 (GG A' 144) ratified the Memorandum of Understanding between Greece and Bangladesh on migration and mobility (BLMA). Despite the fact that the text in question has been characterized as a MoU, it nevertheless has a binding nature and has the status of a bilateral agreement. The objective of MoU is:</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>a) to ensure the needs of the national labor market (especially in the primary sector), which cannot be covered by the existing available labor force and</p> <p>b) to improve Greece's operational cooperation with third countries, in combination with the achievement of cooperation in the fight against illegal migration and the return of illegally residing third-country nationals.</p> <p>For this purpose, a residence permit is granted to Bangladeshi nationals who were residing in Greece before the signing of the Agreement and continue to reside there, as well as allowing the entry into Greece and the temporary residence and work of Bangladeshi nationals, in accordance with the needs and limitations of the Greek labor market. In particular, it provides the possibility:</p> <ul style="list-style-type: none"><li>-To 15,000 nationals of Bangladesh, who resided in Greece before the signing of the Agreement and continue to reside in Greek territory, to be granted a temporary residence permit of five (5) months, which grants the right to temporary residence and work for a period of nine (9) months per twelve (12) month period, regardless of the sector of economic activity and type of contract.</li><li>-To 4,000 nationals of Bangladesh to enter Greece with a national visa for seasonal work, in accordance with the provisions in force (agricultural economy and tourism). (sectoral).</li></ul> <p>Furthermore, the Memorandum explicitly refers to the rights of nationals of Bangladesh (Article 10 Rights), to the strengthening of cooperation between the two parties on returns (Article 11) as well as to the cooperation of the contracting parties to combat irregular migration, smuggling and human trafficking (Article 12). Finally, a Joint Committee is established to monitor the implementation of the Agreement and to evaluate its efficiency and results.</p> <p>L.5009/2023 (GG A' 7) ratified the Agreement between Greece and Egypt on the entry and residence of Egyptian nationals for the purpose of seasonal work in the agricultural sector (sectoral). The Agreement concerns the entry, during the first year of implementation, of five thousand (5,000) seasonal workers, from Egypt. The Egyptian side must provide a list of candidate workers to the Greek side. The following shall apply to the implementation of the Agreement: available job positions are reserved in accordance with the procedures of the Immigration Code. These job positions are made available for the entire Greek territory from a common "pool" and are reserved by the one-stop service during the application</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

period. Nationals of Egypt, who enter into the framework of the bilateral agreement, enjoy all the rights deriving from the legislation on seasonal workers, as formulated by the provisions of the Migration Code (I.5038/2023, GG A'81), including the employer's obligation to pay the transfer fee for the commencement of employment. Furthermore, the said agreement expressly states that nationals of Egypt enjoy equal treatment in accordance with the provisions of Directive 2014/36/EC on the seasonal directive. Finally, a joint committee is established for the evaluation of the Agreement.

### B. Youth Mobility (Work and Holiday visa)

L.4091/2012 (GG A' 219) ratified the Agreement between Greece and Canada on the mobility of young people. The purpose of the agreement is to simplify and facilitate the administrative procedures applied in the case where young nationals wish to enter, reside and work in the territory of the other country, in order to improve their knowledge of the language, culture and society in the host country, through the experience of travel, living and residence.

L.4353/2015 (GG A' 173) ratified the Memorandum of Understanding between Greece and Australia for the regulation of issues related to youth mobility visas (Work and Holiday Visas). The purpose of the MoU is to regulate issues related to youth mobility visas. Youth Mobility Visa holders must not engage in work that is contrary to the objectives of the Agreement, while it is not intended that Youth Mobility Visa holders work for the full twelve (12) calendar months of their visit.


2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.

Please see answer in question 1.

**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>Please see answer in question 1.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Please see answer in question 1.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Please see answer in question 1.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>-</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>-</p>
	<p><b>EMN NCP Hungary</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>No</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>Not applicable.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p>

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			<p>Not applicable.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Not applicable.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Not applicable.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>Not applicable.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>negotiations. After answering this question please continue with Q.2.</p> <p>Not applicable.</p>
	<p><b>EMN NCP Ireland</b></p>	<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Individuals from non-EU and non-EEA countries can apply for a variety of employment permits under the Employment Permit Act 2024. The permit system is usually used to meet Ireland’s labour market needs, instead of government agreements.</p> <p>However, some agreements are provided here, with further detail below:          Common Travel Area          International Medical Graduates Initiative          Researcher Hosting Agreement Scheme and          EURAXESS          Scaling Up STEM Talent from Africa in Europe (“SUSTAIN Europe”)          Common Travel Area          Although the UK left the EEA when they left the European Union, the pre-existing Common Travel Area between Ireland and the UK means that British citizens can reside and work in Ireland without a specific visa or employment permit and Irish citizens can reside and work in the UK.[1]          International Medical Graduates Initiative (IMGTI)          This programme is designed and implemented by the HSE. It was established in 2013 to enable suitably qualified overseas doctors from countries with less developed health sectors to undertake a fixed period of structured training in clinical services in Ireland. The initiative provides these doctors with access to clinical experiences and training that they cannot get in their own country, with a view to enhancing and improving the individual’s medical training and learning and in the medium to long term, the health services in their own countries.          The IMGTI is a two year training initiative. The participants of the IMGTI are expected to return to their home countries and this is one of the conditions of being awarded a qualification. The partnership has been</p>

## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>implemented within an existing legal migration pathway and takes place within the General Employment Permit for those doctors on the scholarship IMGTI. Recognition of their training only occurs when they return by their home country by their home country training body.</p> <p>The HSE signed an MOU with The College of Physicians and Surgeons Pakistan (CPSP) in 2011 to develop a partnership agreement for recruiting doctors from Pakistan to work in the Irish health service. They also signed an MOU with The Sudan Medical &amp; Specialisation Board (SMSB) in 2017.[2]</p> <p>Researcher Hosting Agreement Scheme and EURAXESSThe Researcher Hosting Agreement Scheme, which Ireland opted into voluntarily, implements a European Union Directive on the admission of third country nationals for the purpose of conducting research.[3]</p> <p>EURAXESS Ireland is a Central Processing House for Hosting Agreements on behalf of the Department of Further and Higher Education, Research, Innovation and Science in Ireland (DFHERIS).[4] EURAXESS is a European network that provides support on mobility issues, links to job and career development opportunities for researchers and entrepreneurs and allows universities and businesses to find the right talent.</p> <p>EURAXESS also has the role of administering prescribed agreements under the Exchange Agreement Employment Permits and provides supporting documentation to the application for the permit.[5]</p> <p>Part 11 of the Employment Permits Regulations 2024[6] updates provisions relating to the exchange agreement employment permits referenced in Q2 of the 2023.22 COM AHQ on “Existing bilateral agreements and programmes/projects on legal migration between member states and third countries”. [7]</p> <p>The programmes under this agreement remain the same, and are as follows:</p> <p>Association Internationale des Étudiants en Sciences Économiques et Commerciales (“AIESEC”)The International Association for the Exchange of Students for Technical Experience (IAESTE)The Fulbright ProgrammeExchange between St. Joseph’s University, Philadelphia and University College Cork in conjunction with Bord BiaVulcanus in Europe Programme (Ireland)</p> <p>SUSTAIN EuropeThe SUSTAIN Europe project is a private sector led pilot project that aims to establish a mutually beneficial, sustainable partnership between Nigeria and Ireland/Germany to foster Science, Technology, Engineering, Mathematics (STEM) talent development and mobility. This project is funded by the Migration Partnership Facility and is delivered by the Seefar Foundation. The Department of Justice, Home Affairs and Migration provided a letter of support to this project and sits on the Steering Committee for</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>the pilot project. This initiative will pilot a skilled migration model that aligns private sector needs with talent profiles, familiarising STEM graduates with EU employment opportunities through tailored training and career guidance, including migration support. The project activities will be structured in such a way to enable a replicable labour mobility model, while simultaneously developing long-term strategies for talent cultivation and institutional strengthening. The timeframe for the pilot is September 2024 to May 2027.[8] See further information here: <a href="https://www.migrationpartnershipfacility.eu/news/the-talent-bridge-building-legal-pathways-between-nigeria-and-europe-through-sustain">https://www.migrationpartnershipfacility.eu/news/the-talent-bridge-building-legal-pathways-between-nigeria-and-europe-through-sustain</a></p> <p>Ireland also has working holiday agreements. Details of these agreements can be found here <a href="https://www.citizensinformation.ie/en/moving-country/moving-abroad/working-abroad/working-holidays-for-irish-citizens/">https://www.citizensinformation.ie/en/moving-country/moving-abroad/working-abroad/working-holidays-for-irish-citizens/</a> [9]</p> <p>[1] <a href="https://www.irishimmigration.ie/at-the-border/common-travel-area/">https://www.irishimmigration.ie/at-the-border/common-travel-area/</a> [2] <a href="https://www.hse.ie/eng/staff/leadership-education-development/met/ed/img/">https://www.hse.ie/eng/staff/leadership-education-development/met/ed/img/</a> [3] <a href="https://www.iaa.ie/wp-content/uploads/2019/09/Hosting_Agreement_Leaflet.pdf">https://www.iaa.ie/wp-content/uploads/2019/09/Hosting_Agreement_Leaflet.pdf</a> [4] <a href="https://www.euraxess.ie/ireland/fast-track-work-permit-non-eu-rd-hosting-agreement-scheme">https://www.euraxess.ie/ireland/fast-track-work-permit-non-eu-rd-hosting-agreement-scheme</a> [5] Correspondence with the Department of Enterprise, Trade and Employment, June 2025 [6] <a href="https://www.irishstatutebook.ie/eli/2024/si/444/made/en/pdf">https://www.irishstatutebook.ie/eli/2024/si/444/made/en/pdf</a> [7] <a href="https://emnbelgium.be/sites/default/files/publications/202322%20Existing%20bilateral%20agreements%20on%20legal%20migration%20-%20Wider%20dissemination.pdf">https://emnbelgium.be/sites/default/files/publications/202322%20Existing%20bilateral%20agreements%20on%20legal%20migration%20-%20Wider%20dissemination.pdf</a> [8] Correspondence with the Department of Justice, Home Affairs and Migration, July 2025 [9] <a href="https://www.citizensinformation.ie/en/moving-country/moving-abroad/working-abroad/working-holidays-for-irish-citizens/">https://www.citizensinformation.ie/en/moving-country/moving-abroad/working-abroad/working-holidays-for-irish-citizens/</a> Individuals from non-EU and non-EEA countries can apply for a variety of employment permits under the Employment Permit Act 2024. The permit system is usually used to meet Ireland's labour market needs, instead of government agreements. However, some agreements are provided here, with further detail below:</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>Common Travel AreaInternational Medical Graduates InitiativeResearcher Hosting Agreement Scheme and EURAXESSScaling Up STEM Talent from Africa in Europe (“SUSTAIN Europe”)</p> <p>Common Travel AreaAlthough the UK left the EEA when they left the European Union, the pre-existing Common Travel Area between Ireland and the UK means that British citizens can reside and work in Ireland without a specific visa or employment permit and Irish citizens can reside and work in the UK.[1]</p> <p>International Medical Graduates Initiative (IMGTI)This programme is designed and implemented by the HSE. It was established in 2013 to enable suitably qualified overseas doctors from countries with less developed health sectors to undertake a fixed period of structured training in clinical services in Ireland. The initiative provides these doctors with access to clinical experiences and training that they cannot get in their own country, with a view to enhancing and improving the individual’s medical training and learning and in the medium to long term, the health services in their own countries.</p> <p>The IMGTI is a two year training initiative. The participants of the IMGTI are expected to return to their home countries and this is one of the conditions of being awarded a qualification. The partnership has been implemented within an existing legal migration pathway and takes place within the General Employment Permit for those doctors on the scholarship IMGTI. Recognition of their training only occurs when they return by their home country by their home country training body.</p> <p>The HSE signed an MOU with The College of Physicians and Surgeons Pakistan (CPSP) in 2011 to develop a partnership agreement for recruiting doctors from Pakistan to work in the Irish health service. They also signed an MOU with The Sudan Medical &amp; Specialisation Board (SMSB) in 2017.[2]</p> <p>Researcher Hosting Agreement Scheme and EURAXESSThe Researcher Hosting Agreement Scheme, which Ireland opted into voluntarily, implements a European Union Directive on the admission of third country nationals for the purpose of conducting research.[3]</p> <p>EURAXESS Ireland is a Central Processing House for Hosting Agreements on behalf of the Department of Further and Higher Education, Research, Innovation and Science in Ireland (DFHERIS).[4] EURAXESS is a European network that provides support on mobility issues, links to job and career development opportunities for researchers and entrepreneurs and allows universities and businesses to find the right talent.</p> <p>EURAXESS also has the role of administering prescribed agreements under the Exchange Agreement Employment Permits and provides supporting documentation to the application for the permit.[5]</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>Part 11 of the Employment Permits Regulations 2024[6] updates provisions relating to the exchange agreement employment permits referenced in Q2 of the 2023.22 COM AHQ on “Existing bilateral agreements and programmes/projects on legal migration between member states and third countries”. [7] The programmes under this agreement remain the same, and are as follows:</p> <p>Association Internationale des Étudiants en Sciences Économiques et Commerciales (“AIESEC”)The International Association for the Exchange of Students for Technical Experience (IAESTE)The Fulbright ProgrammeExchange between St. Joseph’s University, Philadelphia and University College Cork in conjunction with Bord BiaVulcanus in Europe Programme (Ireland)</p> <p>SUSTAIN EuropeThe SUSTAIN Europe project is a private sector led pilot project that aims to establish a mutually beneficial, sustainable partnership between Nigeria and Ireland/Germany to foster Science, Technology, Engineering, Mathematics (STEM) talent development and mobility. This project is funded by the Migration Partnership Facility and is delivered by the Seefar Foundation. The Department of Justice, Home Affairs and Migration provided a letter of support to this project and sits on the Steering Committee for the pilot project. This initiative will pilot a skilled migration model that aligns private sector needs with talent profiles, familiarising STEM graduates with EU employment opportunities through tailored training and career guidance, including migration support. The project activities will be structured in such a way to enable a replicable labour mobility model, while simultaneously developing long-term strategies for talent cultivation and institutional strengthening. The timeframe for the pilot is September 2024 to May 2027.[8] See further information here: <a href="https://www.migrationpartnershipfacility.eu/news/the-talent-bridge-building-legal-pathways-between-nigeria-and-europe-through-sustain">https://www.migrationpartnershipfacility.eu/news/the-talent-bridge-building-legal-pathways-between-nigeria-and-europe-through-sustain</a></p> <p>Ireland also has working holiday agreements. Details of these agreements can be found here <a href="https://www.citizensinformation.ie/en/moving-country/moving-abroad/working-abroad/working-holidays-for-irish-citizens/">https://www.citizensinformation.ie/en/moving-country/moving-abroad/working-abroad/working-holidays-for-irish-citizens/</a> [9]</p> <p>[1] <a href="https://www.irishimmigration.ie/at-the-border/common-travel-area/">https://www.irishimmigration.ie/at-the-border/common-travel-area/</a> [2] <a href="https://www.hse.ie/eng/staff/leadership-education-development/met/ed/img/">https://www.hse.ie/eng/staff/leadership-education-development/met/ed/img/</a></p>
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			<p>[3] <a href="https://www.iaa.ie/wp-content/uploads/2019/09/Hosting_Agreement_Leaflet.pdf">https://www.iaa.ie/wp-content/uploads/2019/09/Hosting_Agreement_Leaflet.pdf</a> [4] <a href="https://www.euraxess.ie/ireland/fast-track-work-permit-non-eu-rd-hosting-agreement-scheme">https://www.euraxess.ie/ireland/fast-track-work-permit-non-eu-rd-hosting-agreement-scheme</a> [5] Correspondence with the Department of Enterprise, Trade and Employment, June 2025 [6] <a href="https://www.irishstatutebook.ie/eli/2024/si/444/made/en/pdf">https://www.irishstatutebook.ie/eli/2024/si/444/made/en/pdf</a> [7] <a href="https://emnbelgium.be/sites/default/files/publications/202322%20Existing%20bilateral%20agreements%20on%20legal%20migration%20-%20Wider%20dissemination.pdf">https://emnbelgium.be/sites/default/files/publications/202322%20Existing%20bilateral%20agreements%20on%20legal%20migration%20-%20Wider%20dissemination.pdf</a> [8] Correspondence with the Department of Justice, Home Affairs and Migration, July 2025 [9] <a href="https://www.citizensinformation.ie/en/moving-country/moving-abroad/working-abroad/working-holidays-for-irish-citizens/">https://www.citizensinformation.ie/en/moving-country/moving-abroad/working-abroad/working-holidays-for-irish-citizens/</a></p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>Common Travel Agreement - MoU. Labour mobility forms part of the agreement. International Medical Graduates Initiative - MOU specifically for labour mobility. Researcher Hosting Agreement Scheme and EURAXESS) - specifically for labour mobility. "Exchange Agreement Employment Permits are based on formal agreements with third countries and are designed to facilitate the employment of third country nationals in Ireland pursuant to exchange agreements to which Ireland is a party." [1] EURAXESS administers agreements and provides support to applicants for the Exchange Agree EP accepted within those agreements. [2] These agreements are for the purposes of work experience SUSTAIN Europe – This is a private sector led project. [3]</p> <p>[1]</p>
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			<p><a href="https://emnbelgium.be/sites/default/files/publications/202322%20Existing%20bilateral%20agreements%20on%20legal%20migration%20-%20Wider%20dissemination.pdf">https://emnbelgium.be/sites/default/files/publications/202322%20Existing%20bilateral%20agreements%20on%20legal%20migration%20-%20Wider%20dissemination.pdf</a></p> <p>[2] Correspondence with the Department of Enterprise, Trade and Employment, June 2025</p> <p>[3] Correspondence with the Department of Justice, Home Affairs and Migration, July 2025</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>Common Travel Agreement - NA. International Medical Graduates Initiative - This is sector specific. Researcher Hosting Agreement Scheme (EURAXESS) - This is across all fields but participants must have research skills. The Exchange Agreement Employment Permits - Each of the agreements under this are sector specific. Displaced Talent for Europe - This is not sector/skills specific. SUSTAIN Europe – Aimed at STEM graduates</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Common Travel Agreement No. International Medical Graduates Initiative– Unknown Researcher Hosting Agreement Scheme and EURAXESS The Exchange Agreement Employment Permits: Yes, as aforementioned part 11 of the Employment Permits Regulations 2024 updates provisions relating to the exchange agreement employment permits. The minimum remuneration is the statutory minimum wage and people must work at least 20 hours under this agreement. Exchange Agreement Permit holders are provided the same protections as any other permit holder or worker in the State. Ireland has a strong employment rights framework and the employment permits legislation falls under that structure. Subject to differing criteria, the Exchange Agreement EP also ensures protection provisions are upheld by enforcing minimum remuneration, minimum hours of work, contracts of employment, information on rights plus</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>ensuring migrant workers have a EEA comparator in the workplace.[1]SUSTAIN Europe – pre-departure cultural orientation, remote onboarding, guidance on the EU labour market, and training module on “Life and Work in Europe”; post-arrival mentoring; support of a “talent management agency”; programme monitoring/evaluation; training for employers on labour migration and ethical recruitment; reintegration support for participants who return to Nigeria after the programme.[2]</p> <p>[1] Correspondence with the Department of Enterprise, Trade and Employment, June 2025 [2] Correspondence with the Department of Justice, Home Affairs and Migration, July 2025</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Common Travel Area - No.International Medical Graduates Initiative– UnknownResearcher Hosting Agreement Scheme and EURAXESS – Unknown SUSTAIN Europe – The Seefar foundation will undertake monitoring and evaluation of the pilot project.[1]</p> <p>[1] Correspondence with the Department of Justice, Home Affairs and Migration, July 2025</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>International Medical Graduate Initiative: The initiative supports Ireland in fulfilling its responsibilities as a signatory under the WHO Global Code of Practice on Recruitment of Health Personnel. The programme has received national and international recognition as an example of best practice in promoting circular migration: WHO Global Health Award (2015): Best practice in implementation of code and an Irish Healthcare award (2019): Best Sustainable Healthcare Initiative. Trainee doctors under the scheme provide skills to the Irish healthcare system for a period of two years, and following this, return to their home country to further practice these skills. The majority of graduates (68%) leave the Irish Health service after completing the IMGTI programme and never return to work in Ireland again. However, after having returned to their own countries, approximately 22% subsequently return to Ireland to spend a further one or two years working in the Irish health service again. [1] This initiative promotes circular migration, which contributes to the economic development of both countries, fills skills shortages in Ireland and prevents 'brain drain' from the participating countries.</p> <p>[1] HSE (2023) Annual Medical Retention Report 2023, <a href="https://www.hse.ie/eng/staff/leadership-education-development/met/plan/annual-medical-retention-report-2023.pdf">https://www.hse.ie/eng/staff/leadership-education-development/met/plan/annual-medical-retention-report-2023.pdf</a></p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>negotiations. After answering this question please continue with Q.2.</p> <p>N/A</p>
	<p><b>EMN NCP Italy</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes, Italy has recently signed cooperation agreements on migration with Tunisia (October 2023), India (November 2023), Pakistan, Bangladesh, and Uzbekistan (May 2025).</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>The type of agreements include:</p> <p>India - Bilateral Agreement on Migration and Mobility (BLMA) between the Government of the Italian Republic and the Government of the Republic of India, which includes a section on labour mobility; Tunisia – Memorandum between Italy and Tunisia that annually authorizes the entry into Italy of a quota of 4,000 non-seasonal Tunisian subordinate workers, followed by an Implementing Protocol between the agencies “Sviluppo Lavoro Italia” and “ANETI” – Agence Nationale pour l'Emploi et le Travail Indépendant; Pakistan -</p>


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			<p>Memorandum of Understanding (MoU) between the Italian Ministry of Foreign Affairs and International Cooperation, the Ministry of Labour and Social Policies, and the Ministry of the Interior, and the Ministry of Foreign Affairs, Ministry of the Interior, and Ministry of Overseas Pakistanis and Human Resource Development of the Islamic Republic of Pakistan, which includes a section on labour mobility. Bangladesh - MoU between the Italian Ministry of Foreign Affairs and International Cooperation, the Ministry of Labour, and the Ministry of the Interior, and the Ministry of Foreign Affairs, the Ministry of Home Affairs, and the Ministry of Expatriates' Welfare and Overseas Employment of the People's Republic of Bangladesh in the field of migration and mobility, which includes a section on labour mobility; Uzbekistan – MoU between the Ministry of Foreign Affairs, the Ministry of Internal Affairs, and the Migration Agency of the Cabinet of Ministers of the Republic of Uzbekistan on one side, and the Ministry of Foreign Affairs and International Cooperation, the Ministry of the Interior, and the Ministry of Labour and Social Policies of the Italian Republic on the other side, in the field of migration and mobility, which includes a section on labour mobility.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>In general, the agreements include provisions regarding subordinate employees, both seasonal and non-seasonal, as well as employees who have completed vocational and civic-linguistic training abroad. The agreement with India also includes provisions on the mobility of students, interns, teachers, researchers, intra-company transferees, and family members. The memorandum with Tunisia, on the other hand, specifically concerns non-seasonal subordinate workers.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>The agreements specify that the entry, stay, and commencement of employment of the third country nationals must comply with the obligations established by current national legislation. They state that employees who hold a contract and a valid Italian residence permit will enjoy full equality of rights and treatment, the same as Italian citizens and legally residing foreign employees in Italy. They will be subject to Italian laws and regulations, including those related to wages, working conditions, social protection (in the absence of specific agreements), healthcare, hygiene, and workplace safety.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>The implementation of the agreements and related monitoring are generally entrusted to a Joint Working Group, established by the agreement itself. This group is composed of the competent authorities of both countries and meets periodically to define the procedures for implementing the provisions set out in the agreement.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>At this initial stage of implementation, good practices have not yet been established or consolidated.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>negotiations. After answering this question please continue with Q.2.</p>
 EMN NCP Latvia		<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes. These agreements are aimed to young people mobility only.          Agreement between the Government of the Republic of Latvia and the Government of Japan on the Work and Holiday Scheme (entry into force on 01.08.2023.);          Since 04.03.2009. The Agreement between the Government of the Republic of Latvia and the Government of New Zealand on the Working Holiday Scheme has been in force;          Agreement between the Government of Canada and the Government of the Republic of Latvia Concerning Exchanges of Young Citizens (signed 25.09.2006.);          The Agreement between the Government of the Republic of Latvia and the Government of the Republic of Korea concerning a Working Holiday Programme for young people (signed 31.07.2024.).</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>Agreement between the Government of the Republic of Latvia and the Government of Japan on the Work</p>


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			<p>and Holiday Scheme applies to citizens of Japan who, on the day of application submission, are aged between 18 and 30 years (including) and meet the conditions of Article 2 of the Agreement. The annual quota for the number of entrants under the working holiday scheme is 100.</p> <p>The Agreement between the Government of the Republic of Latvia and the Government of New Zealand on the Working Holiday Scheme. The aim of the Agreement is to promote youth mobility and exchange, cooperation and partnership between Latvia and New Zealand, as well as to develop opportunities for young people from both countries to study, work or gain practical experience and improve their knowledge of the language and culture of the other country. The Agreement provides for the simplification of administrative procedures so that young citizens can reside in the other country. It gives countries the opportunity to issue young people a document that allows them to reside in its territory. In Latvia, this document is a decision issued by the Citizenship and Migration Board (CMB), and in New Zealand – a temporary visa.</p> <p>Agreement between the Government of Canada and the Government of the Republic of Latvia Concerning Exchanges of Young Citizens focuses mainly on supporting develop opportunities for their young citizens to complement their post-secondary education or training; to acquire work experience; and to improve their knowledge of the other country's languages, culture and society, and thus to promote mutual understanding between the two countries. New Canadian citizens can enter Latvia in accordance with the concluded exchange agreement for new citizens concluded between the Government of the Republic of Latvia and Canada.</p> <p>The Agreement between the Government of the Republic of Latvia and the Government of the Republic of Korea provides for simplification of the procedures for the possibility for young people from the Republic of Latvia to reside in the Republic of Korea and for young people from the Republic of Korea to reside in the Republic of Latvia. According to the Agreement, up to one hundred participants from each country may benefit from this programme each year. The Agreement will also promote opportunities for young people from both countries to work or gain practical experience and to learn more about the language, culture and society of both countries, thus fostering mutual understanding between the two countries. For the purposes of the Agreement, young people are between 18 and 34 years of age, who are citizens of the Republic of Latvia and the Republic of Korea.</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>Youth Mobility Agreements are more general.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>No.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>No.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>Not applicable to the Mobility agreements mentioned above.</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>N/a</p>
	<p><b>EMN NCP Lithuania</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes.</p> <p>1. Agreement between the Government of the Republic of Lithuania and the Government of Canada concerning Youth Exchange, signed on November 19, 2009, in Vilnius, and entered into force on October 1, 2010.</p> <p>The text of the Agreement is available at <a href="https://www.e-tar.lt/portal/lt/legalAct/TAR.5F939F87B984">https://www.e-tar.lt/portal/lt/legalAct/TAR.5F939F87B984</a> .</p> <p>The labor mobility component of the Agreement between the Government of the Republic of Lithuania and the Government of Canada concerning Youth Exchange allows young citizens aged 18 to 35 to enter the other country for purposes that include gaining work experience through a pre-arranged employment contract, completing a traineeship or internship as part of their academic program, or travelling with the possibility to work occasionally to supplement their finances. The Agreement ensures that both Lithuania and Canada issue the necessary residence and work permits to eligible participants regardless of the labor market situation in the host country. In Lithuania, this takes the form of a temporary residence and work permit linked to the Agreement, while in Canada it is a work permit issued upon arrival based on a letter of introduction. These permits are valid throughout the entire territory of the respective country. Participants</p>

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			<p>must comply with the host country's labor legislation, including those governing working conditions, wages, and the regulation of professions, which in Canada is under provincial or territorial jurisdiction. The Agreement also simplifies administrative procedures related to obtaining visas and permits and establishes annual quotas, determined by diplomatic exchange, for the number of participants allowed to benefit from these labor mobility provisions.</p> <p>2. Agreement on a Working Holiday Scheme between the Government of the Republic of Lithuania and the Government of New Zealand, signed on 1 October 2015 in New York, entered into force on 1 January 2017. The text of the Agreement is available at <a href="https://www.e-tar.lt/portal/lt/legalAct/03fe8eb0322211e69cf5d89a5fdd27cc">https://www.e-tar.lt/portal/lt/legalAct/03fe8eb0322211e69cf5d89a5fdd27cc</a>.</p> <p>The Agreement on a Working Holiday Scheme between the Government of the Republic of Lithuania and the Government of New Zealand allows young citizens aged 18 to 30 from either country to reside in the other for up to 12 months, during which they may engage in incidental employment. The core labor mobility component of this agreement is that it permits temporary work under limited conditions: participants may not engage in permanent employment or work for the same employer for more than six months. The main purpose of the visit must be leisure, and work is considered a supplementary activity to support travel. The scheme facilitates entry by providing a streamlined visa process that grants both the right to reside and to work without requiring a separate work permit.</p> <p>For Lithuanian citizens, New Zealand grants a temporary visa that includes the right to work under these conditions. Conversely, Lithuania issues a multiple-entry national visa to New Zealand citizens that allows residence and employment for up to one year, with an exemption from the national requirement to obtain a work permit. In both cases, applicants must meet several conditions, including proof of financial resources, valid travel and health insurance, and no previous participation in the program. This bilateral scheme enhances labor mobility in a limited, youth-targeted framework that supports cultural exchange while offering controlled access to the labor markets of both countries.</p> <p>3. Agreement between the Government of the Republic of Lithuania and the Cabinet of Ministers of Ukraine on Employment and Cooperation in the Field of Labor Migration, signed in Kiev on 7 December 2018, entered into force on 17 March 2020.</p> <p>The text of the Agreement is available at <a href="https://www.e-tar.lt/portal/lt/legalAct/071e38c0d61111e98c12b3138b15576c">https://www.e-tar.lt/portal/lt/legalAct/071e38c0d61111e98c12b3138b15576c</a> or, in English, at <a href="https://lrv.lt/media/viesa/saugykla/2023/7/dPD4WgmBdV0.pdf">https://lrv.lt/media/viesa/saugykla/2023/7/dPD4WgmBdV0.pdf</a>.</p>
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			<p>The 2018 Agreement between the Government of the Republic of Lithuania and the Cabinet of Ministers of Ukraine on Employment and Cooperation in the Field of Labor Migration establishes a framework for managing labor migration between the two countries. Its main objective is to strengthen cooperation by protecting the rights and interests of migrant workers and combating illegal employment. The Agreement defines procedures for issuing work permits, residence permits, and visas, and confirms that workers must be employed in accordance with the labor legislation of the host country. It also ensures that migrant workers receive wages at least equal to those paid to national workers for the same type of work. Before employment, workers must receive and confirm understanding of the employment contract in a language they understand. Clear rules are laid out for the content of contracts, including salary, work duration, workplace, and return travel terms.</p> <p>The Agreement also regulates the temporary posting of workers by employers under service or subcontracting agreements. It requires posted workers to obtain the appropriate permits and ensures they are subject to the host country's key labor standards, including maximum working time, minimum rest, health and safety protections, and non-discrimination. Employers must pay posted workers a wage not lower than the national average for the sector if no equivalent employee exists. The Agreement provides mechanisms for information exchange and coordination between competent institutions in both countries to monitor employment conditions, ensure compliance, resolve disputes, and share best practices. It replaces the 1995 agreement and remains in force indefinitely, unless terminated with six months' notice by either party.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>All of Lithuania's agreements mentioned in the answer to question 1 could be characterized as Bilateral Labor Migration Agreements</p>
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			<p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>The agreement between Lithuania and Canada on youth exchange targets general labor mobility within the framework of temporary youth mobility. It does not focus on any specific sector or skills level. Participants aged 18 to 35 may engage in a variety of activities, including gaining work experience through a pre-arranged contract, completing internships, or taking up incidental employment while travelling. The agreement facilitates mobility without imposing restrictions based on professional qualifications or sectors of employment.</p> <p>The working holiday scheme between Lithuania and New Zealand is similarly designed for general mobility, specifically for young people between 18 and 30 years of age. It enables participants to reside for up to one year and take up short-term employment to support their stay. The purpose is cultural exchange rather than labor market integration, and there are no limitations regarding the field of work or level of qualifications. Employment is incidental and subject to time restrictions with any single employer.</p> <p>The agreement between Lithuania and Ukraine on employment and cooperation in the field of labor migration also addresses general labor mobility. It applies broadly to workers entering either country for employment purposes, including those posted under service or subcontracting arrangements. There is no reference to targeting specific economic sectors or skill levels. However, the agreement ensures that all workers, regardless of sector, are subject to equal treatment with respect to employment conditions, wages, and rights protections in the host country.</p> <p>Thus, all three agreements fall under general labor mobility frameworks and do not target specific sectors or skills.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Yes.</p>
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			<p>All three agreements include certain protection provisions, although the scope and depth vary. The 2009 agreement with Canada concerning youth exchange includes basic safeguards such as the requirement that participants comply with the labor laws of the host country, including those governing working conditions, wages, and professional regulations. While it does not establish standardized employment contracts or formal joint monitoring mechanisms, it simplifies administrative procedures and ensures that participants benefit from equal treatment under the host country's labor legislation. The 2015 working holiday scheme with New Zealand focuses primarily on youth mobility and includes more limited protection measures. While it exempts participants from work permit requirements and facilitates temporary employment, it still subjects them to host country labor laws, thereby ensuring some degree of protection. However, it does not include provisions such as standardized contracts or formal support at pre-departure or post-arrival stages. The 2018 agreement with Ukraine on employment and cooperation in the field of labor migration contains more explicit protection provisions. It requires that employment contracts be provided in a language understood by the worker and include clear information about salary, work duration, place of work, and return travel. The agreement also guarantees equal treatment in wages and employment conditions, and applies host country labor legislation fully to migrant workers. It includes institutional cooperation for information exchange and coordination between the two governments, which can support oversight and dispute resolution.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Yes.</p> <p>For the Lithuania–Canada Youth Exchange Agreement, the two governments review participation numbers and administrative arrangements annually through diplomatic notes. Oversight is supported by national bodies - such as Lithuania's Ministry of Social Security and Labor and Canada's Immigration authorities - that exchange information on visa/work permit issuance and program uptake.</p> <p>The Lithuania–New Zealand Working Holiday Scheme does not include formal monitoring or evaluation</p>
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			<p>mechanisms. There is no bilateral body or institutional framework established to jointly assess implementation or compliance. Oversight is limited to standard administrative procedures such as visa issuance and immigration control, and there is no structured process for reviewing labor conditions, participant experiences, or overall program effectiveness.</p> <p>In the Lithuania–Ukraine Labor Migration Agreement, a bilateral institutional framework is explicitly established. Competent national authorities - Lithuania’s Ministry of Social Security and Labor and Ukraine’s Ministry of Labor - coordinate to share data, resolve disputes, and supervise implementation. The agreement envisages joint information exchange, dispute resolution, and annual consultations.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>One good practice derived from the implementation of the agreement with Ukraine is the establishment of a clear legal framework that defines the responsibilities of both parties and sets out minimum employment standards. The agreement requires that employment contracts be written in a language the worker understands and include detailed information about wages, working time, and repatriation conditions. It also guarantees equal treatment with nationals in terms of wages and working conditions and provides a basis for institutional cooperation, dispute resolution, and information exchange, which strengthens transparency and accountability in labor migration management.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p>
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	<p><b>EMN NCP Luxembourg</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes. Luxembourg has signed the agreement between the Grand Duchy of Luxembourg and the Republic of Cabo Verde regarding the coordinated management of migratory flows and solidarity development on 13 October 2015, which was approved by the Luxembourg Parliament by law of 20 July 2017. The document can be found on: <a href="https://legilux.public.lu/eli/etat/leg/loi/2017/07/20/a672/jo">https://legilux.public.lu/eli/etat/leg/loi/2017/07/20/a672/jo</a></p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>As it was indicated above it is an agreement signed for jointly managed migration flows between the two countries, which comprises the issuance of multiple entry short-term visas with a maximum duration of 90 days (article 2), the acquisition of a first professional experience for Cape Verdean students (article 4 – this provision was tacitly abrogated by the amendments introduced in article 59 of the Immigration Law), exchange of young professionals aged between 18 and 35 years of age which will engage on a health, social, agricultural, craft, industrial, commercial or liberal activity either in Luxembourg or Cape Verde (article 5), simplified procedure for salaried workers coming from Cape Verde to Luxembourg (article 6), non-remunerated traineeship (article 7), readmission of illegal migrants from Cape Verde (article 9) and integration measures (article 10). From these elements articles 5 and 6 have a labour mobility component.</p>

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3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.

As it was mentioned in the answer to Q.2, article 5 focusses on the exchange of young professionals in the following sectors: health, social, agricultural, craft, industrial, commercial or liberal sectors. The disposition in article 6 foresees a simplification of the procedure for obtaining an authorisation of stay for Cape Verdean salaried workers who have one of the following professions:

Directors, senior executives and managers (directors of administrative services, directors and executives of directorates, sales, marketing and development, information and communication technologies); Intellectual and scientific professions (physicians, chemists and related, mathematicians, actuaries and statisticians, specialists in life sciences), specialists in technical sciences (with the exception of electro technology), engineers of electro technology, architects, urbanists, surveyors and designers. Health specialists (doctors, executive-level nursing and midwifery staff, specialists in traditional and complementary medicine, paramedical practitioners and other specialists of the health profession); Specialists in business enterprise (finance specialists, administrative function specialists, sales, marketing and public relations specialists); Specialists in information and communication technology (software and multimedia designers and analysts, data base and computer network specialists); Specialists of justice, of social sciences and culture (lawyers, specialists of social sciences and of the clergy).


4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.

YES. As stated in article 12 of the agreement a joint monitoring committee shall be established.


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			<p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>YES. Article 12 (b) establishes that the monitoring committee monitors the results of the actions established in the agreement and the evaluation of the results. The joint monitoring committee is actually being established. It has not yet started it's work</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>No information available.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>N/A.</p>
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 <p><b>EMN NCP</b> <b>Netherlands</b></p>		<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>No, the Netherlands does not have such agreements with non-EU/EEA countries.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>N/A.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>N/A.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foresee any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>N/A.</p>
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			<p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>N/A.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>N/A.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>N/A.</p>
	<p><b>EMN NCP Poland</b></p>	<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or</p>


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			<p>copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Polish government does not have agreements focused solely on labour mobility but does some agreements including a labour mobility component in frames of a programme called "Visit and Work".</p> <p>Agreement between the Government of the Republic of Poland and the Government of the Argentine Republic on the "Visit and Work" Program, signed in Warsaw on 29 November 2018, Agreement between the Government of the Republic of Poland and the Government of the Republic of Chile on the "Visit and Work" Program, signed in Warsaw on April 28, 2017, Agreement between the Government of the Republic of Poland and the Government of Japan on the "Visit and Work" Program, signed in Tokyo on February 27, 2015, Agreement between the Government of the Republic of Poland and the Government of Canada on supporting youth mobility, signed in Warsaw on July 14, 2008, Agreement between the Government of the Republic of Poland and the Government of the Republic of Korea on the "Visit and Work" Program, signed in Warsaw on January 24, 2018, Agreement between the Government of the Republic of Poland and the Government of New Zealand on the Working Holiday Scheme, signed in Warsaw on May 9, 2008, Agreement between the Government of the Republic of Poland and the Government of the Republic of Peru on the "Visit and Work" Program, signed in Warsaw on September 29, 2020, Agreement between the Government of the Republic of Poland and the Government of the Commonwealth of Australia on the issuance of visas to participants in the "Visit and Work" program, signed in Warsaw on March 28, 2014, Agreement between the Warsaw Trade Office in Taipei and the Taipei Economic and Cultural Office in Warsaw on a cultural and educational exchange program for young people entered into force on December 1, 2014.</p> <p>Link to the list: <a href="https://www.gov.pl/web/rodzina/program-zwiedzaj-i-pracuj">https://www.gov.pl/web/rodzina/program-zwiedzaj-i-pracuj</a></p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>Only the agreement between Poland and Canada and Poland and New Zealand has the status of an</p>
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			<p>international agreement. The remaining agreements mentioned above have the status of an agreement between governments.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>Youth Mobility Agreements are not sector- nor skills-specific.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>NO</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>NO</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p>
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			<p>N/A</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>N/A</p>
	<p><b>EMN NCP Portugal</b></p>	<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes. Portugal has labour mobility agreements with some non-EU/EEA countries, namely:</p> <ul style="list-style-type: none"> <li>• India: a bilateral labour mobility agreement, signed at 23/09/2021 and formally in force since 27/01/2022; although it is still not fully operational (<a href="https://files.dre.pt/1s/2021/12/24400/0002800046.pdf">https://files.dre.pt/1s/2021/12/24400/0002800046.pdf</a>).</li> <li>• Morocco: a bilateral agreement with Morocco signed at 12/01/2022 and already ratified by Portugal but not yet by the Moroccan side. Notwithstanding both Authorities are already collaborating with each other, namely through the publicity of labour offers in Morocco to work in Portugal (<a href="https://diariodarepublica.pt/dr/detalhe/decreto/2-2022-186040422">https://diariodarepublica.pt/dr/detalhe/decreto/2-2022-186040422</a>).</li> <li>• Cape Verde: a MoU signed at 19/12/2022, implemented;</li> <li>• Mozambique: a MoU signed at 11/09/2023, it is still not being fully implemented;</li> <li>• East Timor: a MoU signed at 02/10/2023, the technical procedures to its implementation are currently still under consideration/negotiation).</li> </ul>


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			<p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <ul style="list-style-type: none"><li>• India: a bilateral agreement aiming at establishing the procedures for admission of Indian citizens to carry out a professional activity under employment contracts in the Portuguese Republic;</li><li>• Morocco: a bilateral agreement aiming at establishing the procedures for admission and stay of Moroccan citizens to carry out a professional activity under employment contracts in the Portuguese Republic;</li><li>• Cape Verde: MoU targeting labour mobility;</li><li>• Mozambique: MoU on labour mobility intending to promote the connexion between Portuguese enterprises and Mozambicans who wish to work in Portugal</li><li>• East Timor: MoU on labour mobility with the aim of facilitating legal migration of East Timorese workers to Portugal.</li></ul> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>All the above-mentioned agreements target general labour mobility but depend on the specific needs of Portuguese employers. For instances, the Agreement with India states the need to increase migration management effectiveness and the role of legal employment in these processes, especially in the cases of skilled workers, academics, researchers, and information technology professionals.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Yes. As examples depending on the agreement: recognition of the same work and payment conditions applicable to Portuguese employees under equal terms; the possibility of benefiting from specific Portuguese language training, as well as qualifying training; equally benefiting from the same rights and the same protection as the Portuguese employees regarding health and safety in the workplace; workers are</p>
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			<p>subject to the special security framework establishes under the applicable Portuguese law; workers may request family reunification in accordance with the terms and conditions laid down in the applicable law of the Portuguese Republic.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Yes. Portugal have implemented a monitoring and evaluation mechanism. For instance, both the Agreement with India and Morocco establishes a joint coordination and information committee comprising the relevant authorities from both Parties. Additionally data is collected in order to evaluate the achieved goals.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>Yes. Portugal have implemented a monitoring and evaluation mechanism. For instance, both the Agreement with India and Morocco establishes a joint coordination and information committee comprising the relevant authorities from both Parties. Additionally data is collected in order to evaluate the achieved goals.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>-</p>
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 EMN NCP Serbia		<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>There are both BLMAs and MoUs targeting labour mobility among existing agreements.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>The agreements target general labour mobility.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Yes. By all existing agreements provisions related to the protection of migrant workers are foreseen with</p>

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			<p>BLMA regulating migrant's rights in more details.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>To monitor the implementation of agreements, different bodies could be established. In the case of BLMA formal intergovernmental body is established, while in the case of MoU different working or coordination groups are established.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>Republic of Serbia has three ratified agreements with Belarus (Agreement between the Government of the Republic of Serbia and the Government of the Republic of Belarus on Temporary Employment of Citizens of the Republic of Serbia in the Republic of Belarus and Citizens of the Republic of Belarus in the Republic of Serbia, 2009), Bosnia and Herzegovina (Agreement between the Government of the Republic of Serbia and the Council of Ministers of Bosnia and Herzegovina on Temporary Employment of Citizens of the Republic</p>
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			<p>of Serbia in Bosnia and Herzegovina and Citizens of Bosnia and Herzegovina in the Republic of Serbia 2011) and Slovenia (Agreement between the Government of the Republic of Serbia and the Government of the Republic of Slovenia on the employment of citizens of the Republic of Serbia in the Republic of Slovenia, 2018).</p> <p>Republic of Serbia initiated negotiations on cooperation in the field of labour mobility with Uzbekistan, Tajikistan, Turkmenistan, Kyrgyz Republic, Kazakhstan, Indonesia, Philippines, Kenya, Vietnam and Bangladesh.</p> <p>Initiatives for negotiations on labour mobility agreements were submitted to the Republic of Serbia by Guatemala, India, Pakistan and Egypt.</p>
	<p><b>EMN NCP Slovakia</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes, but these are aimed at youth mobility only:</p> <p>Youth Mobility Agreement with Canada No. 171/2011 Coll. of 24 March 2011 (entry into force on 21 July 2011), implemented; Working Holiday Programme Agreement with New Zealand No. 159/2012 Coll. (entry into force on 17 April 2012), implemented; Working Holiday Programme for participants from Taiwan (Government Resolution No. 424 of 27 August 2014), implemented; Working Holiday Programme for participants from Japan (Government Resolution No. 186 of 18 May 2016, entry into force on 1 June 2016), implemented; Working Holiday Programme for participants from Australia (Government Resolution No. 465 of 26 August 2015), implemented; Agreement with the Government of the Argentine Republic on the Working Holiday Programme (22 of January 2020 by Government Resolution No. 19) implemented; Link to the list and further sources: <a href="https://www.employment.gov.sk/sk/ministerstvo/medzinarodna-spolupraca/europska-unia/zmluvy-mobilite-mladych/">https://www.employment.gov.sk/sk/ministerstvo/medzinarodna-spolupraca/europska-unia/zmluvy-mobilite-mladych/</a></p>


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			<p>Protocol on Cooperation with the Republic of Serbia of 13 November 2017, based on which cooperation is focused on the area of labour and employment with the aim of suppressing illegal employment.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>In practice, the Slovak Republic currently focuses mainly on supporting Youth Mobility Agreements (or otherwise known as youth working holiday programmes), where it uses both formal instruments of bilateral treaties and less formal instruments of memorandums of understanding. They have labour mobility just as a component in a broader concept, which is, from the point of view of the Slovak Republic, to enable Slovak citizens aged 18-30/35 to obtain a residence permit and work permit in selected countries in a simplified manner for a period of up to one year, after meeting the conditions stipulated in each such bilateral agreement. The conditions and quotas in the agreement are reciprocated. Interest in participating in Youth Mobility Agreements is mainly from the nationals of the Slovak Republic. The participation of nationals of the other party is minimal.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>Youth Mobility Agreements are not sector- nor skills-specific.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p>
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			<p>No.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>No.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>N/A in terms of the mobility agreements. As for the standalone national programmes/projects, unrelated to the agreements above, the Slovak Republic does not have a substantial good practice to share.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>NA</p>
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	<b>EMN NCP Slovenia</b>	<b>Yes</b>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Slovenia signed two bilateral agreements on employment with Republic of Serbia and Bosnia and Hercegovina.          Uradni list RS - 014(092)/2012, Mednarodne pogodbe          Uradni list RS - 009(038)/2019, Mednarodne pogodbe</p> <p>Slovenia also signed, but not yet ratified, a Memorandum of Understanding on labour cooperation with Philippines.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>/</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>The bilateral agreements are general in nature. The agreements provide legal framework for employment of</p>

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			<p>their citizens in the Slovenian labour market.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Bilingual employment contracts have been agreed upon based on a bilateral agreement. Migrant workers may be employed in the Republic of Slovenia only on the basis of the provisions of the agreement, which provides for the same safeguards as those provided for by national legislation (payment of the minimum wage is verified, the legality of employers' operations is verified)</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Based on the bilateral agreement, an interstate commission was established, which regularly (every year) monitors the implementation of the agreement and discusses the characteristics and forms of migration flows between the two countries.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>One of the added values of the agreements is certainly greater control over the migration flows of migrant workers, both in the country of origin and the country of employment. The agreement also ensures a supervised and mutually agreed employment procedure, thus ensuring a higher level of protection for</p>
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			<p>migrant workers.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>/</p>
	<p><b>EMN NCP Spain</b></p>	<p><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>Yes. Spain has signed:</p> <p>I.- Agreements regulating migration flows.</p> <p>Spain has signed eight agreements of this type:</p> <p>1) Guatemala. Agreement between the Kingdom of Spain and the Republic of Guatemala on the regulation and management of labour migration flows between the two States, signed 'ad referendum' in Madrid on 18 January 2023 and published in the Official State Gazette (BOE) on 31 August 2024. It entered into force on 2 August 2024.</p> <p>The full text of the agreement is available at:  <a href="https://www.boe.es/boe/dias/2024/08/31/pdfs/BOE-A-2024-17580.pdf">https://www.boe.es/boe/dias/2024/08/31/pdfs/BOE-A-2024-17580.pdf</a></p> <p>2) Honduras. Agreement between the Kingdom of Spain and the Republic of Honduras on the regulation</p>

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			<p>and management of labour migration flows between the two States, signed in Madrid on 28 May 2021. Published in the Official State Gazette (BOE) on 4 February 2023. It entered into force on 23 February 2023. The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2023/02/04/pdfs/BOE-A-2023-2936.pdf">https://www.boe.es/boe/dias/2023/02/04/pdfs/BOE-A-2023-2936.pdf</a></p> <p>3) Ukraine. Agreement on the regulation and management of labour migration flows between Spain and Ukraine, signed in Madrid on 12 May 2009 and published in the Official State Gazette (BOE) on 10 August 2011. It entered into force on 28 July 2011. The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2011/08/10/pdfs/BOE-A-2011-13662.pdf">https://www.boe.es/boe/dias/2011/08/10/pdfs/BOE-A-2011-13662.pdf</a></p> <p>4) Mauritania. Agreement between the Kingdom of Spain and the Republic of Mauritania on the regulation and management of labour migration flows between the two States, signed in Nouakchott on 25 July 2007 and published in the Official State Gazette (BOE) on 30 October 2007. This Agreement has been provisionally applied since 23 September 2007. The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2007/10/30/pdfs/A44027-44030.pdf">https://www.boe.es/boe/dias/2007/10/30/pdfs/A44027-44030.pdf</a></p> <p>5) Dominican Republic. Agreement between the Kingdom of Spain and the Dominican Republic on the regulation and management of labour migration flows, signed in Madrid on 17 December 2001 and published in the Official State Gazette (BOE) on 5 February 2002. It entered into force on 1 May 2007. The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2002/02/05/pdfs/A04414-04417.pdf">https://www.boe.es/boe/dias/2002/02/05/pdfs/A04414-04417.pdf</a></p> <p>6) Morocco. Agreement on labour between the Kingdom of Spain and the Kingdom of Morocco signed in Madrid on 25 July 2001 and published in the Official State Gazette (BOE) on 20 September 2001. It entered into force on 1 September 2005. The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2001/09/20/pdfs/A35091-35093.pdf">https://www.boe.es/boe/dias/2001/09/20/pdfs/A35091-35093.pdf</a></p> <p>7) Ecuador. Agreement between the Kingdom of Spain and the Republic of Ecuador on the regulation and management of migration flows, signed in Madrid on 29 May 2001 and published in the Official State Gazette (BOE) on 10 July 2001. This Agreement has been provisionally applied since 28 June 2001. The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2001/07/10/pdfs/A24909-24912.pdf">https://www.boe.es/boe/dias/2001/07/10/pdfs/A24909-24912.pdf</a></p>
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			<p>8) Colombia. Agreement between Spain and Colombia on the regulation and management of labour migration flows, signed in Madrid on 21 May 2001, published in the Official State Gazette (BOE) on 4 July 2001. In force since 11 March 2002.</p> <p>The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2001/07/04/pdfs/A23724-23726.pdf">https://www.boe.es/boe/dias/2001/07/04/pdfs/A23724-23726.pdf</a></p> <p>II. Framework agreements on cooperation in the field of immigration.</p> <p>Spain has signed six agreements of this type:</p> <p>1) Guinea-Bissau. Agreement on immigration between the Kingdom of Spain and the Republic of Guinea-Bissau, signed 'ad referendum' in Bissau on 27 January 2008 and Exchange of Letters dated 11 July and 29 September 2008, making corrections. It was published in the Official State Gazette (BOE) on 3 June 2009. It has been provisionally applied since 11 August 2008.</p> <p>The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2009/06/03/pdfs/BOE-A-2009-9177.pdf">https://www.boe.es/boe/dias/2009/06/03/pdfs/BOE-A-2009-9177.pdf</a></p> <p>2) Niger. Framework Agreement on Cooperation in the Field of Immigration between the Kingdom of Spain and the Republic of Niger, signed in Niamey on 10 May 2008 and published in the Official State Gazette (BOE) on 3 July 2008. It has been provisionally applied since 9 June 2008.</p> <p>The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2008/07/03/pdfs/A29198-29203.pdf">https://www.boe.es/boe/dias/2008/07/03/pdfs/A29198-29203.pdf</a></p> <p>3) Mali. Framework Agreement on Cooperation in Immigration Matters between the Kingdom of Spain and the Republic of Mali, signed in Madrid on 23 January 2007 and published in the Official State Gazette (BOE) on 4 June 2008. It entered into force on 11 March 2009.</p> <p>The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2008/06/04/pdfs/A25633-25636.pdf">https://www.boe.es/boe/dias/2008/06/04/pdfs/A25633-25636.pdf</a></p> <p>4) Cape Verde. Framework Agreement on Cooperation in Immigration Matters between the Kingdom of Spain and the Republic of Cape Verde, signed in Madrid on 20 March 2007 and published in the Official State Gazette (BOE) on 14 February 2008. It entered into force on 19 January 2008.</p> <p>The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2008/02/14/pdfs/A08028-08033.pdf">https://www.boe.es/boe/dias/2008/02/14/pdfs/A08028-08033.pdf</a></p> <p>5) Guinea Conakry. Cooperation agreement on Immigration between the Kingdom of Spain and the Republic of Guinea, signed ad referendum in Conakry on 9 October 2006, and published in the Official State</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>Gazette (BOE) on 30 January 2007. It has been provisionally applied since 7 January 2007. The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2007/01/30/pdfs/A04155-04159.pdf">https://www.boe.es/boe/dias/2007/01/30/pdfs/A04155-04159.pdf</a></p> <p>6) Gambia. Framework Agreement on Cooperation in Immigration Matters between the Kingdom of Spain and the Republic of Gambia, signed ad referendum in Banjul on 9 October 2006 and published in the Official State Gazette (BOE) on 28 December 2006. It has been provisionally applied since 11 August 2006. The full text of the agreement is available at: <a href="https://www.boe.es/boe/dias/2006/12/28/pdfs/A45914-45918.pdf">https://www.boe.es/boe/dias/2006/12/28/pdfs/A45914-45918.pdf</a></p> <p>III. Memoranda of Understanding (MOUs). Spain has signed Memoranda of understanding related to labour migration with the following countries:</p> <p>1) Senegal: a) MOU on circular migration, signed in Dakar on 29 August 2024; b) MOU on migration management and governance, signed in Dakar on 9 April 2021; and c) MOU on safe, orderly and regular migration flows, signed in Dakar on 9 April 2021.</p> <p>2) Morocco a) MOU on migration management and governance, signed in Rabat on 2 February 2023; and b) MOU on safe, orderly and regular migration flows, signed in Rabat on 2 February 2023</p> <p>3) Gambia MOU on circular migration signed in Banjul on 28 August 2024.</p> <p>4) Mauritania. MOU on circular migration signed in Nouakchott on 27 August 2024.</p> <p>5) Egypt. MOU on circular migration signed in Madrid on 19 February 2025. No link to the MOUS is provided as they do not need to be published in official gazettes.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>- The agreements on the regulation of migration flows and the framework agreements on cooperation in the field of migration, referred to in points I and II of question 1, are BLA, i.e. genuine international treaties governed by international law which, once ratified and published, form part of the domestic legal order of the States Parties and whose provisions are binding on the parties.</p> <p>- The agreements mentioned in point III of question 1 are MOUs, which establish general principles of action that guide the relationship between the parties, without establishing obligations. They can serve to frame bilateral cooperation relations with a view to subsequently signing an agreement with specific commitments. All agreements are aimed at labour mobility, although in the framework agreements on immigration, in addition to pursuing labour mobility, the signatories undertake, within the limits of their possibilities and resources, to assist each other in matters such as voluntary and assisted return programmes; integration of residents; readmission; migration and development; and police and operational assistance in the fight against irregular immigration.</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>All the agreements mentioned in question 1 are aimed at general labour mobility, leaving it to the parties to subsequently agree on the priority sectors of activity, if any.</p> <p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>Yes.</p> <p>Migration flow regulation agreements establish the bilateral framework for aspects such as the communication of job offers, assessment of professional requirements, labour and social rights and</p>
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## Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries

			<p>conditions, specific provisions for seasonal workers, etc. In framework agreements on cooperation in the field of immigration, the aim is to promote the legal recruitment of nationals of one contracting party in the territory of the other, which shall be in accordance with the labour procedures in force in the latter and shall be governed by its legislation on the matter.</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>Yes. Both the agreements on labour migration flows and the framework agreements on cooperation in immigration matters establish a bilateral committee composed of representatives of the contracting parties to deal with matters relating to the implementation and monitoring of the agreement. In the MOUs, the monitoring committee is only provided for in those signed on migration management and governance with Morocco and Senegal.</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>At the time of submitting this AHQ we have not yet received the feedback requested to the competent unit.</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or</p>
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**Ad-Hoc Query on 2025.25 Labour Mobility Agreements with Non-EU/EEA Countries**

			<p>negotiations. After answering this question please continue with Q.2.</p> <p>N/A.</p>
	<p><b>EMN NCP Sweden</b></p>	<p align="center"><b>Yes</b></p>	<p>1. 1. Does your government have agreements focused either solely on labour mobility or including a labour mobility component with non-EU/EEA countries? Yes/No. If you answer YES, please indicate with which countries, their status (e.g. only signed but not implemented, implemented), and links if available or copy of the document if possible. If you are an EMN Observer Country, please answer Q.7 instead of Q1.</p> <p>NO. Sweden has no bilateral agreements or programs concerning labour migration.</p> <p>2. 2. If you answer YES to Q.1, can you please indicate which type of agreement are they? Please indicate the type (e.g. MoU, BLMA, SMP - as described in the background information, readmission agreements, etc.) and if they target labour mobility or have a component of it.</p> <p>-</p> <p>3. 3. Can you please indicate if these agreements target general labour mobility or if they target specific sector and/or skills level as described in the background information? Please explain.</p> <p>-</p>

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			<p>4. 4. If you answer YES to Q.1, do these agreements foreseen any protection provisions as described in the background information? YES/NO. If YES, please explain.</p> <p>-</p> <p>5. 5. If you answer YES to Q.1, does your country have monitoring and evaluation mechanisms for these agreements as described in the background information? YES/NO. If yes, please explain.</p> <p>-</p> <p>6. 6. If you answer YES to Q.1, Can you provide good practices that derive from the implementation of these agreements? If these good practices stem from a standalone national programmes/projects, unrelated to the above agreements, you can provide them too. Please provide up to two good practices.</p> <p>-</p> <p>7. 7. Only for EMN Observer Countries: Does your country has or is negotiating agreements with EU/EEA countries as well as non-EU/EEA countries regarding labour mobility or that include a component of labour mobility? YES/NO. Please explain indicating with which countries and the status of the agreements or negotiations. After answering this question please continue with Q.2.</p> <p>-</p>
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