

National EMN Conference

Austria and the Global Competition for Talent – Approaches to the Immigration of (Highly) Qualified Third-Country Nationals

12 June 2013, Albert Schweitzer Haus, Vienna

Conference Report



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CONTENTS

INTRODUCTION AND SUMMARY 3

MINUTES..... 4

 Opening and Welcome..... 4

 Key-Note Speech 4

 Session 1 – Perspectives on the Immigration of (Highly) Qualified Third-Country Nationals
 to Austria 6

 Session 2 – National Strategies and Measures in the Global Competition for Talent 8

 Panel Discussion – Future Perspectives on the Immigration of (Highly) Qualified Third-
 Country Nationals to Austria 10

ANNEX 12

 Annex 1: Panelists’ Short CVs 12

 Annex 2: Agenda 16

INTRODUCTION AND SUMMARY

This report is a summary of the conference “Austria and the global competition for talent – approaches to the immigration of (highly) qualified third-country nationals”, which was organised by the International Organization for Migration in Vienna as the Austrian National Contact Point (NCP) in the European Migration Network (EMN) on 12 June 2013 in the Albert Schweitzer Haus in Vienna. The audience of the conference was composed of representatives from ministries, embassies, social partners, international organisations, as well as non-governmental organisations and researchers.

The EMN study on “Attracting Highly Qualified and Qualified Third-Country Nationals” provided the research background for the conference. As an introduction, Howard Duncan, Executive Head of the Metropolis-Project, held a keynote speech on the international competition for highly skilled talents and the necessity to shift from a “buyer’s market” concerning highly skilled migrants towards a “seller’s market” mentality. The first session looked at the immigration of (highly) qualified third-country nationals to Austria from three different perspectives. This led to a broad understanding of the topic in its various facets. The second session aimed at giving an insight into the approaches of selected countries and regions towards the “global competition for the best talents”. Concluding the conference, Austrian experts discussed future perspectives concerning the immigration of (highly) qualified third-country nationals to Austria.



MINUTES

Opening and Welcome

The participants of the conference were welcomed by **Peter Webinger, Deputy Head of the Directorate-General III (Legal Affairs) and Head of the Group Asylum, Migration, Citizenship, Civil Status Affairs and Fundamental Rights at the Federal Ministry of the Interior** and **Katerina Kratzmann, Officer in Charge of the IOM Country Office Vienna**. They opened the conference with introductory remarks on the topic of (highly) qualified immigration to Austria. **Mária Temesvári, Head of the Research, Integration and Counter-Trafficking Department at the IOM Country Office Vienna**, moderated the sessions.



Peter Webinger opened his speech with the remark that highly qualified immigration depends on different components like working opportunities, receptiveness of the host society, living conditions, and possibilities for the family, spouse and children. He underlined further that nowadays migration is not only permanent but in many cases circular. Austria needs immigration in a regulated form, Mr. Webinger stressed. The Red-White-Red Card ('RWR Card') was a positive start, which needs to be developed further. As a concluding point Mr. Webinger mentioned that immigration can be regarded as a network of concepts, which is to be understood in its entirety, but needs to be analyzed and talked about through looking at each of its components.

Katerina Kratzmann drew attention to the first EMN study in 2013 ("Attracting Highly Qualified and Qualified Third-Country Nationals"), in the framework of which the conference was organised. According to Kratzmann, the debate about the competitiveness of European countries in the international arena is currently a very hot topic. She briefly described the current global picture of high qualified migration, with traditional receiving countries like Canada, USA or New Zealand and emerging receiving countries like China, Singapore, Korea and Japan, that put a lot of effort in attracting (highly) qualified migrants. The European Union on the other hand could do more in order to be attractive for highly qualified migrants. In the subsequent Ms. Kratzmann referred to the situation in Austria: with the 'RWR Card', a fundamentally new concept was introduced and implemented in Austria; however, the question remains whether it has made Austria more attractive for (highly) qualified individuals. The conference would deal with this and other questions from different perspectives.



Key-Note Speech

Howard Duncan, Executive Head of the Metropolis-Project, approached the conference theme from a global perspective in order to apply his findings (e.g.: preconditions for winning the global



competition for highly skilled talents, demands of highly skilled migrants) to the Austrian context. Mr. Duncan opened his lecture with an appeal: The global competition for highly skilled talents should be taken very seriously by all governments. Mr. Duncan asserted that we are facing demographic challenges characterised by a general rise in world population, but with declining birth rates in industrialised countries. Far the biggest amount of worldwide population will be in developing countries. 90% of the population in less developed countries is below the age of 16; in 10 years these young people will leave in all directions to search for work. The problem linked to this, is the fact that most of these young people currently do not receive the kind of education that industrial countries are looking for.

On the other hand young people are the creators of innovation, so it is very important to provide them with the adequate education, Mr. Duncan furthermore said. The shortage of skills requires often solutions outside of national borders. The competition for workers needs to be intensified, as it is for example the case in China or Singapore; they for instance, actively recruit professors from Western countries in order to enhance the reputation of their universities and implicitly influence the number of needed talent. Mr. Duncan furthermore stressed the conditions for governments to win the competition for highly skilled people: first of all, national governments need to accept that a worldwide competition for highly skilled talents exists. Secondly, immigration strategies and policies should shift from the concept of a “buyer’s market“(only accepting highly skilled people under certain selective criteria) to a “seller’s market“(welcoming culture with a range of offers for highly skilled people). Thirdly, active recruitment should be pursued while taking into account the new forms of mobility with short-term commitments. Also the claims of potential highly skilled migrants should be taken into consideration; these are for example mobility rights (flexible citizenship rights); a welcoming culture (the picture that a country projects is of particular importance); the rule of law and security (Austria is especially strong in this regard) as well as future prospects in the country of current residence. Mr. Duncan concluded that, in order to be attractive for highly skilled talents, the European Union would need to set up a common European migration policy.

Discussion



The questions raised by the audience concerned, amongst others, the compatibility of national governments’ protectionism (especially in times of economic recession and austerity measures) with the attraction of (highly) qualified third-country nationals. Also – referring to the recent riots of young migrants in Sweden – the audience wondered how it can be explained that the Swedish government seems to be rather open-minded and liberal with its labour migration policy, but then again there are these young people who obviously disagree and go to protest on the streets.

Howard Duncan highlighted the growing optimism that Europe would overcome the recession; it was then, at the latest, that Europe would need a joint migration policy. Political decision makers could and should have an influence on the public attitude towards migration. Referring to the second question, Howard Duncan asked to bear in mind that what is politically voiced does not necessarily reflect the actual practice; migrants should be empowered and given access to employment.

Session 1 – Perspectives on the Immigration of (Highly) Qualified Third-Country Nationals to Austria

The first session shed light on the different perspectives on (highly) qualified immigration from the perspective of potential countries of origin and destination as well as the Austrian host society. As a first speaker **Alfonso Giordano, Adjunct Professor at the Department of Political Science at the LUISS University of Rome and Managing Director of the European Centre for International Affairs in Brussels**, addressed the perspective of the countries of origin of skilled migrants, placing his focus on India. Due to the size of the country and a progressively increasing level of qualification among the population, India is an important sending country of skilled people. Moreover, in 2012 India was the biggest recipient of migrant remittances worldwide, Mr.



Giordano asserted. Together with China it is the main exporter of international students. India's human capital abroad highly varies; skilled migrants are for instance business managers, academics or people working in the social and cultural sectors like artists, musicians and doctors. While India still had to fight problems of brain drain in the 1960s and 1970s, nowadays the debate about highly qualified migration in India is centred on brain gain. Scholars underline the advantages of a returning skilled labour force; also the influential global role of the Indian diaspora is regarded as beneficial. This reverse migration, he explained, is caused by the current economic crisis in western countries, the economic development in India with growing job opportunities and growing salaries. The preferences of New Delhi, anyway, are more supportive of capitalising on the political influence and economic relevance of its own diaspora. The main objective of the Indian politics, therefore, argued Mr. Giordano, has not been to encourage a repatriation of Indian citizens, but to better manage and channel the considerable economic resources they send by remittances. In connection with the question why highly qualified human capital currently plays such an important role, Mr. Giordano mentioned the notion of innovation, which is essential for modern societies and is induced by the knowledge of highly skilled people. Developing countries like China or Brazil are now increasingly looking for highly qualified human capital abroad, he concluded.

The PowerPoint presentation of Alfonso Giordano can be accessed [here](#).



Marina Manke, Regional Labour Migration and Human Development Specialist at the IOM Regional Office Vienna provided an insight into the experiences concerning highly skilled migration of countries in South-Eastern Europe, Eastern Europe and Central Asia (SEECA). This region is currently witnessing a trend from permanent, rather one-sided migration, towards mobility, i.e. a diversification of migration patterns between countries of origin and destination. Another important trend in the SEECA region is the feminization of migration, the female immigrant stock in the region rose steadily since the 1990s.

The predominate reason for immigration is the search for employment, whereas most employment takes place in the informal sector. The region experiences very complex mobility patterns, which mostly take place within the region. As examples for intraregional mobility Ms. Manke referred to

the three poles of attraction: Russia Federation, Kazakhstan and Turkey. Referring to the current policy framework in the region, Ms. Manke mentioned the generally worsening demographic trends, the unstable political environment which makes the development of long-term strategies difficult and to the migration policies which largely focus on regulation and control. The economic growth in the region results in an orientation towards “knowledge and innovation”, however there is a lack of specific skills to satisfy this demand. Some countries have started to align their migration policies with the management of talents, for instance the Russian Federation has simplified the issuance of work permits for highly skilled. Kazakhstan supports students studying abroad with the “Bolashak” programme that includes the guarantee of return. The Western Balkans were highlighted by Ms. Manke as an example where there are pilot programmes that support the temporary return of highly skilled to their countries of origin in order to develop new incentives for technologies, research, business and investment. Ms. Manke concluded with some lessons and ways forward; firstly skill shortages have to be identified; education policy needs to be adapted to labour market needs; innovative ways to transfer skills via modern information technology should be developed and joint regional solutions and schemes between country of origin and destination need to be found.

The PowerPoint presentation of Maria Manke can be accessed [here](#).

The final speaker of the first session was **Kenan Güngör, Head of the Office of Societal and Organisational Development [think.difference]**, who presented the perspective of the Austrian host society. Mr. Güngör opened his speech by drawing the attention to the fact that instead of talking about the attraction of qualified migrants, the discussions should center on the ongoing loss of such people. The reasons for qualified migrants to return to their countries of origin are for example the lack of job opportunities, degrading treatment or discriminations. The countries of origin offer many pull-factors to qualified people. The Austrian discourse is loss-making, neglecting the transnational perspective of return migration of qualified migrants, he stated. The returning elite should be perceived as ambassadors and bridge-builders in a globalized world. Their emigration can have positive effects on the economic activity, politics, science, culture and arts in Austria.



Mr. Güngör further emphasized that for Austria in order to cope with this problem and be attractive for a qualified elite in the long run, it would require three competences, namely the reception, the integration and the plurality competence. The reception competence includes the creation of a welcoming and service culture; Austria on the contrary is often sending conflicting signals (“We need migration, but do not want it!”). When it comes to integration, the topic has gained increased recognition within all major institutions of the society. However the integration discourse is often deficient, mainly targeting socially vulnerable groups as well as third countries, while excluding immigrants from within Europe. Finally the concept of plurality competence asks for the appreciation and respect for diversity; in Austria integration is still often understood as a process of assimilation, he concluded.

The PowerPoint presentation of Kenan Güngör can be accessed [here](#).

Session 2 – National Strategies and Measures in the Global Competition for Talent

Richard Jackson, Policy Officer for Economic Migration Routes in the UK's Home Office, stressed that the United Kingdom has historically regarded itself as having a “buyer’s market” for skilled



migrants, although this is starting to change, with growing emphasis on premium services for migrants and their sponsors. There has been public concern about keeping the population below the threshold of 70 million inhabitants, following high net influxes of about 250,000 immigrants per year in recent years. The UK Government had committed to reducing net immigration to sustainable levels: tens of thousands per year rather than hundreds of thousands. This is why the immigration of skilled third-country nationals to the UK became more

selective with a range of reforms implemented since 2010. In 2011, the general migration route for jobseekers, who could receive residence/work permission on the basis of points for experience, age, earnings, etc. was closed. However, the UK continued to offer a route for sponsored skilled workers, plus three more selective categories for high value individuals, namely investors, entrepreneurs and exceptional talent. This reform had been aimed at attracting migrants with a definite job offer instead of bringing in people who had to still search for a job. Other reforms concerned the student route and were intended to eliminate abuse and to ensure the quality of the study programmes. They included new accreditation criteria as well as a Highly Trusted Sponsor status for institutions – which is awarded in the case a proven track record of recruiting genuine students who comply with the UK's immigration rules can be demonstrated. Also new arrangements regarding post-study employment had been introduced to counter high graduate unemployment rates at the same time as providing good opportunities for the brightest and best graduates to stay in the UK. For example the switch to the migration route as a sponsored skilled worker, graduate entrepreneurship and the extension to a Doctorate programme have been facilitated for students.

The PowerPoint presentation of Richard Jackson can be accessed [here](#).

Saskia Koppenberg, Researcher at the IOM Country Office Vienna presented the first results of the EMN-Study “Attracting Highly Qualified and Qualified Third-Country Nationals” and introduced the current Austrian system for attracting (highly) qualified third-country nationals. Against the background of an increasing demand for labour with certain skills and qualifications in Austria and the EU Member States, it becomes more and more important for Austria to develop strategies and measures to attract highly qualified and qualified migrants from third-countries and to keep them in the country, Ms. Koppenberg stated. With the ‘RWR Card’, a new, criteria-based system has been implemented in Austria in 2011 in order to facilitate (highly) qualified immigration. A comprehensive evaluation of the ‘RWR Card’ and its effectiveness has not yet been realised, she underlined. Bureaucratic hurdles, the structure of the labour market, relatively high income taxes and language requirements are among the potential barriers that can limit the attractiveness of Austria for (highly) qualified migrants from third countries.



The PowerPoint presentation of Saskia Koppenberg can be accessed [here](#).

Bernd Parusel, Migration Expert at the Swedish Migration Board talked about the reform of labour



immigration in Sweden; until 2008 a labour market test was always carried out by the Swedish authorities to check the demand for additional workers before third-country nationals could be recruited. With the elimination of the labour market test the competence to decide whether a position should be filled by a candidate from a third country was transferred to the employers. Labour immigration is thus

not quantitatively restricted (e.g quotas, demand assessments) and does not focus on specific groups of labour migrants (highly qualified, qualified, seasonal workers etc.) only. Moreover, employees are allowed to bring family members and are not obliged to pay for their living costs. Mr. Parusel furthermore asserted that there is now the opportunity for so-called “changes of tracks”, which means that, for example, rejected asylum seekers can apply for residence as labour migrants. Mr. Parusel emphasised that there has not been a massive increase in work-related immigration despite the liberal opening of the labour market. According to an analysis by the OECD, Sweden has among all OECD countries one of the most open labour immigration systems. It criticised, however, that due to the abolition of the labour market test, labour immigration also took place in sectors without a demand for additional workers. Another important point Mr. Parusel mentioned is the exploitation of labour immigrants by untrustworthy employers. The Swedish Federation of Trade Unions had recently published a comprehensive report about this phenomenon. The vast majority of labour immigrants in Sweden were seasonal workers and other workers in low-wage sectors of the economy; this group were particularly often affected by exploitation and abuse. Since 2012, employers have to prove, among other things, that they can pay wages. While this has reduced exploitation and abuse, new cases still occur. In conclusion, it can be said that the Swedish system is a demand/employer-led system which appears to be effective regarding the attractiveness of Sweden for highly qualified migration and the satisfaction of the labour market demand in the low qualification segment. Finally, Mr. Parusel asserted that now the challenge is to adjust the system in a way to keep its flexibility but to combat misuse, wage dumping and exploitation at the same time.

The PowerPoint-Presentation of Bernd Parusel can be found [here](#).

Discussion



Following the presentations questions were asked by the audience regarding the various national measures and strategies as well as the reasons for the different developments in Europe concerning the attraction of (highly) qualified workers. The question was raised why the United Kingdom had restricted access to its points-based system, whereas Sweden and Austria had facilitated the entry of (highly) qualified immigrants. According to Richard Jackson, this could be explained by the specific developments and particularities in the United

Kingdom, for example abuse of its highly skilled route, but overall there is a tendency in Europe to actively recruit (highly) qualified immigrants. Amongst others, also the possibility of “changing tracks” in Sweden between the asylum system and the system of labour migration and the use of the labour market test in other EU Member States was discussed.

Panel Discussion – Future Perspectives on the Immigration of (Highly) Qualified Third-Country Nationals to Austria

Following the two sessions, a panel discussion moderated by Katerina Kratzmann (IOM Vienna) took place in which the following national experts participated:

- Dietmar Hudsky, Federal Ministry of the Interior
- Heinz Fassmann, University of Vienna
- Heinz Kutrowatz, Federal Ministry of Labour, Social Affairs and Consumer Protection
- Petra Gregorits, PGM marketing research consulting, Federal Economic Chamber Vienna
- Ulrich Schuh, Eco Austria



After the presentation of the panel by Katerina Kratzmann, the participants were asked to give a short input, in which they would set out their views on the topic. According to **Ulrich Schuh**, Austria is attractive for (highly) qualified immigrants due to its labour market, the economic conditions, and its geopolitical situation, however, there is still room for improving the current system, he argued. Additionally, Gudrun Biffel, Danube University Krems, pointed out that a new immigration concept is under development: referring to the recently presented “Strategy for a future migration policy”¹, she stressed the importance of an active “migration management”. In the 1970s, Austria was well positioned through its recruitment offices; migration costs were low and were mostly borne by the employers. Today costs are increasingly borne by the immigrants. Also, she addressed the idea of intensified monitoring to assess for example the migration climate, thus the perception of immigration in the Austrian society. On the question of how the Ministry of the Interior assesses the issue of active recruitment, **Dietmar Hudsky** emphasized that in particular the perspectives of the workers’ and employers’ representatives are important. The ‘RWR Card’ was a milestone, as compared to the previous system. Today, the situation is much more complex than in the past and he questioned whether the former guest worker system would really be the right model these days. Also the systems of the United States of America and Singapore as “role models” are to be regarded with skepticism; from a geopolitical perspective, Austria is facing different challenges, also because of the free movement of EU citizens. **Petra Gregorits** pointed out that the recruitment of (highly) qualified immigrants is taking place within the private sector. The Austrian Economic Chamber actively promotes Austria with the Information Platform “Advantage Austria” – in 28 different

¹ http://www.iv-net.at/d3745/qualifizierte_zuwanderung_attraktiv_gestalten.pdf

languages. Recruitment is to be followed by further measures, such as the creation of infrastructure in urban areas, she added. **Heinz Kutrowatz** gave a differentiated answer to the question of Katerina Kratzmann, whether Austria should look for (highly) qualified candidates within the home market or in third countries; on the one hand there are shortage areas that could not be covered by the existing potential in the short-run, he stated. On the other hand, one could and should not rely too much on the offer of (highly) qualified immigrants from third countries. Therefore, especially other long-term solutions are needed. These include in particular educational policies for integrated national as well as foreign children and adolescents. Integration measures for young foreigners in recent years were important steps towards these long-term solutions. The 'RWR Card' has brought progress; its success can be seen from the number of residence permits issued compared to the once issued with the old system in place. In this context, he concluded, it should also be considered that Austria was able to meet its need for (highly) skilled workers in recent years, especially with workers from the EU Member States that joined in 2004 and 2007, but also with workers from Germany and other "old" Member States. These workers are consequently not included in 'RWR Card' figures since they do not require a 'RWR Card' for the purpose of employment. According to **Heinz Fassmann**, Austria is attractive in principle; good quality housing, infrastructure and security are great advantages. Due to increased mobility and periods of employment abroad, a secured pension was an obstacle, he stressed. The salary level has a good standard; however, it is not one of the world's best. He particularly referred to international graduates from Austrian universities and colleges, who are the "ideal" immigrants, but they need more support; while the number of international students continues to grow, their drop-out rates are unusually high, Mr. Fassmann concluded.

In the final discussion, also the subordinated role of the 'EU Blue Card' as compared to the 'RWR Card', the image of Austria as a destination country for (high) qualified immigrants, as well as ideas for the future development of the Austrian immigration system were debated. During the panel discussion the experts drew various individual conclusions, these included: that the lack of a common European policy would mean the loss of attractiveness of the EU as a whole for (high) qualified immigrants; that potential further developments of the 'RWR Card' (e.g. lowering the minimum income requirements and recognising the Bachelor's degree) could be envisaged; that an increased support for university graduates from third countries in the search for employment in order to keep them in the country would be favourable; that an improved migration management including all relevant institutions and all forms of migration (labour migration, family migration, migration for the purpose of study, etc.) would be essential and that a welcoming culture should be promoted ("employer and nation branding").

ANNEX

Annex 1: Panelists' Short CVs

(In alphabetical order)

Howard DUNCAN

Howard Duncan received his Ph.D. in Philosophy in 1981 from the University of Western Ontario where he studied the history and philosophy of science. He was a post-doctoral fellow there and subsequently taught philosophy at the University of Ottawa and the University of Western Ontario. In 1987, Dr. Duncan entered the field of consulting in strategic planning, policy development and program evaluation. In 1989 he joined the Department of Health and Welfare in Ottawa where he worked in program evaluation, strategic planning, policy, and extramural research. In 1997, Howard joined the Metropolis Project at Citizenship and Immigration Canada as its International Project Director, and became its Executive Head in 2002. He has concentrated on increasing the geographic reach of Metropolis, enlarging the range of the issues it confronts, and increasing its benefits to the international migration policy community by creating opportunities for direct and frank exchanges between researchers, practitioners, and policy makers. Recent of his projects have included the creation of the Metropolis North America and Metropolis Asia initiatives and the creation of a Metropolis Secretariat in Asia (Seoul/Goyang-si and Manila) to supplement the Secretariats in Ottawa and Amsterdam. He has just moved the Ottawa Secretariat operations from the Government of Canada to Carleton University in Ottawa.

Heinz FASSMANN

Heinz Fassmann, born on 13 August 1955 in Düsseldorf (FRG), studied Geography as well as Economic and Social History at the University of Vienna; he obtained his doctorate in 1980. Since 2000, Heinz Fassmann has been a university professor for Applied Geography, Regional Research and Planning at the University of Vienna. From 2006 until 2011, he held the position as dean of the Faculty of Geosciences, Geography and Astronomy. Since October 2011, he is vice-chancellor for human resource development and international relations at the University of Vienna. Heinz Fassmann is a full member of the Austrian Academy of Sciences. Among his other functions are: the membership in the Expert Council of German Foundations for Integration and Migration in Berlin (since 2010) and the chairmanship of the Expert Council for Integration at the Federal Ministry of the Interior.

Alfonso GIORDANO

Alfonso Giordano is adjunct professor of "Sustainable Development and Migratory Flows" at the LUISS – Free University of Rome, Master Degree in International Relations, Department of Political Science, where he also taught "Economic Geography", "Population Movements and International Relations" and "International Economic Policy" (jointly with Prof. Jean-Paul Fitoussi). He is also professor of Geography at the University of Rome "Tor Vergata", Department of Science and Technology of Education, and director of the Anna Lindh Chair in Euro-Mediterranean studies at the University of Salerno, Faculty of Political Science. In addition, he is managing director of the European Centre for International Affairs in Brussels, and international relations responsible at the Italian Geographical Society in Rome. Mr. Giordano has been affiliate researcher at the Institute of European Studies, Free University of Brussels,

and worked as scientific expert in the staff of the counsellor for external relations of the Permanent Representation of Italy to the European Union serving the Council of the European Union. He has been national expert of the Permanent Representation of Italy to the European Union at the Institute for Security Studies of the European Union in Paris, and Counselor for Scientific Research, University and International Relations at the Culture, Science and Education Committee of the Italian Chamber of Deputies. He is a member of the Editorial Committees of “The Journal of Global Policy and Governance”, “Transition Studies Review”, “International Journal of Euro Mediterranean Studies” and of “Outre-Terre, Revue européenne de géopolitique”. His field of research and publications deals mainly with population, economic and development geography focusing on political demography, skilled migrations, knowledge-based economy, and sustainability science.

Petra GREGORITS

Petra Gregorits is a market researcher, consultant, coach, and volunteers as chair of women in business in Vienna. Born 28.06.1965 in Eisenstadt, she is living in Vienna since 1984. She graduated with Matura HLA in Business Administration and a Commercial Science degree at the WU Vienna. She is a training resonance coach. She speaks German and Croatian (native languages), English, French and Russian. Career and current activities (in keywords): 2001 - 2005 Federal Executive Junior Chamber Austria; 2004 International Vice President of Junior Chamber International; JCI COC Vienna World Congress 2005; Charity Network Utility Austria International; since 2010 Member of Parliament Economic Chamber; since the end of 2010 chair of business woman in Vienna; 1995 Foundation of PGM Marketing Research Consulting: Near-market implementation and trend research, consultancy for companies, public institutions and SMEs. Confrontation with social and economic issues – starting a business, education, labour market, Creative Industries and Innovation, Diversity Management/Ethnic Economies, ethnic policy, regional development and tourism, strategic marketing, marketing strategies, positioning, implementation, consulting and support, single mode guidance, cooperation and development project management, model development, process support using expert interviews, focus groups, workshops and facilitation of open space, Conducting feasibility studies and potential analyses, benchmarking studies, customer satisfaction surveys.

Kenan GÜNGÖR

Kenan Gügör is owner of the Office of Societal and Organisational Development [think.difference] in Vienna. As an organisational consultant and international expert on integration and diversity issues, he advises and accompanies governmental and non-governmental organisations at the federal, state and local level. He headed numerous mission integration-related processes at country and city level. As a strategic consultant, he accompanied the City of Vienna for several years in integration and diversity-related issues. He is also a member of the Independent Expert Council of the Austrian Federal Government and the Forum “wien.welt.offen” in Vienna.

Dietmar HUDSKY

Dietmar Hudsky has been active for many years as lawyer in the field of asylum and foreigners at the Austrian Federal Ministry of the Interior. From 2008 to 2010, he headed the department of aliens' legislation within the legal section of the Ministry of the Interior and thereby played a key role in the drafting of the amendments to the aliens' law regarding the right of residence granted on humanitarian grounds and of the amendments in 2009. Since December 2009, he is head of the Department III/4 for citizenship, civil status and residence issues. He has also been working as author and lecturer in his area

of specialization for many years.

Richard JACKSON

Richard Jackson is a policy officer for economic migration routes in the UK's Home Office. He joined the Home Office in 2004 from the Department for Education and Skills. Since then, Richard has helped run public consultations and regularly meets employers and other business representatives to develop policy changes. He is responsible for the Immigration rules which put the government's policies into law. Richard is based in Sheffield in northern England, where he also acts as a link between the policy and operational parts of the Home Office.

Saskia KOPPENBERG

Saskia Koppenberg supports the research activities of the National Contact Point Austria in the European Migration Network, especially through conducting studies and reports in the field of migration and asylum. Moreover, she is concerned with related statistics. Before joining IOM Vienna, Ms Koppenberg worked as Program Support Officer at IOM Cairo. She graduated in International Development from the University of Vienna

Katerina KRATZMANN

Katerina Kratzmann has been serving as officer in charge of the IOM Country Office Vienna since October 2011. She has overarching responsibility for the activities of the IOM Country Office Vienna. Before that she led the research department of IOM Vienna, which mainly consists of the National Contact Point Austria within the European Migration Network. Katerina Kratzmann graduated in European Ethnology and Cultural Science at the Humboldt University Berlin and wrote her doctoral thesis in European Ethnology at the University of Vienna about irregular migrants in Austria.

Heinz KUTROWATZ

Heinz Kutrowatz is executive director of the Office of International Labour Law. Originally from the private sector (law firms focusing on criminal law, labor law, immigration law), now for almost 18 years active in the Federal Ministry of Labour, Social Affairs and Consumer Protection in the area of employment of foreign nationals, EU labour migration law and international affairs of labour law. Long-time member and substitute member of the EU Committees on the free movement of workers and long-time head of the Austrian delegation to the OECD Working Party on Migration.

Marina MANKE

Marina Manke joined IOM in 2004 as a migration data specialist at the Vienna Technical Cooperation Centre for Europe and Central Asia. Since then, migration statistics and its applicability for policy development and migration governance have become her prime area of specialization, proved by co-authorship of such IOM flagship publications as "Sharing Data – Where to Start" and "Migration Profiles – Making the Most of the Process". A certified instructor of the Essentials of Migration Management, Ms. Manke delivered capacity building activities and provided technical expertise to governments in Europe, Asia, Middle East and the Americas. From 2007 till 2010, Ms. Manke was a manager of a 2 million Euro EC programme on readmission in the Russian Federation. Ms. Manke's current areas of responsibility include migration and development, labour mobility, return. Among the latest achievements are the analysis of the diaspora definitions in Eastern Europe and Central Asia, conduction of an institutional assessment of migration management and development of a white paper

on labour migration policy in the Republic of Serbia. Ms. Manke has an M.A in Political Science from the Budapest Central European University and a Ph.D in International Relations from Cambridge.

Bernd PARUSEL

Bernd Parusel is migration expert at Sweden's EMN National Contact Point, the Swedish Migration Board (Migrationsverket) in Norköpping. His research activities focus on international migration, national and European migration- and asylum policy as well as on Europeanisation. Before taking on his current position in Sweden he worked as a member of the research group of the Federal Office for Migration and Refugees in Nuremberg. Bernd Parusel studied politics at the Freie Universität Berlin and at the University Federico II in Neapel. He obtained his doctorate with a dissertation about the development of a common EU-policy on managing labour migration at the Institute of Migration Research and Intercultural Studies at the University Osnabrück.

Mária TEMESVÁRI

Mária Temesvári is the head of the Research and Migration Law Department at the IOM Country Office Vienna since September 2012. She is responsible for the coordination of the Austrian National Contact Point to the European Migration Network. She has been working with IOM since 2008. Previously she undertook research activities for the National Contact Point to the European Migration Network in the field of migration and asylum and was responsible for the legal support of the other units at IOM Vienna. Before joining IOM, Ms. Temesvári worked amongst others for a Viennese law firm as associate. She studied law at the University of Vienna and at the Università degli Studi „La Sapienza“ in Rome and holds a European Masters' Degree in Human Rights and Democratisation from Venice (Italy) and Galway (Ireland).

Ulrich SCHUH

Ulrich Schuh holds a Ph.D in Economics from the University of Vienna. He is Research Director of the new Economic Research Institute EcoAustria in Vienna. From 1999 to 2011, he was researcher at the Institute for Advanced Studies, where he was Head of the Department of Economics and Finance from 2004 to 2011. From 1992 to 1999 he was economist at the Federal Ministry of Finance in Vienna. Ulrich Schuh is member of the Austrian Pension Commission and Competition Commission. His main research areas are Labour Economics, Macroeconomics und Public Finance.

Peter WEBINGER

Peter Webinger (born in 1976) is Deputy Head of the Legal Affairs Section at the Federal Ministry of Interior and heads the group asylum, migration, citizenship, civil status and human rights. From 2006 to 2009, Peter Webinger directed the department for legislative processes at the Federal Ministry of Interior and thereafter the group asylum, migration and integration. In addition, he is chairman of the Advisory Board on cases of special consideration, chairman of the board of trustees of the Austrian Integration Fund, a member of the Expert Council, the Country of Origin Information Advisory Council, and the Integration Advisory Council to the Federal Ministry of the Interior.

Annex 2: Agenda

National EMN Conference

Austria and the Global Competition for Talent – Approaches to the Immigration of (Highly) Qualified Third-Country Nationals

12 June 2013, Albert Schweitzer Haus, Vienna

Agenda

- 09:30 – 10:00 *Registration*
- Moderation: Maria Temesvári, IOM Country Office Vienna
- 10:00 – 10:15 **WELCOME AND OPENING**
- Peter Webinger, Federal Ministry of the Interior, Austria
 - Katerina Kratzmann, IOM Country Office Vienna
- 10:15 – 11:00 **KEY-NOTE SPEECH**
- Howard Duncan, Metropolis Project, Canada
- 11:00 – 12:00 **SESSION 1 – PERSPECTIVES ON THE IMMIGRATION OF (HIGHLY) QUALIFIED THIRD-COUNTRY NATIONALS TO AUSTRIA**
- Alfonso Giordano, LUISS University of Rome, European Centre for International Affairs, Italy and Belgium
 - Marina Manke, IOM Regional Office Vienna for South-Eastern Europe, Eastern Europe and Central Asia
 - Kenan Güngör, difference GmbH, Austria
- Questions and discussion*
- 12:00 – 13.15 *Lunch*
- 13:15 – 14:30 **SESSION 2 – NATIONAL STRATEGIES AND MEASURES IN THE GLOBAL COMPETITION FOR TALENT**
- Richard Jackson, UK Home Office, United Kingdom
 - Saskia Koppenberg, IOM Country Office Vienna
 - Bernd Parusel, Migrationsverket (Swedish Migration Board), Sweden
- Questions and discussion*
- 14:30 – 15:00 *Coffee break*

15:00 – 16:30

PANEL DISCUSSION – FUTURE PERSPECTIVES ON THE IMMIGRATION OF (HIGHLY) QUALIFIED THIRD-COUNTRY NATIONALS TO AUSTRIA

Moderation: Katerina Kratzmann, IOM Country Office Vienna

- Heinz Fassmann, University of Vienna, Austria
- Petra Gregorits, PGM marketing research consulting, Economic Chamber Vienna, Austria
- Dietmar Hudsky, Federal Ministry of the Interior, Austria
- Heinz Kutrowatz, Federal Ministry of Labour, Social Affairs and Consumer Protection, Austria
- Ulrich Schuh, Eco Austria, Austria