



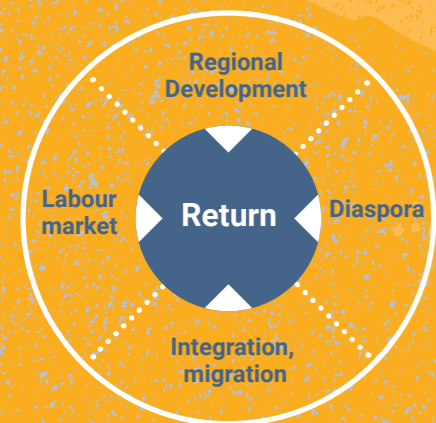
INTRA-EU RETURN MIGRATION

ATTRACTION, FACILITATION AND RETENTION POLICIES

1. CONTEXT

- Free mobility of labour within the EU has led to exchange of skilled labour and knowledge. Citizens of (mostly post-enlargement) EU Member States have made use of new opportunities and emigrated.
- With a shrinking pool of qualified workers and looming demographic challenges, some negative consequences of emigration for sending EU MS have become evident.
- A number of EU MS have started to develop policies in order to attract their citizens back to the country.

2. DIVERSE APPROACHES TO RETURN POLICY



Most EU Member States do not have a stand-alone and comprehensive policy to attract their citizens to return; various return measures rather form part of other policies.

3. TARGET GROUPS OF RETURN POLICIES

- highly-skilled emigrants
- families
- entrepreneurs
- emigrants in distress

4. HARD AND SOFT BARRIERS TO RETURN

Hard Barriers

- legal obstacles
- bureaucratic requirements
- unfavourable taxation
- portability of social rights

Soft Barriers

- socio-economic context
- lack of opportunities
- unattractive wages
- business climate
- lack of integration services

Short-term measures

Long-term approaches

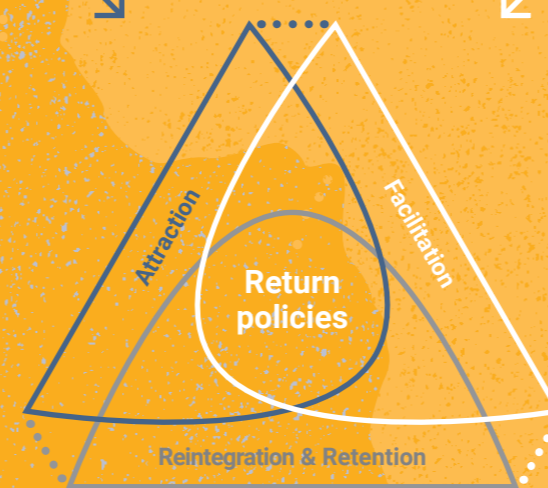
5. FORMS OF SUPPORT

Attraction:

- Financial incentives
- Educational instruments
- Information

Facilitation:

- Engagement & information strategies, campaigns
- Diaspora skills database
- Online matching tools



Reintegration & retention

- Mentoring, counselling
- Entrepreneurship support
- Start-up support
- Information
- Integration instruments
- Programmes for highly skilled

6. THE MOST COMMON FORMS OF SUPPORT



7. WHAT MAKES RETURN POLICIES MORE EFFECTIVE?

- Improving coherence** of return policies with other relevant policy areas to form an effective package for returnees
- Ensuring regional and multi-stakeholder implementation:**
 - More active involvement of private and non-government sector
 - One-stop-shop approach: providing information and services under one roof
 - Involvement of local stakeholders
- Identifying and addressing "hard" barriers to return to address legal or procedural obstacles that hamper or demotivate the return of emigrants**
- Addressing attitudes and images around return through communication and engagement strategies:**
 - Improving the negative image of return among returnees, employers, service providers and local population
 - Improving the attitude of returnees towards the country of origin and creating a positive feeling of belonging
- Strengthening diaspora engagement** policies to be complementary to return
- Implementing individualised and tailored support** in professional mentoring, entrepreneurial counselling, training, and re-skilling
- Carrying out up-to-date research, monitoring and evaluation** of return measures as a basis for policy-making