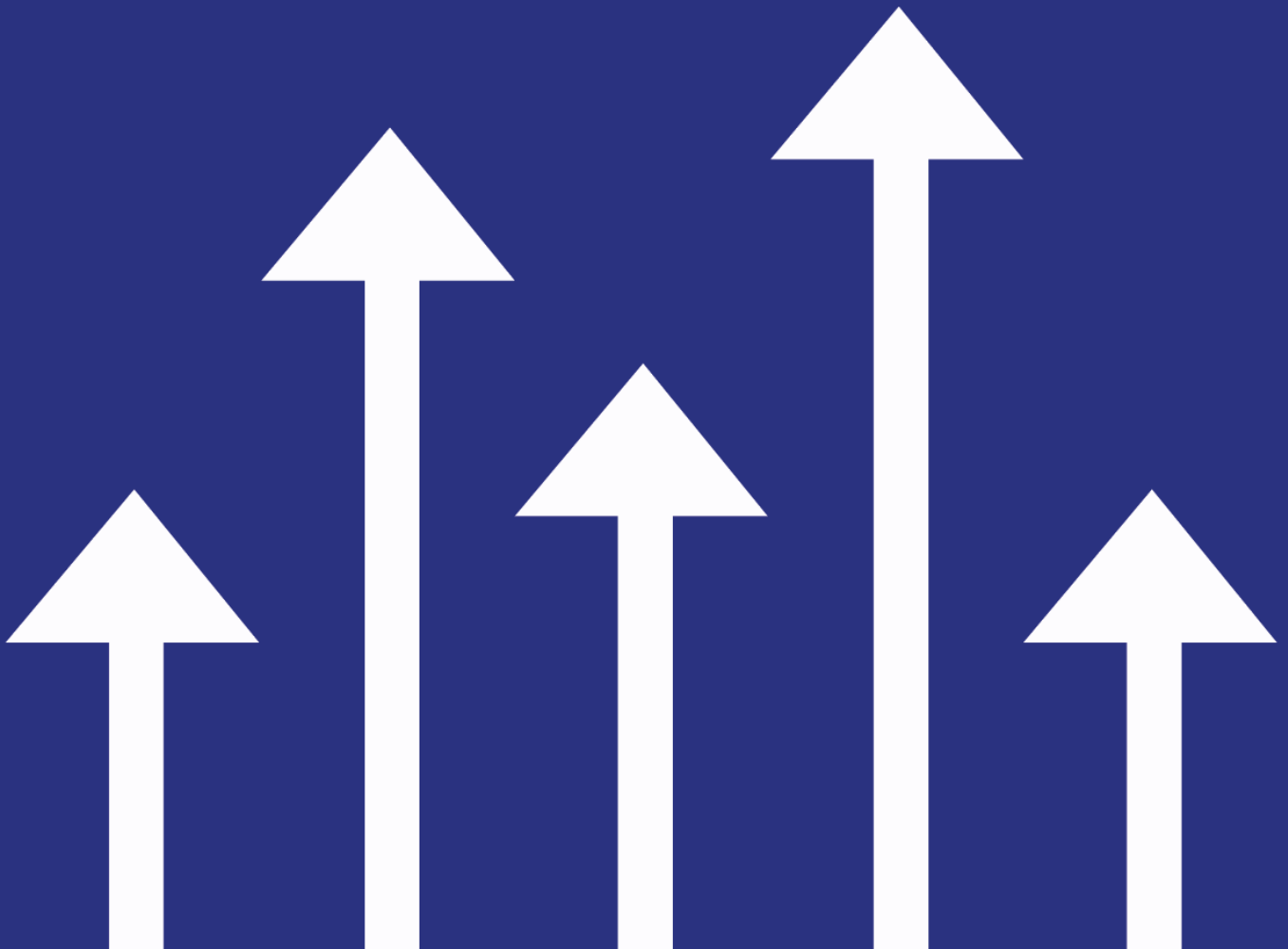# Scale-Up Europe

SUE
Talent Report

SUE Talent Report

This report summarizes recommendations from the subgroups who worked in the frame of the Scale-Up Europe Talent initiative. They are addressed to the European Union and to local levels. Their purpose is to make Europe the land of Tech talents.

Disclaimer

- The recommendations listed have no **binding character for countries to implement** once the report is finalized

- This report is a **working milestone in an iterative** process, to describe at a given moment what came out of the working groups discussion. It includes a **collection of ideas to move forward** which were generated in a short period of time with few workshops. These ideas can still be debated and **further analysed**

- All of the propositions will be **subject to financing solutions** that will be found, which is a topic that was intentionally not included in this work as the priority was to define a target (with no financing constraints).

Index

Introduction

A. Background on Scale-Up Europe

High-growth tech companies, including start-ups and scale-ups, will play a **driving role in securing Europe's economic, social and environmental future,** ensuring its global competitiveness and reducing its technological dependencies.

The growth of start-ups and scale-ups exploded in 2021, with a tripling of the amount of capital raised since 2020, coming on top of a unicorn boom. The next steps will be to build on the momentum and establish a world-leading European start-up ecosystem, which will require activating the gamut of financial resources and public policy instruments.

In line with the work done in the context of the Scale-Up Europe initiative and the commitments taken under ‹ Start-up Nations Standards declaration ›, signed by 26 Member States during the Portuguese Presidency of the Council of the European Union, three areas of action were outlined and discussed by Scale-up Europe members and EU political leaders during the conference on 8 February, in addition to the announcement that tangible progress has been achieved regarding the implementation of the recommendations made to President Macron during the first Scale-up Europe event in June 2021:

- **Fund the final stages of development of scale-ups to support the emergence of world-class businesses of the future with deep ties in Europe.**

- **Make Europe a magnet for tech talent**

- **Foster the development of world-class European breakthrough innovation companies.**

If we want to attract the best Talents to Europe it is of utmost importance that we provide them readily with all the practical information they need and that we offer the best possible user experience.

B. Our target with Scale-Up Europe Talent

Member state institutions signed the Declaration of Intent to make Europe a land of Tech talents. This DOI can be found as Annex 1 of the document.

With this Declaration of Intent, Member State institutions involved in attracting talent and tech visas have decided to launch a joint initiative and create a working group for that purpose with the following objectives:

- **Share information and best practices** on various European tech talent attraction schemes and visas, targeting international talent interested in working with European tech companies.

- **Launch a European Tech Talent service desk, with a dedicated team in place by the end of 2022,** aimed at facilitating the attraction of tech talent to Europe in complementarity with national schemes. This will be done in close cooperation with the European Start-up Nations Alliance (ESNA), which has identified tech talent as a key pillar in supporting start-ups at the European level. **For greater clarity and transparency, the service desk and its associated website will provide international talent with tailor-made advice on existing tech schemes in Member States and living in Europe (including information on visas, taxes, social security contributions and other practical details about settling in different countries).**

In the rest of the document we define this Service Desk as the website giving access to all the content mentioned in this report.

C. Organization of our work

We organized our work along the following key axes:

- **Mapping of the schemes and best practices** of the different countries
- **Advances on the design of the service desk** (information typology, additional content) and responsibilities of the **dedicated service desk team**
- Ideas of **actions to implement** (proactivity on attractiveness for tech talents)

Creation of a European Service Desk and details of the implementation

A. General recommendations for the creation of the Service Desk

We are recommending the establishment of a **central European website** ("Service Desk") that would host **high level information on Europe as a place to work and live,** with specific focus on attracting tech talent to Europe to help our Tech ecosystem grow and **increase attraction of start-ups, scale-ups and tech talent to Europe.**

The website should be mainly focused on start-ups and scale-ups, as taking place explicitly in the frame of the Scale-up Europe talent initiative, however, as digitalisation of business becomes increasingly important and essential across all sectors, the approach here should be leveraged to attract tech talent to fill open tech roles within business and across sectors. This would contribute to making Europe more attractive for Tech talent overall.

The Service desk main objectives should be

Providing **information to international talent** through the central European website and Service Desk in an **easy to access and practical manner**

- **European level information:** European level information on the central page with key narrative we want to put forward about Europe as a great place to live and work
  - Information about **EU Blue Card** and how to apply
  - Key aggregated **European metrics**
  - **Marketing** and awareness content
- **High-level information country by country** on how to start-up, scale-up and become employed in any country in Europe in tech to include:
  - Description of schemes **different European countries use to support start-ups and scale-ups and attract international tech talent**
  - **FAQs by countries,** provided by each country
  - **Links to national websites** providing more information **to their specific tech talent requirements** and information for additional details and more precise content

The service desk will be structured along the following global structure:

- one **landing European page** including **key aggregated European metrics** and **marketing information**
- **one sub-page by country** with **high-level information**

When displaying information on the service desk, **no direct comparison of the different countries is made on the platform (e.g., in the form of graphs comparing country mechanism metrics).**

Each country will keep control of the information displayed on site and upload what they require to be posted.

B. European level: information on the European main page

European aggregated Tech metrics

We need to **define globally the key factors Europe offer to tech talents, then to follow and improve these KPIs on a regular basis.** Job and career opportunities and life quality in European countries should be promoted more actively.

The key advantages Europe can offer could potentially include:

Quality of leading technology companies
Quality of projects and innovations, including impact and RSE
High quality education for children
Easy visa system (Blue card or national specialist schemes)
Work-life balance
Varied range of cultures
Lifelong learning opportunities – European Micro Credentials initiative
Ease of doing business
Success of existing scale ups and MNCs
Easy to travel wound Europe

Here is one example of national branding from Estonia, which could be adapted in the EU level: Why talents choose Estonia: Why come to Estonia? – Work in Estonia.

European narrative around Tech in Europe and Tech talents career stories in Europe

We propose to include on the platform a common narrative regarding Tech in Europe
- Share career stories of tech talents in various countries
- Share positive experiences of Tech Talents in EU

European Service Desk: Creating an opportunity to display tech related positions

To attract the best talent to Europe, it will be important that we **signpost job seekers to what Europe has to offer from a business and employment perspective.** These information accessible via **the European Service Desk** will be a means to achieve this though the provision of appropriate overall information on Europe and European country by country links to practical information that offers the best possible user experience. This dedicated website could also link with EURES.

There is an opportunity to **present the tech talent related jobs available across Europe,** which would add value to the Service Desk.

The Commission has already proposed to establish the first EU-wide platform and matching tool, the **EU Talent Pool** to help make the EU more attractive for nationals from non-EU countries. The EU Talent Pool will be an EU-wide pool of candidates from non-EU countries, which will be selected on the basis of specific skills levels, criteria and migration requirements, following a **screening of candidates' credentials.** By mid-2023, the Commission aims to formally launch the EU Talent Pool. One of the missions of the current Talent Pool work is to determine what skills are needed in the EU labour market. At the moment the scope of the initiative is very broad, with no specific qualification requirement. The **initiative is still in the process of designing the tool.**

For our jobmatching tool we would need

- Possibility to give **visibility on the attractive job offers in the Tech sector from European countries,** mainly from start-ups and scale-ups, rather than creating a pool of candidates. We are **more focused on the offer side (employers)** than on the demand side (employee)

- A tool that can be customized for Tech talents, both in terms of **content and display**

- Focus on attracting **tech talents in the start-up ecosystem**

In the case the Talent Pool platform could not match our specific needs for Tech talents listed above, we recommend **investigating the use of professional private platforms linking candidates with carrier opportunities** (e.g., large installed players) to filter only Tech Talent related jobs. This could be down through a partnership with the professional platform. The filter would relate to the **tech related jobs on offer across all sectors** needed by enterprises, start-ups and scale-ups. To create an attractive user experience and to be attractive to this **specific population,** the approach we need to take here is to plan a common workshop to list our specific needs and how the idea of using an existing platform could work in practice.

As advancing the **mapping of missing European tech skills** is one of our recommendation as a group, this should be linked with the Talent Pool work on **determining what skills are needed in the EU labour market.**

C. Country level: Typology of information presented on the Service Desk per country

There is tremendous value in **harmonizing the way information is presented for the different countries offer,** so it can be **readily usable and accessible by talents.** The Service Desk team will be responsible for collecting the information from the countries and to ensure regularly this content is up to date. The country level **content** which is published on the **Service Desk is the responsibility of the country.** A process will be set-up to ensure that the content of the Service Desk is regularly reviewed between the country stakeholders and the service desk team.

The group defines the **way the information of countries** should be captured and subsequently **displayed on the Service Desk.**

We propose to keep collecting and then present the various EU and national schemes according to the subcategories mentioned in the World competitiveness Ranking Approach. We gather numerous factors into 8 comprehensive categories that can be used to standardize country information on the Service Desk.

We also indicate **sub-KPIs** for each category **as a reference** but each country will decide what they want to display in each subsection of the country page.

Information breakdown by countries would be the following:

Immigration : Visas and Residence permits
- Illustration of potential relevant fields : Tech visas, migration systems, immigration laws

Legal Framework
- Illustration of potential relevant fields : business legislation, income and tax policies, support for the development & application of tech, funding for technological development availability, regulatory issues, transparency, democracy index

Living conditions
- Illustration of potential relevant fields : health system, pension system, cost-of-living index, office rent

Working conditions
- Illustration of potential relevant fields : productivity and efficiency, real personal taxes, working hours

Labour market information
- Illustration of potential relevant fields : education & skills of the available workforce, labour regulations (incl. minimum wages), labour productivity

Opportunities for advancement /work mobility
- Illustration of potential relevant fields : labour market, ability to change jobs, density of work opportunities

Opportunities for training / skill development
- Illustration of potential relevant fields : universities density / academic knowledge / employee training, digital and technological skills

Career development
- Illustration of potential relevant fields : presence of leading players in the ecosystem, domestic economy dynamism

D. Dedicated Service Desk team: responsibilities in running mode

At first the idea in the DOI was to use the team **as an information canal to answer high-level questions directly.** We now think that another **extra value** added of this team would serve as an operational marketing team to operationalize an awareness plan of Europe for tech talents.

In addition to the management of the Service Desk as suggested above, the service desk support team should also integrate the following key responsibilities:

Information responsibilities
- **Keep the high-level country content on the Service Desk current and relevant** ensuring the links managed by countries within Europe are up to date;

- **Inform candidates regarding the different countries Tech schemes** (using the material written on the Service Desk or additional material explicitly provided by the countries directly) and **redirect directly to the country managers for detailed questions;**

Marketing and awareness responsibilities

- Prepare **marketing collateral** that positions Europe as a great place to live and work for tech talent;

- **Co-Host with EU member states events** like a Tech Talent Recruitment event, targeting the top 500 tech companies with open positions at that time and develop a campaign to drive it forward , including a focus on start-ups and scale-ups needs;

- **Co-develop with individual member states a targeted and focused marketing plan** to other continents to attract tech talent to Europe.

We concretely recommend to start with a small **targeted team up-to-3 persons** dedicated to the Service Desk run (information management and awareness improvement). They will have **regular interactions with the country stakeholders** to ensure the site content is up-to-date, according to a process will be defined.

E. Further work needed to implement the Service Desk

Fill the **remaining gaps in country specific information**

- Many information on the Service Desk should be made more specific for **start-ups and scale-ups**

Jobmatching platform

- For the job platform, we still need to come to a conclusion as to whether we will use the **EU Talent Pool** or not

Enhance the **mapping of European tech talent gaps**

Service Desk

- Quantify necessary **means and running cost of the Service Desk**

- **Governance set-up between the Service Desk team and the country stakeholders** to

  o Create the service desk site content — each country will work with the dedicated team to provide the high level country content that will be displayed on the service desk

  o Maintain the site up-to-date

  A process will be set-up to ensure that the content of the Service Desk is regularly reviewed between the country stakeholders and the service desk team.

Create a **governance to keep this working structure running**

Internal work through the Scale-Up Europe Talent subgroups and future ways of working

A. Best practices across competing regions

Studying what the **competing countries and regions** are doing, can also provide us with useful insights. It was decided to proceed with Desk research in order to **identify best Practices of non-EU countries.** Desk Research included material published in reports and similar documents that are available in public libraries, websites, etc. The existing data was then collected and summarized, highlighting key strengths.

Canada
Taxes, Residence permits, Living conditions, Working conditions, Training opportunities

Australia
Taxes, Residence permits, Living conditions, Working conditions

Singapore
1st in Asia for quality of living
2nd safest city in the world
1st in Asia for expatriates to live in

Hong-Kong
Taxes, safety, expat community, excellent connections
https://www.fdmgroup.com/10-reasons-live-hong-kong/

Japan
Well organised bureaucracy, strong economy, working culture
https://www.shipit.co.uk/blog/other-articles/reasons-to-move-to-japan#:~:text=In%20Japan%2C%20tradition%20and%20modernity,place%20to%20live%20and%20work

UK
Strong economy, high standard of living and great working surroundings https://blog.v-hr.com/blog/reasons-for-working-in-the-uk#:~:text=UK%20attracts%20migrants%20from%20across,increased%20over%20the%20past%20century.

US
The United States tops the list in technology utilisation and investment in emerging technologies.
https://knowledge.insead.edu/career/worlds-most-talent-competitive-countries-2020

B. Best practices across European countries

Best practices analysis is a **work to be conducted between the different agencies in the afterward of the report finalization.** One of the objective of this work was to encourage discussion based on information and to map both public and private best practices.

Czech Republic

Main points
- living conditions
- live-work balance
- education
- social security
- healthcare

Additional links in Czech one-pager in Annex 3

France

www.welcometofrance.com **website and its Welcome Office**

- Offers a **fully digital experience**

- Set-up a **dedicated physical team** ""Welcome to La French Tech Desk"" which is directly supporting talents in their questions and subsequent settlement in France

- Strong collaboration across the **interactions chains** the Talents have to go through to arrive in France (from embassy to police prefecture)"

https://www.welcometofrance.com/en/survey#/

- Users can get a **personalized guide** by answering 3 questions and access to a timeline with all the procedures they need to go through before, during and within the year of their move to France. The objective is to display **information efficiently** and cover all the topics in our **personalized timeline.** Information come from the website itself, a check list is just added to guide the user

https://lafrenchtech.com/en/how-france-helps-startups/welcometofrance/
- **National strategy,** which focuses on **attracting international tech talent** to France

Netherlands

Unique and simple website containing all info and links to useful sources
https://www.welcome-to-nl.nl/

Life in Netherlands: https://www.welcome-to-nl.nl/life-in-nl

Highly Skilled Migrant Permit: https://staging.rvo.webfant.io/work/ ;
https://ind.nl/en/residence-permits/work/highly-skilled-migrant

Healthcare: https://www.iamexpat.nl/expat-info/dutch-healthcare-system#:~:text=The%20Dutch%20healthcare%20system%20is,%2C%20physiotherapy%2C%20cosmetic%20procedures)

Taxes: https://www.expat.hsbc.com/expat-explorer/expat-guides/netherlands/tax-in-netherlands/#:~:text=Tax%20is%20levied%20at%20a,company%20resident%20in%20the%20Netherlands

Denmark

Unified, coherent, intuitive and informal portals for talented expats and testimonials
https://talentedindenmark.dk/

Ireland

IDA Ireland website aimed at attracting FDI www.idaireland.com
https://www.enterprise-ireland.com. Supporting indigenous industry.

Greece

Greek Golden Visa: the Greek golden visa programme grants a five year residency visa in return for an investment in real estate (min. €250,000 + taxes and fees) – https://migration.gov.gr/en/golden-visa/

Digital Nomads – Greece has introduced its own program through the Law 4825/2021 (Government Gazette A'157) which permits non-EU citizens who wish to work remotely from Greece to apply for a Digital Nomad Visa. This Visa grants a residence right of 12 months in the country and is addressed to salaried employees, freelancers or self-employed. Applicants need to provide evidence on sufficient resources, at a fixed income level, to cover their living expenses during their stay in the country, without burdening the national social welfare syste – https://workfromgreece.gr/

"Brain Regain" – Aimed to repatriate Greeks living and working abroad – Law 4758/2020 provides an exemption from income tax & from the special solidarity contribution of 50% of the income for 7 years from paid work & business activity in Greece

C. Internal communication between the actors of Europe Attractivity

We propose to **keep this structure gathering the attractiveness agencies alive.**

Through this work we created a **network of actors with a common goal:** make Europe more attractive for Tech talents. This group should be kept alive with the following objectives:

- Showcase **best practices by organizing short webinars** and encourage discussion with members

- Enhance **cooperation between all members**

Recommendations for the European Commission to enhance European attractiveness for Tech Talents

This section of the report includes **recommendation for the European Commission** on two topics

Evolution of the Tech visas at a European level

Set-up of a **European wide attractiveness plan** to attract **Tech talents**

A. Recommendations regarding legal provisions

I. General considerations and status on legal provisions and Tech visas in Europe

While most European Union Member States prioritize attracting and retaining talent in their policies, in the battle for talents, a **united European Union can make immigration a driving force of innovation.** Innovative companies with strong technological components, must be able to draw on a renewed pool of global talents.

The EU must **address skills shortages** and ensure that the EU attracts the skills and talent it needs.

Aware of these challenges, the European Commission seeks to attract and retain foreign talent in the European Union through the **Skills and Talents Package,** a set of operational and legislative proposals.

Context on the European Commission Skills and Talents Package[1]

1. Amending the Single Permit Directive to allow in-country applications, reduce processing times and permit changes of employer.

2. Amending the Long-Term Residents Directive to allow eligibility based upon accumulated stay in multiple EU Member States and under additional immigration statuses and to facilitate the right to move and work in a second EU Member State; and

3. Creating an EU Talent Pool, an online platform to match foreign workers with sought-after skills and EU-based employers, with a pilot project for Ukrainian national beneficiaries of temporary protection in the European Union.

4. Exploring further potential avenues for legal migration to the EU in the medium to longer term, including by relaunching the discussions with all relevant institutions and stakeholders to assess the scope for further specific EU-level action on the admission of foreign innovative entrepreneurs.

---

[1] Skills and Talent | European Commission (europa.eu)

As part of the Scale-Up Europe initiative, the same need has been formulated: to **broaden the talent pool that the start-ups and technology ecosystem can tap in Europe.**

Discussions within working groups mentioned the need to find a way to commonly fight for talent at EU level, searching for options for new migration pathways and other incentives to attract talent such as stock options.

Participants discussed global mobility topics such as immigration, social protection and access to health care and personal taxation, both at national and at European level.

We focused on migration pathways for Tech talents and recommendations targeted at immigration regulations, as the first step for non-EU nationals and frequently perceived as being complex and burdensome.

To offer additional recommendations, mapping legal schemes within the EU is an essential step, as well building a clear view of the best common national regulations and best practices that could serve as a basis for EU policy discussions.

National legal measures and best practices

Subgroup researched best practices of Member States in the field of immigration policies and procedures, social security and health insurance. Subgroup also aimed to identify strong and weak points of EU countries, as well as identify the causes of weak points and ways to eliminate them.

Description of common usages across Europe

We noticed from our discussions that the **EU blue card** appears not sufficient to match the profile and need for Tech Talent within the Member states.

Considered unanimously as a useful tool, it is still used unevenly in the European Tech ecosystem. The EU's work on revising the Blue card Directive[2] has been crucial. However, while waiting for the Member States to implement it, we are yet to see if such a residence permit will be more commonly used in the future.

While Blue card framework offers multiple advantages, we gathered inputs from EU Member States[3] national schemes as these national practices could be considered while exploring further potential pathways for legal migration.

General insights

In most of the EU Member States, digitalization and simplification of application processes were a key policy objective[4]. Most of national schemes designed to attract Tech Talents provide a fast-track process and the possibility to initiate or conduct the application online for several Member States.
Member states also provide an access to the legal information online, translated in English or other languages.

---

[2] Directive (EU) 2021/1883 — conditions of entry to and residence in the European Union of non-EU nationals for the purpose of highly qualified employment

[3] For detailed information, please refer to Annex 3: Country specific information mapping (information & legal provisions)

[4] EMN_Annual-report_Migration_report_final.pdf (europa.eu)

Most of national schemes offers a multi-year residence permit for talent, from 2 to 4 years, specific procedures for accompanying family members and access to essential healthcare services.

Additional common features could be highlighted by profile.

Start-up founders

Numerous Member states created a specific pathway for non-EU founders wishing to settle in their countries to develop their start-up project. While being entrepreneurs, start-up founders are offered more flexibility than other business creators to develop their project in the country.

Most of start-up visa schemes require a business plan and an approval from an official approving body (Panel of experts, Start-up committee or board, Ministry of Economy etc.) and/ or the support from the relevant local tech ecosystem (incubation program, sponsorship)[5].

While criteria may vary amongst the Member States (minimum investment, sufficient means of living, job creation criteria, etc.), the core and shared element of this type of process is for the applicants to prove they present an innovative project.

If approved, start-up founders will be granted a multi-year residence permit in most of the countries, renewable. Specific procedures for accompanying family members exist.

This specific process and dedicated residence permit allow Member states to select promising start-up projects matching their national Tech ecosystem needs, with the support of key players.

Employees

To broaden the talent pool that the start-ups and technology ecosystem can tap, Member States created specific residence permits or dedicated process for Tech employees at national level.

Many Member States have been working on implementing "tech visas" for tech employees to come work in their tech ecosystems. In the global race for talent, such regulations allow start-ups and scale-ups to recruit international talent with ease.

Some Member states choose to allow employers to recruit talent they need by recognizing start-ups and scale-ups as Tech Talent "sponsor" (list of certified companies, licensing body, etc.). In this scenario, no criteria other than being hired by one of the authorized companies and matching a certain level of remuneration, lower than the EU blue card threshold, is required (no diploma, no significant previous experience, etc.).

Other Member states decided to address skills shortages by designing schemes to talent with specific academic backgrounds, qualifications, or experiences.

When non-EU nationals are recruited by start-ups or scale ups and qualify for these schemes, they enjoyed particularly advantageous conditions (fast track process, no additional work permit application, procedures for accompanying family members; unrestricted access to the labor market for family members, possibility to change employers, access to healthcare, access to long term residence and citizenship after several years in the country, etc.).

---

[5] For detailed information, please refer to Annex 3: Country specific information mapping (information & legal provisions)

Best practices to leverage toward Tech talents

We identified the following as best practices that could serve as a basis for future EU policy discussions:

- Dedicated digital process

- Involvement of various actors (Ministries, incubators, stakeholders, etc.)

- Approved sponsor program for employee relocation (with investment agreement)

- List of certified companies able to recruit Tech talents via a dedicated process and scheme for employees without specific diploma and with a remuneration lower than the EU blue card threshold (e.g. strategic positions, approved sponsor program etc.)

Identification of existing challenges at EU level

Immigration regulations

Start-up founders

There is no unified status within the EU at this stage. One uncertainty in impacts on being able to settle in another Member State to open another company leads to reluctance for serial entrepreneurs to move to the EU.

If a start-up founder were to move to another Member state, he/she will have to qualify to yet another national scheme, including a new process and new criteria.

Employees/ EU blue card

Based on the discussion between participants, the **EU blue card is not the most used migration pathway for tech talents and national schemes are more attractive,** making moving to the EU complicated to tech talent.

In 2021, the revised EU Blue Card Directive (Directive (EU) 2021/1883) was adopted. The European Commission highlights that the reform brings EU added value and ensures a level playing field between national and EU systems. The Directive was adopted on 20 October 2021, and from then Member States have two years to fully transpose it into national legislation.

Most countries have not yet implemented the revised EU Blue Card Directive. Subgroup hence worked with current legislation. In most countries (with some exceptions), the national residence permits are used more often comparing to Blue card even for foreigners that would otherwise qualify for it.

Subgroup participants identify the following main weak points:

- **Wage threshold** is the largest obstacles for start-ups, some innovative SMEs, and other scale-ups where the salaries for fresh graduates and junior positions do not reach the requested threshold. Revised EU Blue Card Directive[6] may take away this obstacle to some extent but not entirely, especially for junior positions.

---

[6] Directive (EU) 2021/1883 — Article 5

- **Formal education requirement** — a lot of companies do not insist on formal education and emphasize they need for specific skill set and competences of successful candidate. Such requirements are not matching current employer's needs and the skills shortage. Moreover, translation and notification/recognition of diploma may be needed for some Member States that leads to increased administrative burden and delays in preparation of the documents.

- As EU Blue Card appears less attractive to companies than national schemes, which have been adapted to their needs, moving to another Member States is complicated for employees. If an employee were to move to another Member state, he/she will have to qualify to yet another national scheme, including a new process and new criteria.

Graduates

Retaining non-EU graduates in the EU is a challenge Member States must address.

The Students and Researchers Directive[7] provides for the conditions of entry and residence in the EU of third-country nationals for the purposes of training. It includes the possibility to stay for the purpose of job-searching or entrepreneurship for students for a minimum of 9 months[8].

Member states have implemented such regulations at national level, providing for a temporary residence permit for 9 to 24 months allowing graduates to stay and work in the country where they studied.

However, at this stage there is no retention policy at the EU level, Intra-European mobility of non-EU remain complicated both for talent and their employers. Without harmonisation at EU level, accepting an intern or entry job position in another EU Member State other than the one graduates have been studying in is complex. Moving to another Member State as a job seeker is not possible either.

Complexity and bureaucracy

Despite digitalization and simplification of application processes efforts and a certain level of harmonization at EU level, subgroup participants find bureaucracy at national level burdensome. Each country has its own process and processing times that do not matching the booming of the European ecosystem

Space for improvement/nice to haves:

- Ease of access to public and local administration

- Enforcement of bilingual/multilingual forms as forms exist in local languages only

- Multilingual help desk, smart solution for interpretation

Access to information is also a challenge.

---

[7] Directive (EU) 2016/801 – conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (europa.eu)

[8] Directive (EU) 2016/801 – Article 25

Intra-Mobility of digital workers

The pandemic forced employer and talent to overhaul traditional ways of working. Remote work is now offered by employers. It could be an asset for the EU to attract international talent.

However, at this stage, remote work framework within the EU is still undefined and would have to be clarified at EU level (immigration, tax, and social security).

Additional global mobility topics

We discussed additional global mobility topics such as social protection and access to health care and personal taxation.

In connection with the Information and internal communication subgroup, participants highlighted the following EU assets and space for improvement:

Social security/ access to healthcare

- Healthcare / public healthcare / public health insurance (free or affordable healthcare for employees)

- Social security (paid sick leave, paid parental leave, vacation etc.)

- Space for improvement at the EU level: in case of a career both within several Member States in the EU and outside the EU, the impact on pension rights should be addressed / healthcare solution for family members

Personal taxation: intra-European mobility and its impacts on tax residency is a sensitive topic, especially when individuals hold stock options and restricted stock units, as there is no common scheme in the EU. Opening discussions about a harmonization at EU level will help European Startups grant stock options as part of their employees' package and become competitive.

Relocation:

- Implementation of a one stop-shop for quick start after arrival (registration, health insurance, tax number, driver´s license, public transport card, parking cards, services for family members, etc.)

- Integration system of employee and their family members

II. Recommendations for the EU regarding legal provisions to attract Tech Talents

Participants of the working group offer recommendations to improve our legal framework migration to the EU.

1. Simplification of the EU blue card or implementation of similar scheme for tech talent, "Blue Card for Tech"

The Blue Card Directive has been recently revised and Member States are still implementing it into their national systems. Therefore, at this stage, it is yet not possible to assess whether the modifications introduced in the new Directive do not render the EU scheme more attractive also for tech talents.

However, we believe that modifications introduced by the Revised Directive will not help the start-ups and scale-up recruits all the skills they are lacking. They will continue to use national schemes to recruit international talent.

Building on the existing 'Blue card 'experience, we suggest that the Commission explores the **feasibility of developing a special 'Blue Card for Tech', including a fast-track process** to enable those with specific tech skills in high demand to work across Europe.

Possible solutions:

- Fast and digital process of application or priority approach where online application is not possible

- **Approved sponsor/recognized employer system** — less documents for applicant — more responsibility of employer — system of checks and sanctions — this country specific approach should be directed to **start-ups and scale-ups planning to hire Tech talents**

- Approved based on investment contract or set of conditions for employer to become approved sponsor/licensed employer (taxes, industry sectors, R&D, complying with legal duties etc.)

Such a "Blue Card for Tech" would provide similar advantages to EU Blue Card:

- Remuneration threshold based on common framework

- Ease of labour mobility within EU countries: Possibility to obtain a residence permit equivalent to another member states

- Multi-year residence permit

- Status of accompanying family member and unrestricted access to labour market

- Possibility to change of employer

Some differences may include:

- Lower remuneration than the revised threshold.

- No formal education criteria.

- Shorter residence period required in the Member states to obtain the equivalent residence permit in another.

This recommendation is intended to create **more flexibility to encourage movement of tech talent across Europe and create a wider tech talent pool.** In the case of **graduates (non-EER) educated in Europe to degree and masters levels in a tech discipline,** the 'Blue Card for Tech' would **enable them to remain and work in Europe** following their education, particularly in the fields of Science, Engineering, Computer Sciences (incl. developers).

The intention here would be to create a **wider tech talent pool, and retain the skills learned within Europe** for the benefit of business and potential research projects.

International tech talent will choose to settle within the EU if they find job opportunities matching their background and interest and if European companies are able to recruit them easily and promptly. Without an appropriate common legal framework allowing tech talent to access these job position and being able to move quickly with the EU, EU tech ecosystem will not be attractive for tech talent.

An actionable next step here is to agree at the EU level on what is the **list of the most needed tech talents skills** (e.g., data scientist, web developer). The list could then be modified over the years depending on the evolution of the needs.

We recommend to:

- Explore the **feasibility of developing a special Blue Card** to mobilise Tech Talent across Europe

- Agree on the **most needed tech talent skills in Europe, which would benefit from this "Blue Card for Tech"**

2. Attracting and retaining non-EU national graduates

While each Member State offers the possibility for graduates to stay and work in the country from 9 to 24 months with a temporary residence permit, it should be possible for them to consider moving to another Member State to start a junior position or become a founder. Currently, if they want to relocate to another Member state, it is a lengthy process. If they were to move for an employed position, they will have to justify a job offer.

The EU could insist on the need for tech talents to be able to move freely within the EU for career reason after graduate. Flexibility should be offered to access to national labor market with national temporary residence permit.

Mobility across Europe could also be subject to a certain time spent working for the country in Europe where the education took place.

We recommend to:

- Explore the **feasibility of allowing non-EU national graduates to stay anywhere within the EU after graduation** and not only in the Member States where they studied.

3. Providing a legal framework for remote work

Granted the right to work across the EU on a remote basis will enhanced attractiveness for European companies to offer such remote working. Without a clear legal framework, the EU is losing the battle in the future work organization as impacts on social security rights, personal taxation, and immigration remain unclear.

4. Harmonising admission of non-EU innovative entrepreneurs

Admission of non-EU innovative entrepreneur could be harmonized at the EU level, based on best practices identified by Member States at national level. Such harmonization will prevent difficulties for them if they want to move to another Member State.

5. Implementing the European Service desk

Access to information is a challenge for talent considering a move to the EU.

In connection with the Information and internal communication subgroup, the future desk should be able to provide **high level information on national schemes** to be able to give a clear view of the process to talent considering a relocation to the EU and a specific member state. **National teams will be the one in charge of sharing information to the European desk.** Talent will be connected with national teams to follow up the first contact with the European desk.

As an example, at the EU level, **EURAXESS**[9] delivers information and supports services to **professional researchers.** Backed by the European Union, Member States, and associated countries, it supports researcher mobility and career development, while enhancing scientific collaboration between Europe and the world.

The proposed changes would **streamline access to professional activity,** potentially improve student and talent retention, and would offer significant improvements to those seeking to move and work in another EU Member State for career reason.

B. Development of a European wide marketing and awareness strategy for Tech talents: "Work in European Tech"

I. General considerations on European awareness

The shortage of technology talents is **slowing down the growth of technology companies in the EU area.** The challenge is common to all member countries. We need to work together on EU level to attract talents from outside the EU area.

We noticed the lack of a common awareness strategy supported by all European country as a whole to enhance the visibly of Europe tech ecosystem. The dedicated service team should be instrumental in providing this service.

We need to make the **EU area attractive as a place to work and live for specialists and talents in various fields of technology, such as software developers.** Currently this profile of talents from countries like Brazil and India are looking for opportunities in the USA, Canada, Australia and Singapore rather than considering Europe and the European employers. We need to **enhance the awareness of interesting career and job opportunities and the quality of life in Europe to these potential talents.**

The target group is not homogeneous and incudes

- Qualified and experienced professionals

- Young talent and graduates (future talent)

---

[9] Euraxess (europa.eu)

Synchronization is a key topic here. In addition to the national awareness raising programs and campaigns, member states need to join forces and attract talents also under the EU flag.

EU Level Initiative: Work in European Tech

In order to proceed with the European talent attraction, we need an EU **level umbrella program,** which could be called **"Work in European Tech",** similar to "Study in Europe" — this concept could be **benchmarked and duplicated** (Study in Europe | European Education Area[10] (europa.eu). This proactive awareness initiative could be hosted on the Service Desk and be operationalized by the associated Service Desk team.

The **"Work in European Tech"** program would be responsible for initiating activities, campaigns and promotional activities globally **to attract talents to innovative (scale-up) companies and research organizations in the EU Area.** The **"Work in European Tech"** would also be developed to be used as a common umbrella brand, which the member states could also utilize.

Ties of this Awareness initiative with other European level initiatives

The **"Work in European Tech"** initiative should be connected to existing European innovation programs, ecosystems and initiatives, such as Horizon Europe, Digital Europe and start-up programs.

The remarkable **investments in innovation and technology programs** by the European Commission can also be promoted as platforms for career opportunities. The companies and research organizations participating in these programs receive significant funding for their R&D activities and thus they also need more talents. We should connect these job opportunities and recruitment needs to European wide talent attraction activities and brand building.

Examples of such programs include **Horizon Europe program,** Recovery and resilience funding (funding for green transition and sustainability) and Digital Europe program[11]. The mandate of EURES could also be widened to talent attraction outside the EU and EURES could be engaged to recruit tech talents to European companies. The possibility for **collaboration with the ERASMUS program** should also be explored — a campaign could be created for **tech students to find a job and stay in the EU** area after studies

Regarding the top technology companies in Europe which have received the most funding, the 20 largest rounds amount to the total of ~€20 billion with most new funding in 2021[12]. These companies have the need for new talents and collaboration with them in European wide talent attraction activities and campaigns would be beneficial for both.

When building and marketing the Work in Europe -brand and initiative, concrete company examples from member states should also be used (for example Finland - IQM funding for quantum computing development in European area[13]).

---

[10] https://education.ec.europa.eu/study-in-europe

[11] https://digital-strategy.ec.europa.eu/en/news/commission-invest-eu292-million-digital-technologies-and-cybersecurity

[12] https://tech.eu/2021/12/21/the-year-in-megarounds-top-20-european-tech-funding-deals-of-2021/

[13] https://www.meetiqm.com/articles/press-releases/iqm-gets-35-million-boost-from-eib/

II. Recommended steps to be taken in Tech talent attraction to increase European Tech awareness

The **Work in European Tech** initiative should start concrete actions to build the European wide brand, **start marketing and communication activities and also start collaboration with member states.**

General level actions

The recommended actions include:

- Develop a **dedicated event plan (e.g. European Tech Week)** and use marketing collateral to generate interest across other continents to promote **European start-ups and scale-ups**

- Create **branding and a visual identity for Work in Europe initiative,** federating all related actions

- The Commission should launch a **marketing campaign around Work in European Tech to third countries** — attracting tech talent to Europe. The member states and active working groups will help in defining **messages and brand attributes.**

- The European Commission could also participate in various international events with a European Tech branded stand/team

- The European Commission should organize different communication actions such as **seminars, informative newsletters, workshops and thematic events** in order to raise awareness of the measures implemented by the EU/Member States (major annual event...) and **members states should be strongly involved** in these actions and leverage the message of Work in European Tech in their own communication efforts.

- The European commission could use its **Delegations around the world** for the Work in European Tech campaign, and **Euraxess should also be involved,** leveraging its representation around the globe

As already mentioned, member states could utilize this European-wide Work in European Tech brand and the same key messages and this way enforce the campaigns of the Commission.

Engagement plan with various stakeholders to develop Tech attractiveness

Proposal and action plan for **various stakeholders**

European Commission and incoming EU presidencies of European countries

Actions

- Display the key advantages of working in European Tech and run communication campaign (e.g., European values, **Tech with Impact,** career opportunities)
  - o Realize and promote testimonials from Tech Talents living in Europe

- Develop working groups on a European Tech visa and include recommendations of the attractiveness agencies

- Develop a „experience living in EU" program (on the model of 90 days Finn)

- Synchronize on a bottom-up action plan for tech talent attractiveness from local to global

Analysis

- Make a study of tech talents from outside EU to understand experience.

- Learn best practices from e.g., US, Australia (Study trips?) and prepare analysis of the position of EU vs. US

- Analysis of the **retention factors of tech talents** inside the EU

Visibility on the talent gaps

- Collect data from MS about their needs and then prepare **concrete campaigns**

- Target specific sectors where job shortage is high in all member state

Talent on EU Agenda

- Include topic of Tech Talent into other EU DG topics

- Dedicate funding to **common EU Tech attractiveness initiatives** (**bottom-up sourcing** from countries)

- Create programme where stakeholders can submit project and receive some funding / include them into existing programmes.

Member States, national attractiveness agencies, national associations

- Develop country Tech brands

- Develop and promote specific Tech visas / permit categories and further support activities for Tech talents

- Collect best practices and provide them to EU office

- Provide additional information about other programmes supporting the attraction and retention of intl. Talents (e.g., spouse programme, financial schemes)

- Address talent shortage by including some talent attraction public policies

- Create a list of European top Tech players

  o Identify the key European employers per member state (ex : French Tech 120/ Next 40)

- Agree on key aggregated metrics to put forward as a European community to motivate talents

- Job gaps

  o Define priority sectors and jobs where tech talent is mostly needed

  o Run analysis of what skills / profiles MS need and quantify the needs

  o Aggregate these data to develop a map of the tech talent gap in Europe

- Synchronize the country capacities to develop a „living in EU" experience

- Governance

  o Define a clear governance on how member states will continue sharing information

  o Put in place a cooperation system between Member States to **coordinate events**

Regions & Cities

- Develop **common activities** to enhance talent attraction
- Collect, generate and prepare marketing stories of tech talents
- Living conditions
  - Share **practical information** about life style, work opportunities
  - Provide great conditions for international workers in major countries – and build a plan to attract tech workers in less popular cities to distribute economic growth across the country
- **Facilitate** practical actions for Tech talents **on the ground** (e.g. prefecture level)
  - Apply for jobs
  - Receive visa
- Jobs gaps in Tech
  - Aggregate needs of employers located in their ecosystem
  - Define talent shortage at the region and city level
- Assist employers based in their region/cities in their employer branding by giving them additional information about their ecosystem
- Develop specific city value proposition for tech talents
- Job fair gathering employers from the region/cities
- Regional Communication campaign
- Leverage all Tech local organizations and link them between countries on a deeper level

Employers

- Develop a **proactive talent gap mapping** with the help of public services and tech private organizations or associations
- Develop knowledge on Tech schemes at the employer level
- Reach to Chamber of Commerce and other umbrella organizations to raise awareness on the efforts
- Follow Tech recruitment success rates
- Share career stories
- Join and help develop strong **identified tech network,** national associations (e.g., France digitale)
- Link with Regions/ cities and State level to aggregate employers needs
- Attractiveness for Tech talents
  - Develop employer branding for Tech
  - Answer to the call for candidatures to be among the European top employers
  - Develop offer attractiveness (full remote policies for example)

- Visibility
  - o Actively feed a dedicated European talent matching pool with key tech jobs in need
  - o Participate to the European Union Tech Week to display key needs on dedicated jobs
  - o Share information about job/ career opportunities
- Develop a toolkit built by main tech employer to empower smaller tech employers to give a great working experience for foreign tech talents

Awareness suggested KPIs set-up

We propose to create a set of Target KPIs that should be tracked at the EU Level

- XX million tech talents via digital marketing and publicity
- Arrange roadshow and campaign which reach XX targets
- XX tech talents click information or participate in roadshow events
- XX apply for jobs in campaign
- XX new recruitments and persons move to EU countries
- Recommendation after 1 year based on survey
- 1 EU digital campaign/ semester
- 1 coordinated hybrid format event
- Agree on a list of defined KPIs that the EC will follow on a regular basis (e.g. quarterly) & metrics development
  - o number of visits on the campaign landing page
  - o Number of contacts to the dedicated Service Desk team and to specific countries tech desk (if applicable)
  - o Number of job offers published, ratio filled/unfilled vacancies, number of visas granted to tech talents (and tech visas)

Next steps for the Service Desk and Scale-Up Europe Talent

A. Transmission of the report across EU Presidency and link with the New European Innovation Agenda

On July 5th the European Commission published a communication on the **"New European Innovation Agenda" with a focus on Talents.** It underlines that "Deep tech start-ups and innovation need access to a **strong supply of Science, Technology, Engineering and Mathematics (STEM) and entrepreneurial skills, and associated capabilities that adhere to the highest research and development values and principles".**

The package **"Attracting Skills and Talents to the EU" also insists on the importance to leverage European wide initiatives, specifically Scale-Up Europe:** "Building on recent initiatives ('Scale-up Europe' under the French Council Presidency), there is an opportunity to relaunch the discussions with all relevant institutions and stakeholders to assess the scope for further specific EU-level action on the admission of foreign innovative entrepreneurs. EU support could take the form of support to national schemes, including by facilitating information exchanges".

Attracting the right talents will also be key to achieve the EC objective of creating a new dynamism for excellence territories described in the European Innovation Agenda. The objective is mainly to strengthen innovation ecosystems across the EU, by accelerating the development and deployment of innovation, including deep tech innovation.

B. Operationalization of the Service Desk

Following the signature of the "Start-up Nation Standards of Excellence" Declaration by 26 out of 27 Members States and Iceland, the ESNA was created to implement standards and initiatives to support the start-ups ecosystem in Europe. The ESNA is a fully European entity with several key objectives: Start-up Nations Standards / Insights & Analytics / Network Sharing & Exchange / Marketing & Communication. The commitment to create ESNA was announcement by the Portuguese Government in cooperation with EC DG CONNECT. The entity was finally backed by the EC with 1M€ (along with 7.5M€ from Portugal). ESNA has already been identified by the European Commission as a strong candidate for one of the first **European Digital Infrastructure Consortiums (EDICs)** - a new European legal instrument to help interested Member States speed up and simplify the implementation of multi-country projects. Interim director of the structure has been nominated and the Horizon Europe grant of 1M€ has been transferred in June 2022.

A possibility for the Service Desk team would be to integrate them as part of the ESNA initiative, at the condition that a majority of European countries would effectively join the ESNA.

If the momentum is not reached or if it is not feasible to integrate the team in ESNA we recommend to the EC the following options:

- Finance agencies to set-up the team (possibly through a European tender) — with potentially some country agencies creating a consortium

- Sub-contract the creation and run of the Service Desk

- Integrate the Service Desk team internally in the EC

List of the participants to the different working groups, along the reporters and facilitators roles for each group

Working group service offer

Facilitator name	Entity	Reporter name	Entity
Rutger de Graaf	Enterprise Agency Netherlands	Breda O Toole	IDA Ireland

Participants	Entity	Countries
Ulla Hiekkanen–Makela	Business Finland	Finland
Hanna Riski	Business Finland	Finland
Margit Kreuzhuber	Austrian Business Agency	Austria
Catherine Jurovsky	Business France	France
Luz Evelia Pérez Galán	Ministry of Economic Affairs and Digital Transformation (Spain)	Spain
Kim Zietlow	Germany Trade and Invest	Germany
Carlos Herranz Perdiguero	Ministry of Economic Affairs and Digital Transformation (Spain)	Spain
Agnieszka Szweda	Polish Investment and Trade Agency	Poland
Laura Jestin	Business France	France
Álvaro Hernando	SEDIA	Spain
Tereza Huczalova	CzechInvest	Czechia
Antonio Dias Martins	Startup Portugal	Portugal
Mario Tannousis	Invest Cyprus	Cyprus
Thibault Mutinelli–Szymanski	DGE –Ministry of Finance, France	France

Working group information and communication

Facilitator name	Entity	Reporter name	Entity
Vasso Kyrkou	Enterprise Greece	Beheyt Marie	Wallonia–Brussels International

Participants	Entity	Countries
Catherine Jurovsky	Business France	France
Luz Evelia Pérez Galán	Ministry of Economic Affairs and Digital Transformation (Spain)	Spain
Kim Zietlow	Germany Trade and Invest	Germany
Carlos Herranz Perdiguero	Ministry of Economic Affairs and Digital Transformation (Spain)	Spain
Álvaro Hernando	SEDIA	Spain
Thibault Mutinelli Szymanski	DGE –Ministry of Finance, France	France
Gabriela Bauerova	CzechInvest	Czechia
Antonio Dias Martins	Startup Portugal	Portugal
Rutger de Graaf	Enterprise Agency Netherlands	Netherlands
Margit Kreuzhuber	Austrian Business Agency	Austria
Laura Jestin	Business France	France

Working group awareness and marketing

Facilitator name	Entity	Reporter name	Entity
Tereza Huczalova	CzechInvest	Ulla Hiekkanen–Makela Hanna Riski <>	Business Finland

Participants	Entity	Countries
Vasso Kyrkou	Entreprise Greece	Greece
Catherine Jurovsky	Business France	France
Luz Evelia Pérez Galán	Ministry of Economic Affairs and Digital Transformation (Spain)	Spain
Carlos Herranz Perdiguero	Ministry of Economic Affairs and Digital Transformation (Spain)	Spain
Leonardo Daniel Ortega Prudencio	Work in Estonia	Estonia
Álvaro Hernando	SEDIA	Spain
Anna Elsa Karika	Investment and Development Agency of Latvia	Latvia
Nathalie Farrugia	Malta Enterprise	Malta
Fabio Meoni	ITA Italian Trade Agency	Italy
Antonio Dias Martins	Startup Portugal	Portugal
Jenny Hallen Hedberg	Luxinnovation	Luxemburg
Marie Claire Maxwell	Business Sweden	Sweden
Thibault Mutinelli Szymanski	DGE –Ministry of Finance, France	France

Working group legal provisions

Facilitator name	Entity	Reporter name	Entity
Gabriela Bauerova	CzechInvest	Laura Jestin	Business France

Participants	Entity	Countries
Catherine Jurovsky	Business France	France
Luz Evelia Pérez Galán	Ministry of Economic Affairs and Digital Transformation (Spain)	Spain
Carlos Herranz Perdiguero	Ministry of Economic Affairs and Digital Transformation (Spain)	Spain
Laima Bendoraitytė	Invest Lithuania	Lithuania
Laura Jestin	Business France	France
Álvaro Hernando	SEDIA	Spain
Gabriela Bauerova	CzechInvest	Czechia
Anna Elsa Karika	Investment and Development Agency of Latvia	Latvia
Thibault Mutinelli– Szymanski	DGE –Ministry of Finance , France	France
Héloise Arlaud	Business France	France
Antonio Dias Martins	Startup Portugal	Portugal
Robert Brooijmans	Ministry of Economic Affairs and Climate Policy of The Netherlands	Netherlands
Annika Järs	Startup Estonia	Estonia

Annex 1   Declaration of Intent – Making Europe the Land of Tech Talent

A coordinated strategy to help European start-ups and scale-ups grow faster

Attracting talent is a top priority for European tech ecosystems

According to the State of European Tech 2021 report, the European tech ecosystem has now surpassed the symbolic milestone of €100 billion worth of funding raised ($121 billion) in 2021, more than triple the amount raised in 2020 ($37 billion). The number of European unicorns is growing fast, with megarounds becoming more common which have reached unprecedented heights.

These figures highlight the extraordinary growth of European start-ups and scale-ups. We believe that we should build on this momentum and undertake new initiatives among the Member States to make Europe the best place to innovate and grow future tech giants.

Last year, France launched **the Scale-Up Europe initiative to foster the development of global tech leaders in Europe.** 200 key players in the tech ecosystem have come together and presented a list of recommendations to make European start-ups more competitive. Among these recommendations, the attraction of foreign talent was one of the most critical. Attracting talent has also been identified as a central issue in the **Declaration on the EU Startup Nations Standard,** signed in March 2021 during the Portuguese Presidency, which **led to the creation of the Europe Startup Nations Alliance (ESNA),** a body with a European scope to pursue such purposes. Indeed, attracting international talent and facilitating intra-EU mobility are key to improving of tech As France is currently presiding over the EU Council, we want to seize this opportunity to build on the cooperation among the Member States in attracting the best talent.

Joining forces at the European level to make our start-ups and scale-ups more competitive on a global stage

Attracting tech talent is a shared priority in the European Union: several Member States have launched initiatives to attract and welcome international talent to national and international tech companies. However, there is still a lack of common purpose and coordination among the Member States.

As the European tech sector continues to thrive, we need a concerted effort to position Europe in the global race for talent.
With this Declaration of Intent, Member State institutions involved in attracting talent and tech visas have decided to launch a joint initiative and create a working group for that purpose with the following objectives:

- **Share information and best practices** on various European tech talent attraction schemes and visas, targeting international talent interested in working with European tech companies.

- **Launch a European Tech Talent service desk (or one-stop shop), with a dedicated team in place by the end of 2022,** aimed at facilitating the attraction of tech talent to Europe in complementarity with national schemes. This will be done in close cooperation with the European Startup Nations Alliance (ESNA), which has identified tech talent as a key pillar in supporting start-ups at the European level. For greater clarity and transparency, the service desk and its associated website will provide international talent with tailor-

made advice on existing tech schemes in Member States and living in Europe (including information on visas, taxes, social security contributions and other practical details about settling in different countries).

Through innovation and job creation, start-ups and scale-ups can strengthen European sovereignty and resilience in the long run. We believe that working hand in hand towards these objectives could help the European tech ecosystem reach new heights.

List of institutions endorsing the Declaration of Intent, in alphabetic order:

Austria	**Austrian Business Agency (ABA)**	
Belgium	**Flanders Invest & Trade**	
	Wallonia Export & Investment	
Cyprus	**Invest Cyprus**	
Czech Republic	**Business & Investment Development Agency CzechInvest**	
Estonia	**Estonian Business and Innovation Agency**	
Finland	**Business Finland**	
France	**Business France**	
Greece	**Enterprise Greece**	
Ireland	**IDA Ireland**	
Italy	**Italian Trade Agency – ITA**	
Lithuania	**Invest Lithuania**	
Luxembourg	**Luxinnovation**	
Malta	**Malta Enterprise (Start in Malta)**	
Poland	**Polish Investment and Trade Agency**	
Portugal	**Startup Portugal**	
Spain	**Red.es**	

Annex 2   Marketing and Awareness global table of initiatives

This table gathers the results of a brainstorm of the Marketing and Awareness working group which resulted in initiatives distributed across stakeholders (in columns) and the way they can accelerated on different horizontals (in lines).

	European Commission	Member states	Regions/cities	Employers	Target KPI
Awareness	Create and Work-in-Europe benefit statements and run communication campaign Create a communication Campaign towards Tech ecosystems (European values, Tech with Impact, career opportunities)	Is tech talent shortage on government agenda? Want to participate yes/no? Address talent shortage by including some talent attraction public policies	Are cities/regions active in talent attraction? Yes/no? If yes, participate in common activities Aggregate needs of employers located in their ecosystem Affirm their strong impact on the talent's decision	Reaching to Chamber of Commerce and other umbrella organizations to raise awareness on the efforts. Join and help develop strong identified tech network, national associations (ex: France digitale) Link with Regions/cities and State level to aggregate employers needs	Reach 1 million tech talents via digital marketing and publicity 1 EU digital campaign/semester Metrics (numbers of impression, number of visits on the campaign landing page, etc.) 1 coordinated phygital event
Interest	Share career stories of tech talents in various countries Realize and promote testimonials from Tech Talents living in Europe	Need talent Create a common service desk with all the information packaged Create a list of European top players Identify the key European employers per member state (ex: French Tech 120/ Next 40)	Collect, generate and prepare marketing stories of tech talents Depends on each state and their size and needs Assist employers based in their region/cities in their employer branding by giving them additional information about their ecosystem	Engage leading companies who wish to recruit tech talents from outside EU Develop their employer branding Answer to the call for candidatures to be among the European top employers	Arrange roadshow and campaign which reach 300.000 targets TOP 500 Number of contacts to the dedicated Service Desk team and to specific countries tech desk (if applicable)

	European Commission	Member states	Regions/cities	Employers	Target KPI
Desire	Explain the financial, professional and quality–of–life opportunities in various EU countries Target specific sectors where job shortage is high in all members state Promote European values, ecosystem's strengths Target specific sectors where job shortage is high in all members state	Country brand, attractiveness to talents Analysis of what skills, profiles MS need + numbers Agree on key metrics to put forward as a European community to motivate talents	Share practical inforamation about life style, work opportunities Develop specific city value proposition for tech talents	Share information about job/ career opportunities Develop offer attractiveness (full remote policies for example)	50.000 tech talents click information or participate in roadshow events Number of job offers published, ratio filled/unfilled vacancies, number of visas granted to tech talents (and tech visas)
Action	Information about EU Blue Card and other tech talent visas and how to apply Landing page for Work in Europe including all the information (visas), links to national web pages + social media Create programme where stakeholders can submit project and receive some funding. (Maybe there is something like this even now)/ include them into existing programmes. Prepare analysis of the position of EU x US, needs,... Collect data from MS about their needs and then prepare concrete campaigns.	Describe and promote relevant visa and permit categories Collecting best practices and providing them to EU office Provide additional information about other programmes supportint the attraction and retention of intl. Talents (eg. Spouse programme, financial schemes) Define priority sectors and jobs where tech talent is mostly needed Aggregate these data to develop a map of the tech talent gap in Europe	How to apply for jobs? Hot to get visa? How to register? Define talent shortage at the region and city level Job fair gathering employers from the region/cities Regional Communication campaign Branding to help talent's decision	Publish open positions, prepare for recruitment process incl interviews Actively feed a dedicated European talent matching pool with key tech jobs in need Participate to the European Union Tech Week to display key needs on dedicated jobs	5000 apply for jobs in campaign Synchronize on a bottom–up action plan for tech talent attractivity from local to global

	European Commission	Member states	Regions/cities	Employers	Target KPI
Experience	Make a study of xx tech talents from outside EU to understand experience. Develop a „experience living in EU" program (on the model of 90 days Finn)	Synchronize the country capacities to develop a „living in EU" experience	Provide great conditions for international workers in major countries – and build a plan to attract tech workers in less popular cities to distribute economic growth across the country	Follow recruitment success rates Develop a toolkit from main tech employer to empower smaller tech employers to give a great working experience for foreign tech talents	500 new recruitments and persons move to EU countries Analysis of the retention factors of tech talents inside the EU
Recommendation	Share positive experiences of Tech Talents in EU Learn best practices from US/Australia,... Study trips?	Put in place a cooperation system between Member States to coordinate events Define a clear governance on how member states will continue sharing information	Leverage all Tech local organizations and link them between countries on a deeper level	Share career stories	Recommendation after 1 year based on survey Agree on a list of defined KPIs that the EC will follow on a regular basis (e.g. quarterly)

Annex 3   Country specific information mapping (information & legal provisions)

This annex displays the country material regarding the two subgroups

- Legal Provisions
- Internal Information and Communication (IIC)

List of countries who responded (14)

- Austria
- Belgium
- Cyprus
- Czech Republic
- Estonia
- Finland
- France
- Greece
- Ireland
- Italy
- Latvia
- Lithuania
- Malta
- Netherlands
- Poland
- Portugal
- Spain

AUSTRIA

National Legal Provisions

General information
- Ministry in charge: Ministry of Labour and Economy
- Online information : https://www.workinaustria.com/en/

Startup visa

Founders:
- Dedicated visa: YES
- Startup status evaluation documents: business plan, point-based-system
- Startup visa assessment process: 8 weeks
- Startup visa duration of stay: 2 years

Internal information and communication
Legal Framework (income and tax, health system etc):

Taxation:

https://www.migration.gv.at/en/living-and-working-in-austria/austria-at-a-glance/income-and-taxation/

Social security:

Social benefits are available to EU/EEA citizens and to third-country nationals with legal residence in Austria.

https://www.migration.gv.at/en/living-and-working-in-austria/austria-at-a-glance/the-social-security-system/

Strong maternity protection, choice between different models of parental leave (Karenz) with childcare payments (Kinderbetreuungsgeld. The current (as of 2021) pensionable age in Austria is 60 for women and 65 for men.

Residence permits:

Skilled migration scheme: Red-White-Red-Card (Rot-Weiß-Rot — Karte) and Blue Card.

Austria's Red-White-Red — Card ("Rot-Weiß-Rot — Karte") offers a residence permit for third-country nationals who would like to work as skilled employees in Austria and want to stay in Austria on a permanent basis. There is not only one Red-White-Red — Card but a total of six subcategories. Each subcategory is oriented to a particular target group and is based on a so-called point system:

+Red-White-Red — Card for Very Highly Qualified Workers
+Red-White-Red — Card for Skilled Workers in Shortage Occupations
+Red-White-Red — Card for Other Key Workers
+Red-White-Red — Card for Graduates
+**Red-White-Red — Card for** Start-Up Founders
+**Red-White-Red — Card for** Self-Employed Key Workers

https://www.workinaustria.com/en/living-working/aufenthaltstitel-fuer-drittstaatsangehoerige

Immigration guide:

https://immigration-guide.workinaustria.com/

Living conditions:

Austria is one of the countries with the highest quality of life worldwide. The essential guide to living and working in Austria offers on 240 pages information for newcomers about topics that will make their start in Austria much easier: https://www.workinaustria.com/en/about-work-in-austria/relocation-services

Working conditions:

98 % of employment relationships are covered by collective bargaining agreements. Strong social partnership. Normal working hours are regulated at between 38.5 and 40 hours per week. Flexible working hours are common. Employees receive 14 salaries per year if it is agreed upon in the contract or the employee is covered under a collective agreement. Employees may receive a commuting allowance on top of their regular salaries. Five weeks of paid vacation during each calendar year, additionally 13 annual official public holidays.

Labor market information:

https://www.migration.gv.at/en/living-and-working-in-austria/austria-at-a-glance/labour-market-facts-and-figures

https://www.ams.at/arbeitsmarktdaten-und-medien/arbeitsmarkt-daten-und-arbeitsmarkt-forschung/arbeitsmarktdaten

https://www.workinaustria.com/en/job-offers

Opportunities for advancement/work mobility:

https://www.workinaustria.com/en/job-offers

Opportunities for training / skill development:

Numerous private providers for adult education and life-long learning. The Public Employment Service (Arbeitsmarktservice, or AMS) as most relevant public provider offers qualification opportunities and training, as well as financial assistance. The AMS also runs career information centers (BerufsInfoZentrum, or BIZ) where you can get advice on various professions and employment opportunities.

https://www.ams.at/organisation/public-employment-service-austria/working--recruiting---studying

Career development:

A strong export industry, more than 400 market leaders and an innovative research landscape offer attractive career opportunities to talented international employees. International companies value the country as an ideal headquarters location and skilled employees from all over the world benefit from Austria as a cosmopolitan centre with excellent English language skills.

BELGIUM (Wallonia)

Internal information and communication

Legal Framework:

To come and work in Belgium, a number of conditions must be met. These depend on the following three main factors : nationality and country of residence, the duration of the stay, the status (employee or self-employed) of the professional activity in Belgium

Taxation:

Impôts | Belgium.be

Social security :

If you come to Belgium to live, work or study, your rights in relation to social security (family allowances, pensions, reimbursement of medical expenses, incapacity for work, etc.) depend on any agreements that Belgium has concluded with your country of origin or on European regulations. These rights are also specific to your personal situation and vary according to your nationality and status (employed, self-employed, posted, pensioner, etc.).

You can consult your rights to Belgian social security via the Coming2belgium application, developed by the various social security institutions.

https://www.socialsecurity.be/CMS/fr/coming_to_belgium/index.html

- Job General information : Live | Wallonia.be
- Residence permits: Permis de travail – Emploi et Formation professionnelle en Wallonie

Foreign students (from outside the European Economic Area) who wish to work in Belgium must also have a work permit. The same applies to au pairs and trainees.

Immigration guide:

https://www.belgium.be/fr/famille/international/etrangers/documents_de_sejour

- Working conditions: Working in Belgium
- Buying a house : https://www.belgium.be/en/housing/buying_or_selling_a_home
- Students : https://www.studyinbelgium.be/en

CYPRUS

National Legal Provision

General information

- Ministry in charge: Ministry of Finance / Ministry of Energy, Commerce and Industry / Ministry of Interior
- Online information: https://www.businessincyprus.gov.cy/business-facilitation-unit/

Startup visa

Founders:

- Dedicated visa: Start-up VISA + Digital Nomad Visa
- Online information : www.investcyprus.org.cy
- Startup status evaluation documents: business plan
- Startup status evaluating body: Yes (Start-Up Cyprus)
- Startup status evaluation period: 3 weeks
- Startup visa assessment process: 3 weeks
- Startup visa duration of stay: 1 year renewable

Employees:

- Dedicated visa: Non EU persons in order to attract takent can have fast track working visas provided the criteria for the companies and the employees are met as per conditions set at the Business Facilitation Unit https://www.businessincyprus.gov.cy/business-facilitation-unit/
- Online information: https://www.businessincyprus.gov.cy/business-facilitation-unit/
- Approved sponsor model: YES
- Licence assessment period: 3 years
- Employee — wage threshold: YES
- Employee — contract minimum duration: YES
- Proof of education/experience-based qualification: YES
- Minimal wage thresholds: national average
- Change of employer allowed: YES
- Fail to comply = revoked permit: NO
- Employee — residence permit assessment period: 4-6 weeks
- Startup visa duration of stay: 1 year renewable

Investor:

- Dedicated visa: YES
- Startup visa duration of stay: Up to 3 years

Social protection

- Ministry in charge: Deputy Ministry of Digitalization, Research & Innovation Online information: https://www.dmrid.gov.cy/dmrid/research.nsf/startupvisa_en/startupvisa_en?OpenDocument#:~:text=The%20%22Cyprus%20Startup%20Visa%22%20Scheme,with%20a%20high%20growth%20potential.

Personal taxation

- Ministry in charge: Ministry of Energy, Industry and Commerce
- Online information: https://www.businessincyprus.gov.cy/business-facilitation-unit/
- Specific schemes for expatriates: YES
- Access to SO, RSUs: YES

Internal information and communication
Legal Framework (income and tax, health system etc):

Residence permits:

Blue Card and Government visa programs for stat-ups, foreign companies that invest in tech, pharmaceuticals + digital nomads visa

Living conditions:

Living in Cyprus brings with it many lifestyle and financial advantages. Life, in general, is more relaxed and there are more opportunities to spend time outdoors. The cost of living in Cyprus is generally lower, taxes are more lenient and the property prices are very competitive. Very safe environment with ease of doing business. More than 300 days of sunshine, multilingual talent, 10 Universities, many private schools and well developed tech, shipping, investment fund & asset management business while tourism industry is very well developed too.

Working conditions:

In Cyprus, the typical working week is 38 hours long for 5 days a week, and you're eligible to receive 20 to 24 days of annual leave. Salaries depend on skill level, experience, company, industry sector and location. In general, the average wages in the country are quite balanced with the cost of living

Labor market information:

https://ec.europa.eu/eures/public/living-and-working/labour-market-information/labour-market-information-cyprus_en

Opportunities for advancement/work mobility:

Great opportunity for advancement and work mobility with one of the lowest unemployment rates in the EU with proximity to MENA.

Opportunities for training / skill development:

http://www.mlsi.gov.cy/mlsi/mlsi.nsf/training-en/training-en?OpenDocument

Career development:

Cyprus has more than 30,000 tech professionals and currently experiencing shortage of more than 2,000 tech professionals so for this industry the opportunity for advancement is great with high salaries. Tech Industry in Cyprus and in the region is expected to grow significantly therefore there will be bright opportunities for tech talent.

CZECH REPUBLIC

National Legal Provisions

General information
- Ministry in charge: Ministry of Industry and Trade/MoI/MOFA/Ministry of labour
- Online information: https://www.czechinvest.org/en/For-Investors/AfterCare/Visa-Support

Startup visa

Founders:
- Dedicated visa: no startup visa rather startup visa program using general work permit/visa/residence
- Startup status evaluation documents: business plan
- Startup status evaluating body: visa program gestor
- Startup status evaluation period: business plan or incubation or approved investor
- Startup visa assessment process: 30 days
- Startup visa duration of stay: ½ years renewable

Employees:
- Dedicated visa: no startup visa rather startup visa program using general work permit/visa/residence
- Approved sponsor model : YES
- Licenced company documents: specific program inclusion conditions
- Licencing body: visa program gestor
- Licence assessment period : days
- Employee — wage threshold : YES
- Employee — contract minimum duration : YES minimum
- Proof of education/experience-based qualification: depends
- Minimal wage thresholds: national average for position or blue card threshold
- Change of employer allowed: YES
- Fail to comply = revoked permit: NO
- Employee — residence permit assessment period: varies by program 30-60 days

Investor:
- Dedicated visa: no startup visa rather startup visa program using general work permit/visa/residence

Tech/Digital Nomad Visa: NO

Social protection
- Access to Healthcare: employees — under national health insurance
- Specific schemes for expatriates: NO

Personal taxation

- Ministry in charge: Ministry of finance
- Specific schemes for expatriates: NO

Internal information and communication

Legal Framework (income and tax, health system etc):

Income tax 15%, 4,5% health insurance, 6,5% social insurance (employees from gross wage)
https://www.businessinfo.cz/psc/start-your-business/social-and-health-insurance/

Residence permits:

- Employee card
- Blue card
- Intra-company transfer employee card
- Long term biz visa
- Job seeker permit etc.
- + government visa programs for approved employers for easier migration process
- https://www.mvcr.cz/docDetail.aspx?docid=21673567&doctype=ART

Living conditions:

The Czech Republic generally scores very high in expat quality of life indexes
https://www.internations.org/expat-insider/2021/quality-of-life-index-40109

Working conditions:

Generally, 40H/week. 4 weeks holiday but most companies offer 5 or more weeks, after covid era extensive possibility of home office where possible, strong employee rights protection in labour act. Sick leaves, meal vouchers, fitness, and entertainment benefits. Mothers 6 months maternity leave plus up to 4-year leave with secured job.

Labor market information: https://www.czechinvest.org/en/Studies/Data-Analysis
https://www.mpsv.cz/web/en/incomes-and-standard-of-living;
https://www.mpsv.cz/web/en/responsibilities-of-molsa

Opportunities for advancement/work mobility:

One of the lowest unemployment rate in the EU results in large offer of jobs, it is easy to find a new job for experienced specialist or fresh graduates. Number of offered open positions exceeds the number of unemployed people.

Opportunities for training / skill development:

https://portal.studyin.cz/en/find-your-institution/

ESTONIA

National Legal Provision

Startup visa

Founders:

- Dedicated visa: YES
- Startup status evaluation documents/ Startup status evaluating body/ Startup status evaluation period:
⇨ Founders need to get a special Startup Status (Special status which is assessed by the Startup Committee that evaluates whether the business is considered as a startup* (a technology based, innovative and scalable business model with fast global growth potential) and has at least an MVP, within 10 business days
- Startup visa assessment process: Visas are issued within 30 days, temporary residency permits are issued within 60 days.
- Startup visa duration of stay: Up to 5 years

Employees:

- Dedicated visa : YES
- Approved sponsor model : YES
- Licence assessment period: Startup Status is valid for 5 years
- Employee — wage threshold: minimum salary in Estonia
- Employee — contract minimum duration : YES
- Proof of education/experience-based qualification: NO
- Employee — residence permit assessment period: Visas are issued within 30 days; temporary residency permits are issued within 60 days.

Internal information and communication
Legal Framework (income and tax, health system, pension system etc):

For everyone who is working in Estonia is 20% Income Tax.
https://www.workinestonia.com/working-in-estonia/taxes/

Everyone working in Estonia under a Temporary Residence Permit (TRP) gets access to health system https://www.workinestonia.com/living-in-estonia/healthcare-overview/,
pension system https://- C7Diwww.workinestonia.com/living-in-estonia/pension-system/, etc just as Estonian citizens.

Residence permits:

Estonia's immigration system is laid out in the Alien's Act, which includes a quota for the amount of residence permits that can be given out annually, which should not exceed 0.01% of the total permanent population of Estonia. That said, since the quota is quite small (ca 1311 in 2022) then there are many exceptions to this quota, for instance ICT specialist or Startup Sector employees. The quota only applies to Third-Country Nationals. That being said, the type of residence permits can be read here: https://www2.politsei.ee/en/teenused/residence-permit/tahtajaline-elamisluba/. In Estonia, the higher qualification TRP is named TOP SPECIALIST and must earn at least 1,5 the average salary in Estonia.

Living conditions:

We summarize the main arguments that are attractive to internationals in this website>
https://www.workinestonia.com/working-in-estonia/why-come-to-estonia/

Working conditions:

This has not been updated in a while, but gives an idea:
https://www.workinestonia.com/salary-levels-and-everydays-costs-in-estonia/

Labor market information:

We have most English job ads and all there is to know regarding job market in Estonia in a single website. The job ads are pulled automatically daily from the main job portals in Estonia, free of charge for the companies and candidates. https://www.workinestonia.com/

Opportunities for advancement/work mobility:

One of the main arguments used in Estonia is FAST/TRACK your career, because of the comparatively smaller labour market, and companies' quick growth, then it is easier to achieve higher positions in shorter times compared to other countries where competition is high, and hierarchy is more vertical. This has been said by internationals living in Estonia. While it is more of a *soft factor,* it has been confirmed time and again.

Career development:

Described in the Work Opportunities. In addition, there are 10 Unicorns in Estonia which makes it the highest concentration of Startup Unicorns per capita in Europe.

FINLAND

Internal information and communication
Legal Framework (income and tax, health system etc):
https://www.infofinland.fi/en/work-and-enterprise/taxation

Residence permits Living conditions:

https://migri.fi/en/-/fast-track-service-can-help-you-obtain-a-residence-permit-in-two-weeks-from-1-june-2022

Living conditions:

City-specific example
https://www.businessfinland.fi/en/campaign-sites/find-your-finnish-future/helsinki
https://www.businessfinland.fi/en/campaign-sites/find-your-finnish-future/tampere.

Work-life balance:
https://toolbox.finland.fi/themes/functionality-and-wellbeing/country-ranking-work-life-balance/

Working conditions:

Normative 37,5 h working week. Most companies offer flexible working time and now also hybrid work is very common. Worker´s rights:
https://toolbox.finland.fi/life-society/country-ranking-workers-rights/
Labor market information:
https://www.infofinland.fi/en/work-and-enterprise/employees-rights-and-obligations

Opportunities for training / skill development:

According to the European Skills Index, Finns have the best opportunities in Europe to develop their skills at work:
https://toolbox.finland.fi/life-society/country-ranking-skills-development-work/

FRANCE

National Legal Provision

General information

- Ministry in charge: Ministry of Interior/Ministry of Economy, Finance and Industrial and Digital Sovereignty the Directorate General for Enterprise (DGE)
- Online information:
  https://www.welcometofrance.com/en/rubrique/visa-staying-working
  https://www.service-public.fr/particuliers/vosdroits/N110

Startup visa

Founders:

- Dedicated visa: YES
- Online information :
  https://www.welcometofrance.com/en/fiche/french-tech-visa-for-founders
- Startup status evaluation documents: YES
- Startup status evaluating body: YES
- Startup status evaluation period: incubation program or support from La French Tech Key players (universities, investors, etc.)
- Startup visa assessment process: from 3 to 5 weeks
- Startup visa duration of stay: Up to 4 years

Employees:

- Dedicated visa: YES
- Online information:
  https://www.welcometofrance.com/en/fiche/french-tech-visa-for-employees
- Approved sponsor model: YES
- Licensed company documents: Recognition of the innovative nature of the company
- Licensing body:
  https://www.demarches-simplifiees.fr/commencer/passeport-talent-entreprise-innovante
- Licence assessment period: 3 years
- Employee — wage threshold: YES
- Employee — contract minimum duration: minimum 3 months
- Proof of education/experience-based qualification: NO
- Minimal wage thresholds: lower than blue card
- Change of employer allowed: YES
- Fail to comply = revoked permit: NO
- Employee — residence permit assessment period: from 3 to 5 years
- Startup visa duration of stay: Up to 4 years

Investor:
- Dedicated visa: YES
- Online information:
  https://www.welcometofrance.com/en/fiche/french-tech-visa-for-investor
- Conditions: Min. 300 000 €/ Business plan/ Job creation
- Startup visa duration of stay: Up to 4 years

Tech/Digital Nomad Visa: NO

Social protection
- Ministry in charge: Ministry of Health
- Online information:
  https://www.welcometofrance.com/en/rubrique/social-protection
- Access to Healthcare:
  - Employees: from day one
  - If no professional activity: after 3 months of legal residence
- Specific schemes for expatriates: Pension social contributions exemptions

Personal taxation
- Ministry in charge: Ministry of Economy, Finance and Industrial and Digital Sovereignty
- Online information: https://www.welcometofrance.com/en/rubrique/taxation
- Specific schemes for expatriates: YES
- Access to SO, RSUs: YES

Internal information and communication
Legal Framework (income and tax, health system etc):

Social security system:
- All entrepreneurs, employees and investors and their families living in France will enjoy full access to France's generous social security system.
- It includes: Health, maternity, paternity, disability and death insurance/Occupational accident and illness insurance/ Retirement insurance / Family allowances/ Unemployment benefits, subject to conditions
- Online information:
  https://www.welcometofrance.com/en/rubrique/social-protection
  https://www.cleiss.fr/index_en.html
  Social contribution simulator: https://www.welcometofrance.com/en?s=simulator

Personal taxation:
- A special expatriate exemption scheme exists to help attract company directors and employees to France by providing partial income tax exemption, subject to certain conditions and for a period of up to eight years:
  https://www.welcometofrance.com/en/fiche/fact-sheet-expatriate-regime
- Measures to increase the attractiveness of start-ups were announced targeting, in particular, employees and certain managers:
  https://www.welcometofrance.com/en/taxation-of-employee-share-ownership-and-attractiveness-of-talents-in-france

- Online information:
  https://www.welcometofrance.com/en/rubrique/taxation-en
  https://www.impots.gouv.fr/international_en

Residence permits:

- French Tech visa: an initiative of La French Tech to attract international talent
- French Tech Visa a simplified procedure, dedicated to the Tech ecosystem, enabling access to a "Talent Passport" residence permit for 3 Tech Talent profile
  https://lafrenchtech.com/en/how-france-helps-startups/french-tech-visa/

- France wants to become a global hub for talent, and of course especially for tech talent. In 2019, France launched the French Tech Visa, a radical reboot of our visa procedure for start-ups.
  - 3 French Tech Visas have been created to attract foreign entrepreneurs and investors. The French Tech Visa for Employees, the French Tech Visa for Founders and the French Tech Visa for Investors.
  - These visas are delivered in a timely manner and have no diploma requirements. What's more, these residence permits are valid for 4 years from the start and allow entrepreneurs to bring along their family. It is extended to immediate family members: spouses also receive residence permits authorizing them to live and work in France. Dependent children are authorized to live in France as well.

For founders

For international startup founders selected by partner incubators and accelerators or supported by actors of the French Tech ecosystem
https://www.welcometofrance.com/en/fiche/french-tech-visa-for-FOUNDERS

For employees

For international talents recruited by French companies based in France and recognized as innovative by the French Ministry for the Economy
https://www.welcometofrance.com/en/fiche/french-tech-visa-for-employees

For investors

For international investors wanting to settle in France
https://www.welcometofrance.com/en/fiche/french-tech-visa-for-INVESTOR

French other options

Other residence permits exist allowing many international talents to come to France:
https://www.welcometofrance.com/en/rubrique/visa-staying-working

Living conditions:

Information for talents moving to or living in France, including guidance on residency, healthcare, education, day-to-day life and driving as moving a family's life across the world, settling in, and fitting in, can be quite a challenge. A welcome office, the Welcome to la French Tech Desk has recently been launched. Start-upers now have a unique entry point to direct their questions on visas but also on matters regarding their installation in France such as opening a bank account, enrolling their kids in school and obtaining a social security number.

All these topics are addressed here:

https://www.welcometofrance.com/en/rubrique/day-to-day-life

Service providers:

- Education: In France, school is compulsory from the age of 3. For younger children, there are different types of childcare. Find out about the French school system, its calendar and how to enrol your child in school. It is possible to follow an international education either in international sections or in private international schools + our interactive map. https://www.welcometofrance.com/en/rubrique/education-en

- Accommodation: Finding accommodation is a crucial step. Information to find the perfect accommodation as well as practical information on the inventory, housing-related taxes, termination of the rental contract and on utilities and contracts. https://www.welcometofrance.com/en/rubrique/housing

- Banks: To carry out everyday transactions (receiving salary, paying rest and bills, shopping, etc.), opening a French bank account is a pre-requisite. https://www.welcometofrance.com/en/rubrique/bank

- Driving: Pedestrians, cyclists, motorcyclists and motorists must comply with all the traffic regulations in force when using public roads. Driving in France with a license issued by a foreign country is permitted under certain conditions. For a settle in France, an exchange of a non-European driving license is possible if France has signed an exchange agreement with the country that issued the license.

- Online information:

  https://www.service-public.fr/particuliers/vosdroits/F1169?lang=en

  https://www.campusfrance.org/en/living-in-France

  https://www.immigration.interieur.gouv.fr/content/download/98030/768999/file/Livret_Venir-vivre-en-France_sept2016_EUK.pdf

Working conditions:

A welcome office, the Welcome to la French Tech Desk has recently been launched. Start-upers now have a unique entry point to direct their questions on visas but also on matters regarding their installation in France such as opening a bank account, enrolling their kids in school, and obtaining a social security number.

https://www.welcometofrance.com/en/rubrique/employment-regulations
https://www.service-public.fr/particuliers/vosdroits/N19806
https://entreprendre.service-public.fr/vosdroits/N31901?lang=en
https://code.travail.gouv.fr/
https://mycompan.yinfrance.urssaf.fr/
https://code.travail.gouv.fr/themes (french only)

Labor market information:

- France is providing tech entrepreneurs a highly-skilled labour force

- For the Academic Ranking of World Universities, or Classement de Shanghai, in 2019, with more than 35 education centres quoted among the 1000 listed, France is ranking as the 6th country (just like the 2 previous years)

- 3 educations centres are in top 100 and 2 are in the top 50 (Université Paris Sud (37), Sorbonne Université (44) and Ecole Normale Supérieure (79))

Online information:

https://ec.europa.eu/eures/public/living-and-working/labour-market-information/labour-market-information-france_fr

https://dares.travail-emploi.gouv.fr/

https://www.campusfrance.org/en/how-to-find-work-France

Opportunities for advancement/work mobility:

Numerous job offers in tech with dedicated tools to share information are allowing for fast paced job mobility. French Tech is representing more than 20 000 start-ups accounting for more than 1M jobs (direct and indirect)

Job boards:

- General public funding job boards: APEC/ Pole Emploi

- French tech job boards (examples): https://ecosystem.lafrenchtech.com/
  frenchtechbordeaux.com
  lafrenchtech-onelse Lyon St Etienne
  lafrenchtech-aixmarseille.fr
  lepoool.tech

- Tech talent private dedicated job boards
  welcometothejungle.com
  jobs.stationf.co
  jechercheundev
  fdtalent.fr

Opportunities for training / skill development:

- GEN: Grande école du numérique
  - Created 5 years ago, the GEN is identifying and aggregating open-to-all profiles trainings on digital (e.g., programmer) and constitutes an excellence label. Since 2016 ~33k individuals have been trained through GEN-labeled cursus

- Massive investments are under process on key strategic tech jobs, in the Frame of the national plan for AI and France 2030: 700M€ are being targeted for AI talents. The strategy is two-fold:
  - a few excellence clusters who are worldwide references
  - an across the board increase in training density

- A personal account dedicated to upskilling during the carrier: The Personal Training Account (CPF) is usable by all employees throughout their working life, including during periods of unemployment, to take a qualifying or certifying training. The CPF replaced the individual right to training (Dif). Employees do not lose the hours acquired under the Dif. They must be enrolled in the FPC by July 1, 2021 to retain them.
  - Acquisition of a qualification (diploma, professional title, etc.)
  - Acquisition of knowledge and skills base
  - Accompaniment for the validation of experience (VAE)
  - Competency assessment
  - Creating or taking over a business
  - Acquisition of skills necessary for the performance of volunteer missions in civic service

For a full-time employee, or part-time employee, the account is fed up to €500 per working year, subject to a ceiling of €5,000.

Career development:

https://www.euraxess.fr/france/information-assistance/career-development

We have top players in tech in France that offer fulfilling opportunities for the best talents

We have 26 unicorns in France and saw 22 megarounds in 2021

Our start-ups are also growing with participants from FT120 program entering Euronext (e.g. Belive, OVH CLoud) and expanding

GREECE

National Legal Provision

General information

- Ministry in charge: Ministry of Migration and Asylum General Secretariat for Immigration Policy

Founders

Currently, there is not a startup visa or a startup visa programme in Greece. There is a general framework for work/permit/Visa/residence.

Employees

Currently, there is not a startup visa or a startup visa programme in Greece. There is a general framework for work/permit/Visa/residence.

Non–EU citizens who are moving to Greece to work will need a work visa known in Greece as either a type D visa or national visa. This process requires an official offer of employment from a Greek business.

Investor:

- Currently, there is not a startup visa or a startup visa programme in Greece. There is a general framework for work/permit/Visa/residence.
- Dedicated visa: Greece has established a flexible and fast-track procedure for non — EU/EEA foreign investors who wish to obtain an entry visa and a residence permit for their business activities in Greece.

Tech/Digital Nomad visa : YES

Social protection

- Ministry in charge: Ministry of Health, Ministry of Labour and Social Affairs
- Online information:
  https://www.moh.gov.gr/
  (in Greek)
  https://ypergasias.gov.gr/en/
- Access to Healthcare:
- The Greek healthcare system is characterized by the coexistence of the National Health System (NHS), compulsory social insurance and a strong voluntary private healthcare system. The NHS provides universal coverage to the population and the entire population is covered by social insurance funds.
- European citizens and residents travelling within the European Economic Area (EU, Norway, Iceland, and Liechtenstein) and Switzerland are entitled to a European Health Insurance Card when receiving medical assistance during their stay in a member state. The European Health Card entitles the holder to the same treatment at the same cost as a national of that country.
- Golden VISA Program holders have access to Greece's healthcare system.

- Non-EU citizens: someone must register if he/she wants to stay in Greece for more than 3 months. If someone is employed or self-employed in Greece, he/she must register with the Greek authorities and get a social security number (AMKA). Once someone is registered to work in Greece and make social insurance contributions, he/she will be entitled to state-run healthcare on the same basis as a Greek citizen.
- Emergency services are free of charge to all.

Personal taxation

- Ministry in charge: Ministry of Finance
- Online information: www.aade.gr
- Specific schemes for expatriates: YES
- Access to SO, RSUs: Yes – Beneficial tax treatment also applies under conditions

Internal information and communication

Legal Framework (income and tax, health system etc):

Taxation:

https://ec.europa.eu/taxation_customs/tedb/legacy/taxDetail.html?id=211/1424159165&taxType=CIT

Healthcare system: https://ec.europa.eu/migrant-integration/library-document/law-43682016-article-33-free-access-health-care
services_en#:~:text=The%20Greek%20Parliament%20has%20passed,on%20humanitarian%20grounds%20or%20for

Pension:

https://ec.europa.eu/social/main.jsp?catId=1112&intPageId=4567&langId=en#:~:text=Full%20pension%3A%20you%20are%20entitled,and%2067%20years%20of%20age.

Residence permits:

https://migration.gov.gr/en/migration-policy/metanasteusi-stin-ellada/katigories-adeion-diamonis-politon-triton-choron-dikaiologitika%e2%80%8b/
https://www.enterprisegreece.gov.gr/en/greece-today/living-in-greece/residence-permits

Living conditions:

https://www.statistics.gr/documents/20181/17768614/LivingConditionsInGreece_0522.pdf/37cfe0fc-8c27-47df-a021-45a6c30f0d83

Working conditions:

https://ec.europa.eu/eures/public/living-and-working/living-and-working-conditions/living-and-working-conditions-greece_en
https://www.oaed.gr/storage/elina/living-working-in-greece-2020.pdf

Labor market information:

https://www.enterprisegreece.gov.gr/assets/content/files/c26/a7617/f218/Human%20Capital%20guide_EN.pdf

Opportunities for training / skill development:

https://www.gov.gr/en/sdg/services/recognition-of-professional-qualifications-vocational-education-and-training/general/oaed-apprenticeship-vocational-education-schools

IRELAND

National Legal Provision

General information

- Ministry in charge: Department (Ministry) of Justice   https://www.irishimmigration.ie/. Employment Permits are managed by the Department (Ministry) of Enterprise Trade and Employment.
- Online information: Employment Permits – DETE (enterprise.gov.ie). https://www.irishimmigration.ie/

Startup visa

Founders:

- Dedicated visa: Enterprise Ireland supports Irish startups though the Department of Enterprise Trade and Employment.
- Online information : Supports for High Potential Start-Ups – Enterprise Ireland (enterprise-ireland.com)

Employees:

- Dedicated visa: In order to work in Ireland a non-EEA National, unless they are exempted, must hold a valid Employment Permit. The Department's Employment Permits Section administers the Employment Permits system.
- Online information: Employment Permits – DETE (enterprise.gov.ie)
- Approved sponsor model:
- General Employment Permits
    - All occupations are eligible under the General Employments Permit unless specifically excluded under the list of Ineligible Categories of Employment for Employment Permits. As with most employment permits, a job offer is required with a salary offer of €30,000. Applications cost €1,000 with €900 of this returnable if the application is unsuccessful.
    - If successful the non-EEA national will be issued with an employment permit for a period of two years, which can be renewed for a further three years. A non-EEA national may apply for long-term residency after being in possession of an employment permit for five years. An employee may have a right of residence if they have become redundant during their term of employment.
    - Critical Skills Employment Permits
    - Formerly the Green Card employment permit, the Critical Skills Employment Permit generally covers highly skilled occupations. In order to qualify for a Critical Skills permit an employee must be offered a minimum salary of €30,000 from an occupation in the Highly Skilled Eligible Occupations List or a minimum salary of €60,000 from an occupation not on the Ineligible Categories of Employment List. Employers are not required to complete a labour market test. Applications cost €1,000 with €900 of this returnable if unsuccessful.
    - If successful the non-EEA national will be issued with a Critical Skills Employment Permit for two years and may then request a support letter to apply for a Stamp 4.

Investor:

- Dedicated visa: STEP Programme managed by Department of Justice. The Golden Visa also operates similar to other European countries.
- Online information: Start-up Entrepreneur Programme (STEP) – Immigration Service Delivery (irishimmigration.ie). https://www.goldenvisas.com/ireland

Social protection

- Ministry in charge: Department of Social Protection
- Online information:
  gov.ie – Department of Social Protection (www.gov.ie)
- Access to Healthcare:
- Department of Health overseas health services managed by the HSE – Health Services Executive. All persons resident in Ireland are entitled to receive health care through the public health care system, which is managed by the Health Service Executive and funded by general taxation and subsidised fees for service. All maternity services and child care up to the age of six years are provided free of charge. Services provided to people holding medical cards (you qualify for a medical card if your weekly income must be below a certain figure for your family size. Cash income, savings, investments and property (except for your own home) are taken into account in the means test) Non medical card holders in Ireland generally pay for services but tend to have private health insurance.

Personal taxation

- Ministry in charge: Revenue Commissioners. https://www.revenue.ie/en/Home.aspx
- Online information: Tax rates, bands and reliefs (revenue.ie)
- Specific schemes for expatriates: Special Assignee Relief Programme (SARP). SARP provides Income Tax (IT) relief for certain people who are assigned to work in Ireland from abroad. They must be assigned by a relevant employer to work in Ireland for that employer (or an associated company of their relevant employer). SARP relief applies to assignments during any of the tax years 2012 to 2022. Post 2015, employers are required to certify to Revenue within 30 days of employee arriving in Ireland, that the person meets certain conditions. This program allows a certain amount of compensation to be excluded from tax for 5 consecutive tax years.

Information and Internal communication

Legal Framework (income and tax, health system etc):

Personal Income Tax –
https://taxsummaries.pwc.com/ireland/individual/taxes-on-personal-income. Health Care —
https://www.citizensinformation.ie/en/health/health_system/entitlement_to_public_health_services.html#lcd122. Pension - he State Pension (Contributory) is paid to people from the age of 66 who have enough (PRSI) contributions. It is sometimes called the old-age pension. The State Pension (Contributory) is not means tested. You can have other income and still get it.

Residence permits:

Employment Permits – https://epos.enterprise.gov.ie/

Living conditions:

Excellent quality of life – Total population estimated at 5.1m 2022 census. In terms of health, life expectancy at birth in Ireland is around 83 years, two years higher than the OECD average of 81 years. Life expectancy for women is 85 years, compared with 81 for men.

The level of atmospheric PM2.5 — tiny air pollutant particles small enough to enter and cause damage to the lungs — is 7.8 micrograms per cubic meter, below the OECD average of 14 micrograms per cubic meter. According to OECD, when asked to rate their general satisfaction with life on a scale from 0 to 10, Irish people gave it a 7 grade on average, higher than the OECD average of 6.7.

Working conditions:

Working hours: In Ireland, the average working week must not exceed a maximum of 48 hours for many employees, in accordance with the European Working Time Directive. Employees are also entitled to a 15-minute break after 4 hour's work and a further 15-minute break after a 6-hour work period. These breaks are unpaid. Employment laws in Ireland (citizensinformation.ie)

Labor market information:

Short overview of the labour market – As an international trading economy, Ireland is heavily dependent on foreign trade and influenced by global markets. Ireland is regularly cited as one of the most open markets in the world and rates highly in globalisation indexes.

The Irish economy experienced a robust recovery in 2021 due in large part to an easing of public health restrictions, a recovery in consumer demand, and strong export activity. GDP and Modified Domestic Demand (MDD) grew by 12.5 per cent and 6.5 per cent, respectively, bringing GDP to over €421 billion. Gross national product (GNP) increased by 6.4% in 2021.

There has been a rapid rebound in the Irish labour market, with employment increasing above pre-pandemic levels, to stand at 2.5 million as of the end of 2021. CSO Labour Force Survey data estimated that 2.5 million people were in work at the end 2021, meaning there are more people in employment now than before the pandemic.

At the end of 2021, the Covid-adjusted headline unemployment rate has fallen to below 7 per cent from a peak of around 32 per cent in May last year, and youth unemployment has fallen from a peak of around 70 per cent in May of last year back close to pre pandemic unemployment rate of around 10 per cent.

Opportunities for advancement/work mobility:

Very low unemployment rate in Ireland but numerous vacancies across a range of sectors. Strong opportunities for training and development through on-line provision and Government support.

Opportunities for training / skill development:

National Plan for Digital Skills, Recovery Plan and National Skills Strategy in place. The recently launched Research & Innovation Strategy also focuses on skills development. Additional educational places increased this year.

Career development:

Great opportunities though stake sponsored training, employer provision and now onset of micro credentials.

ITALY

Information and Internal communication:

Legal Framework (income and tax, health system etc):

Flexible labour law with 6 to 36-month temporary contracts applicable for the whole startup's life cycle (up to 4 years). Performance-related pay and remunerate workers and external consultants with stock options and work for equity respectively. 35% tax credit for hiring highly qualified personnel with open-ended contracts.

Residence permits:

1 year residence visa, fast track procedure. Renewable if start up established and economic resources enable it

Living conditions:

Lifestyle as an asset to enhance the working environment

Labor market information:

Access to talents emerging from a wide network of high-quality universities and research centres.

Opportunities for advancement/work mobility:

People can find a new startup or join — as associate — an existing one. There is also the possibility of using the scheme via an existing certified startup incubator.

Opportunities for training / skill development:

Once you have the residence permit, of course you can join all trainings and courses like everyone else.

LATVIA

National Legal Provision

Startup visa

Founders:

- Dedicated visa: YES
- Startup status evaluation documents: business plan
- Startup status evaluating body: yes (Startup Latvia aka Investment and Development Agency of Latvia)
- Startup visa assessment process: 30 days (fast track options 5, 10 working days available)
- Startup visa duration of stay: 3 years

Employees:

- Dedicated visa: no (normal procedures for foreign employment / migration)
- Proof of education/experience-based qualification: 3 years of related work experience or education
- Employee — residence permit assessment period: 6-8 weeks for EU blue card route
- Startup visa duration of stay: up to 5 years

Tech/Digital Nomad Visa: YES

Internal information and communication
Legal Framework (income and tax, health system etc):

Taxation

Latvia is ranked as having the 3rd most competitive taxation system in the OECD. It is also placed 19th globally in terms of ease of doing business, according to the World Bank's Doing Business 2020 report. Additionally, according to the recent Startup Heat Map 2019 survey, which focused on the attractiveness of entrepreneurial hubs in Europe, the Latvian capital city of Riga outperformed the average Top 25 in terms of value for money and business-friendly regulations.

https://www.liaa.gov.lv/en/invest-latvia/business-guide/taxation#:~:text=Latvian%20residents%20are%20liable%20to,income%2C%20except%20for%20capital%20gains.

Healthcare system

Healthcare:

The EU nationals and the permanent residence permit (PRP) holders are eligible for the same social support and benefits that are available for the Latvian citizens residing in Latvia. For the entire list of the state social support and benefits in Latvia, including the eligibility criteria and the rates, please visit www.vsaa.gov.lv/en. Third-country nationals can also avail of a range of social support and benefits, provided that they are legally employed in Latvia and make contributions to the social security system.

While health care costs vary substantially among different Latvian service providers, one will notice that even at a full price, the health care services in Latvia are competitive in terms of price and quality within the Baltic Sea region and are considerably more affordable than in Western Europe and Scandinavia.

Pension system: https://www.manapensija.lv/en/pension-system/pension-system-2/
https://latvija.lv/en/PPK/Socialie-pakalpojumi/Pensijas-un-pensiju-zmaksas

Residence permits:
- EU Blue Card

For job seekers that are considered highly qualified* Length of term: Up to 5 years with the possibility of extensions. Application time: Up to 2 months

Criteria:
- The applicant must have an agreement in place with an employer in Latvia offering you employment and an invitation submitted to the OCMA by the employer
- *5 years of professional experience in the industry OR Academic experience of at least 3 years in a program related to the intended employment industry

Residence permit with the right to work

The basic work permit — this applies to most job seekers Length of term: Up to 5 years with the possibility of extension. Application time: 6-8 weeks

Criteria:
- The applicant must have an agreement in place with an employer in Latvia offering you employment and an invitation submitted to the OCMA by the employer
- At least 3 years of related work experience or education

Startup visa

A temporary residence permit offered to all non-EU startup founders for the development of innovative startup ideas in Latvia. Application time: up to total 3 - 5 months.

Main criteria - a sound startup idea described in a free-form, and a three-year plan (including R&D activities, planned investments etc); Issued for a maximum of 3 years, for up to 5 founders in a team + family members. Prolonged each year, based on progress reports and/or received qualified investment.

Student residence permit

For those looking to study full-time. Length of term: The length of the study program.
Application time: 6 to 8 weeks
Criteria: Enrolment in full-time studies at a registered institution of higher education in Latvia
Relocation guide available here:
https://startuplatvia.eu/files/resources/resource_file/Relocation_Guide_LIAA_2022.pdf

Living conditions:

Quality of life:
OECD Better Life Index: https://www.oecdbetterlifeindex.org/countries/latvia/ ; Quality of life: https://investinlatvia.org/en/why-latvia/quality-of-life

Average consumer prices in Latvia do not differ significantly from average prices in other European countries.

Working conditions:

https://www.nva.gov.lv/en/living-and-working-conditions

Labor market information:

Labour market information: Latvia

https://ec.europa.eu/eures/public/living-and-working/labour-market-information/labour-market-information-latvia_en

https://www.nva.gov.lv/en/unemployment-statistics-1

Reports and statistics: https://www.lm.gov.lv/en/labour-market-reports-and-statistics

Opportunities for training / skill development:

There is a variety of options for lifelong learning, re-skilling of employees, as well as advancing the digital skills. https://www.oecd.org/skills/employer-training-support-Latvia.htm ; https://www.eurofound.europa.eu/observatories/emcc/erm/legislation/latvia-employees-obligation-to-undertake-training

Furthermore, several organizations offer to choose online and on-site classes with an option to receive a recognised qualification. Some examples here: https://www.macibaspieaugusajiem.lv/ ; this one more for teachers https://riimc.lv/en/about-us ; https://www.viaa.gov.lv/en ; and for the public sector, also here: https://mps.vas.gov.lv/edu/catalog/courses (these are a few example sites, but not all). The priority is mainly for ICT skills, business and project management, but also languages, practical and social topics are covered.

LITHUANIA

National Legal Provision

General information

- Ministry in charge: Ministry of Interior (for migration) / Ministry of Economy and Innovations (its agencies are working with Startup attraction, entrepreneurship, attraction of investments)
- Online information:
  - More information on permits and application documents can be found on the website of the Migration Department – https://www.migracija.lt/kit%C5%B3-%C5%A1ali%C5%B3-pilie%C4%8Diams
  - For highly qualified work, information on Lithuanian Blue Card residency permit http://www.eubluecard.lt/
  - More information about Startup Visa Lithuania (a temporary residency permit for non-EU startup founders) https://startupvisalithuania.com/
  - More information on relocation https://workinlithuania.lt/smooth-relocation/

Startup visa

Founders:

- Dedicated visa: YES (temporary residency permit)
- Online information : https://startupvisalithuania.com/
- Startup status evaluation documents: Completed application form (project, team, strategy, pitch deck etc.) on startupvisalithuania.com
- Startup status evaluating body: YES (Startup Lithuania)
- Startup status evaluation period: 14 working days (if no additional information is required)
- Startup visa assessment process: 2 months (1 month in fast track)
- Startup visa duration of stay: 2 years with possibility to renew for 3 years; 2+3=5)

Employees:

- Dedicated visa: NO (normal procedures for foreign employment / migration)
- Online information: https://startupvisalithuania.com/

Tech/Digital Nomad Visa: in discussion

Social protection

- Ministry in charge: Ministry of Social Security and Labour (for social protection), Ministry of Health
- Online information:

  https://www.sodra.lt/en/benefits/information-for-residents/benefit-pension/benefit-old-age-pension

  Most of the relevant information can be found on the Sodra website – https://www.sodra.lt/en/benefits/information-for-residents

  More information and consultations on these issues: https://ihvilnius.lt/

- Access to Healthcare:
  - Lithuania has compulsory health insurance system which means that residents of Lithuania are obliged to obtain health insurance coverage (i.e. pay compulsory health insurance contributions, have private insurance). Foreigners that are not working or in other cases are not covered by state ensured health insurance, must have private insurance.
  - The state guarantees the insured with compulsory health insurance person's free health care provision in state and municipal health care institutions and private institutions that have concluded agreements with Territorial Health Insurance Fund. The individuals not covered with the compulsory health insurance are required to pay for health care services themselves.
    https://www.renkuosilietuva.lt/en/compulsory-health-insurance/
  - Hospitals and clinics –
    https://www.renkuosilietuva.lt/en/Clinics%20and%20hospitals/

Social insurance:

- Persons meeting the requirements established by law for entitlement to a social insurance pension of the respective type can be entitled to a social insurance pension (themselves or in case of death of such persons, their spouses and children), if they have reached the retirement age established by law, or are recognized as incapable or partially capable of work, and if they are:
  1. residing in Lithuania and have declared it;
  2. residing in Member States of the European Union, signatory member states of the Agreement on the European Economic Area that are subject to the EU regulations on the co-ordination of social security systems;
  3. residing in countries where the provisions of the international agreements of the Republic of Lithuania on the payment of pensions are effective.

  Most of the relevant information can be found on the Sodra website –
  https://www.sodra.lt/en/benefits/information-for-residents
  https://www.sodra.lt/en/benefits/information-for-residents/benefit-pension/benefit-old-age-pension
  More information and consultations on these issues: https://ihvilnius.lt/

Specific schemes for expatriates: NO

Personal taxation

- Ministry in charge: Ministry of Finance
- Online information:
  https://investlithuania.com/wp-content/uploads/Start-your-business-in-Lithuania.pdf
  https://www.renkuosilietuva.lt/en/taxes/
  https://finmin.lrv.lt/en/competence-areas/taxation

Specific schemes for expatriates: NO
- Access to SO, RSUs: YES (but limited & bureaucratic)

Internal information and communication

Legal Framework (income and tax, health system etc):

1.77% Social insurance (employer contribution);
20% Personal income tax (employee contribution);
19.5% Social insurance (employee contribution).
2% Pension tax (optional). –
https://investlithuania.com/wp-content/uploads/Start-your-business-in-Lithuania.pdf
https://www.renkuosilietuva.lt/en/taxes/
https://finmin.lrv.lt/en/competence-areas/taxation

Residence permits:

Non-EU citizens may receive temporary residence permits or permanent residence permits in Lithuania.

Temporary residence permit can be issued for 1, 2 or 3 years and permanent residence permit may be issued for 5 years.

Most popular grounds for residence permits are following:

- employment
- family
- education
- ability to restore Lithuanian citizenship

Issuance of residence permits is stated in the Law of Legal Status of Aliens
More information on permits and application documents can be found on the website of the Migration Department –
https://www.migracija.lt/kit%C5%B3-%C5%A1ali%C5%B3-pilie%C4%8Diams

For highly-qualified work, information on Lithuanian Blue Card residency permit
http://www.eubluecard.lt/

More information for Startup Visa Lithuania (a temporary residency permit for non EU startup founders) https://startupvisalithuania.com/

More information on relocation https://workinlithuania.lt/smooth-relocation/

Living conditions:

General information about Lithuania
https://www.renkuosilietuva.lt/en/
https://workinlithuania.lt/open-lithuania/

More about work and life balance
https://workinlithuania.lt/relaxed-life/

Working conditions:

About working in Lithuania https://workinlithuania.lt/inspiring-work/

General information https://uzt.lt/en/services/jobseekers/

Information on requirements for employment of non-EU citizens
https://uzt.lt/en/services/foreigners/

Labor market information:

For highly qualified positions https://jobs.workinlithuania.lt/?sort=-created_at&viewAs=1

For other job positions it is useful to use Employment services (www.uzt.lt) or to search through biggest job search portals (cvonline.lt, cv.lt, cvbankas.lt, cvmarket.lt, lovejob.lt), apps (such as MeetFrank, Scobo) or to use linkedIn. (More on individual job search: https://www.renkuosilietuva.lt/en/individual-job-search/)

More information on work and business https://www.renkuosilietuva.lt/en/work-and-business/

Attention: from 1 July 2022 there is a new relocation incentive for highly qualified specialists that relocate to Lithuania and stay at least 6 months with job contracts that meet the criteria of salary threshold. Incentive amounts to 2,9k Eur.

Opportunities for training / skill development:

New program for reskilling for employed people is on the way and it will include foreigners living in Lithuania with residency permits.

MALTA

Internal information and communication

Legal Framework (income and tax, health system etc):

Qualifying Employment in Innovation and Creativity –
https://maltaenterprise.com/support/qualifying-employment-innovation-and-creativity-personal-tax-0   WIP – start-up visa

Residence permits:

Nomad Residence Permit – https://nomad.residencymalta.gov.mt/

NETHERLANDS

National Legal Provision

General information
- Ministry in charge: Ministry of Security and Justice and the Ministry of economic affairs and climate policy
- Online information : www.welcome-to-nl.nl

Startup visa

Immigration / Mapping legal provisions dedicated to attracting international tech talents

Founders:
- Dedicated visa: YES
- Online information : Start-up | IND
- Startup status evaluation documents: YES
- Startup status evaluating body: YES
- Startup status evaluation period: business plan, innovation needs to be addressed by ecosystem player such as an incubation program
- Startup visa assessment process: 30 days
- Startup visa duration of stay: 1 year with option to extension 2 years

Employees:
- Dedicated visa: YES
- Online information: Highly skilled migrant route
- Approved sponsor model : YES
- Licenced company documents : NO
- Licence assessment period : 3 years
- Employee — wage threshold : YES
- Employee — contract minimum duration: YES minimum
- Minimal wage thresholds: national average for position or blue card threshold
- Change of employer allowed: YES
- Fail to comply = revoked permit: NO
- Employee — residence permit assessment period: 1 month
- Startup visa duration of stay: up to 5 years

Investor:
- Dedicated visa: YES
- Online information: ruling will be cancelled beginning of next year
- Conditions: 1.2 mln investment
- Startup visa duration of stay

Personal taxation
- Ministry in charge: 30% tax ruling

POLAND

Internal Information and communication
Legal Framework (income and tax, health system etc):

All the basic information about taxes and insurance in Poland are enclosed on the following government site: www.biznes.gov.pl/en/firma/taxes-and-insurance-in-poland

Residence permits:

Relevant information on residence permits can be found on the website of the Office for Foreigners: www.gov.pl/web/udsc-en/foreigners . Additional information about residence conditions for foreign nationals can be found on this website:
www.gov.pl/web/mswia-en/residence-conditions-for-foreign-nationals-in-poland

Living conditions:

A detailed expat guide on the living conditions in Poland has been prepared by HSBC bank under the following link:
www.expat.hsbc.com/expat-explorer/expat-guides/poland/living-in-poland/

Working conditions:

Useful information is provided on the government website:
www.gov.pl/web/family/foreigners-in-the-labour-market-in-poland-what-can-they-expect

Labor market information:

Useful information is provided on the government website:
www.gov.pl/web/family/foreigners-in-the-labour-market-in-poland-what-can-they-expect

Opportunities for advancement/work mobility:

Special dedicated program for relocation of Eastern IT companies and IT specialists to Poland called Poland Business Harbour. The program was launched in September 2020 and runs till today. It was started with Belarus and then gradually extended to other markets such as Russia, Moldova, Georgia, Ukraine, Armenia Under the program IT business from these markets can be relocated to Poland under fast track with dedicated PBH visa which allows the employee and the family to enter Poland and work for one year. Official website of the PBH program:
www.gov.pl/web/poland-businessharbour-en

Opportunities for training / skill development:

Vast offer of trainings and reskilling available on different levels including the city, region. Special schemes offered by the Labour Offices. Extensive training on digital skills offered by the foundation Digital Poland https://digitalpoland.org/en

Career development:

Offered mostly by specific employers.

PORTUGAL

National Legal Provision

Internal Information and communication

Legal Framework (income and tax, health system etc):

Information about taxation and insurance in Portugal:

https://www.pwc.com/sg/en/international-comparison-of-insurance-taxation-2009/assets/icit2009-portugal.pdf

Residence permits:

Startup Visa: is a residence visa for non-EU-Schengen startup founders who want to move to Portugal.

Tech Visa: is a certification program that aims to ensure that highly qualified staff, foreign to the European Union, can access jobs created by Portuguese companies in a simplified way.

EU Blue Card: Available to highly-qualified workers wishing to work in an EU country.

D2 Visa: The Entrepreneur Visa for Portugal, known as D2, gives the opportunity to open a company and reside in Portugal.

Living conditions:

https://eportugal.gov.pt/en/cidadaos-europeus-viajar-viver-e-fazer-negocios-em-portugal/viver-em-portugal

Labor market information:

https://ec.europa.eu/eures/public/living-and-working/labour-market-information/labour-market-information-portugal_en

Opportunities for advancement/work mobility:

This recent report presented by a Portuguese tech company provides a snapshot of the landscape:

https://withportugal.com/uploads/filemanager/c5cf5c8f1fb8d98cf56261a13793543d/it-job-portugal/Landing-Jobs-Tech-Careers-Report-PT-v1.2.pdf

Opportunities for training / skill development:

Road to Web Summit - The Road 2 Web Summit (R2WS) selects the best young startups and entrepreneurs to represent Portugal at the biggest tech event in the world. To support this participation, the program also provides intensive preparation in a two-day bootcamp that includes learnings on how to navigate the conference, how the event will work, how to approach investors, which goals to set for the event, and how to pitch.

UPskill - UPskill is a professional requalification program for the digital area. It targets the unemployed and underemployed population and provides intensive courses in colleges, followed by integration into the labor market. The plan is elaborated in accordance with the needs of employers, with the openings fulfilling their employment needs.

Career development:

Dependent on sector, organization and employers discretion.

Portugal Initiatives Overview

Portugal startup ecosystem was brought to the spotlight over the last few years after producing unicorns such as Farfetch, Outsystems, Talkdesk, and Feedzai on a global scale. While the ecosystem is still small, it is strengthened by a highly sought-after talent pool, strong investment opportunities and by the high English proficiency and quality of life in Portugal. These factors have changed the prospects of our emerging startup ecosystem which was further boosted by becoming the home of the world's largest technology event, the Web Summit. The success stories and great quality of life in Portugal are proving to be a magnet for foreign founders and investors alike.

In response to the growing interest shown in our startup hub, the government of Portugal has created various incentives and initiatives to help further incubate this interest and make it easier for locals and foreigners to enter the startup scene.

One key initiative to help access Portugal is through the Startup Visa, a residence visa for non-EU-Schengen startup founders.

For entrepreneurs and investors looking to grow their network and community in Portugal, we have the Startup Hub portal which allows to identify and geolocate startups and incubators, benchmark public and private initiatives promoting entrepreneurship, and have a thorough insight into the Portuguese startup scene.

Other networking and information sources about Portugal's Startup Ecosystem can be found by attending monthly events, such as Go Global and Above and Beyond, or by joining our Business Missions which target strategic countries in promoting and learning about how to access Portugal's different markets and startup networks.

SPAIN

National Legal Provision

General information
- Ministry in charge: Ministry of Inclusion, Migration and Social Security.

Startup visa

Founders:
- Dedicated visa: YES
- Online information :
  https://www.investinspain.org/en/doing-business/foreign-residents
  https://www.investinspain.org/content/dam/icex-invest/documentos/visados/EMPRENDEDORES-INGL%C3%89S.pdf
- Startup status evaluation documents: YES

Documents needed
- Application form
- Passport
- Economic resources
- Health insurance
- Fee
- Business plan:
  o Description of the project (location, legal form, estimate job creation, etc.)
  o Description of the product or service (including innovative aspects)
  o Market analysis (expected evolution, potential competitors, potential consumers, supply and demand)
  o Funding (required investment, funding sources, financial plan)
  o Added value for the Spanish economy
  o Professional profile of the applicant, involvement in the project and position in the company

Startup status evaluating body: YES
- Startup status evaluation period:
  o Visa: Maximum 10 working days once all documents are ready (favourable report included).
  o Authorization: Maximum 20 working days once all documents are ready (favourable report included).
- Startup visa assessment process:
  o Visa: Maximum 10 working days once all documents are ready (favourable report included).
  o Authorization: Maximum 20 working days once all documents are ready (favourable report included).
- Startup visa duration of stay: visa maximum period of one year, once in Spain they can get an entrepreneur authorization (valid for two years, renewable if requirements are fulfilled).

Employees:

- Approved sponsor model: YES
- Licenced company documents: Approved sponsor; Companies wanting to hire third-country employees can apply for this authorization (valid for the whole of Spain) in any of the following cases:
    1) Executives and highly qualified professionals of a company or group of companies considered to be a big company in Spain (at least 250 employees, assets over €43M, turnover over €50M, investment stock over €3M, average investment from abroad of minimum €1M in the 3 years before the application)
    2) Executives and highly qualified professionals of SMEs belonging to a strategic Sector.
    3) Executives and highly qualified professionals of a business project in Spain considered as a general interest project in Spain (creates employment, fosters economy activity in the region, it is innovative, etc.)
    4) Graduates and post-graduates from renowned Universities or Business Schools.
- Licencing body : Ministry
- Proof of education/experience-based qualification: they must have a higher education degree or equivalent three years working experience.
- Employee — residence permit assessment period: Visa: Maximum 10 working days Authorization: Maximum 20 working days.

Social protection

- Access to Healthcare:
    o If they are legally in Spain, they can be directly registered at the Spanish Social Security.
    o Spain has also signed bilateral and multilateral social security related agreements with several countries. www.seg-social.es

Personal taxation

- Specific schemes for expatriates: YES

Internal information and communication
Legal Framework (income and tax, health system etc):

Taxation
https://www.investinspain.org/content/icex-invest/en/doing-business/taxes.html

Healthcare system

A sound and efficient healthcare system, along with the Mediterranean diet and an excellent climate make Spain one of the healthiest and longest life-expectancy countries in the world.

According to Bloomberg 2018 Health-Efficiency Index report, Spain has the most efficient healthcare system in Europe and ranks third in the world, after Hong Kong and Singapore.

The level of healthcare and hospital assistance in Spain, both public and private, is very high. Spain boasts several leading specialists and many excellent medical centres.

EU regulations applicable in Spain, guarantee healthcare coverage for relocated workers from the EU. Spain has also signed bilateral and multilateral social security related agreements with several countries. www.seg-social.es

Pensions

https://ec.europa.eu/social/main.jsp?catId=1129&langId=en&intPageId=4795
https://www.seg-social.es/wps/portal/wss/internet/Inicio?urile=wcm:path:&page=com.ss.internet.pensionistas

Residence permits:

Visas and resident permission: Spain attracts many foreign investors, entrepreneurs and professionals that want to set up and promote their business in our country, thereby advancing economic growth and creating jobs.

Spanish law facilitates the process of their and their families move to Spain through a Residence Program. The Mobility Section of the Entrepreneurs Law grants residence and work permits to foreign nationals from outside the EU, to attract investment and talent.

https://www.investinspain.org/en/doing-business/foreign-residents
https://www.exteriores.gob.es/Consulados/losangeles/en/ServiciosConsulares/Paginas/Consular/Visado-para-emprendedor.aspx

Living conditions:

Quality of life: Spain offers an excellent quality of life for its citizens and for those foreign nationals that live there.

Spain is known, among other things, for its healthcare, education, culture, language, safety and tolerance. https://www.investinspain.org/en/why-spain/quality-of-life

Living conditions: https://ec.europa.eu/eures/public/living-and-working/living-and-working-conditions/living-and-working-conditions-spain_en

Working conditions:

https://ec.europa.eu/eures/public/living-and-working/living-and-working-conditions/living-and-working-conditions-spain_en

Labor market information:

Spain has a flexible labour market and a solid range of incentives for the creation of employment.

The Spanish labour market provides a legal framework that favors effective labour management relationships, facilitates job creation and stable employment, and fosters entrepreneurial activity.

https://www.investinspain.org/en/doing-business/labor-market

Opportunities for training / skill development:

National Plan for Digital Skills: developing Spanish tech talent at different levels

The National Plan for Digital Skills is a key pillar of the Spanish Digital Agenda, which aims to ensure all citizens have access to the resources they need to acquire and develop digital skills.

The Plan includes an exhaustive range of measures aimed at reinforcing the digital skills of the workforce and citizens in general, and to support the digital transformation of the education sector.

Concrete objectives of the Plan include:

1) to improve the basic digital skills of the population (address the digital gap);
2) to achieve the digital transformation of the education sector;
3) to promote digital skills among the labour force, with a view to increasing the employability of employees and job seekers;
4) increase overall levels of ICT human capital, in view of supporting the economic recovery, and allow for sustainable economic growth.

In view of carrying out these ambitious reforms, the Spanish National Recovery and Resilience Plan foresees an investment of 3,593 million euros, to be financed through Component 19 of the RRP.

Scale-Up Europe