

POTENTIAL REFUGEE LABOUR PATHWAYS TO THE NETHERLANDS

MULTIPLE PATHWAYS TO COMPLEMENTARY LABOUR PATHWAYS

Complementary labour pathways can take a **variety of forms**, meaning that they can be designed in line with Member State contexts and priorities, can engage a variety of actors, and can reach refugees with a range of profiles. Approaches to facilitating refugee labour mobility include those that make **current labour pathways more accessible** to refugees generally as well as **targeted initiatives for displaced talent** in certain sectors or geographies.



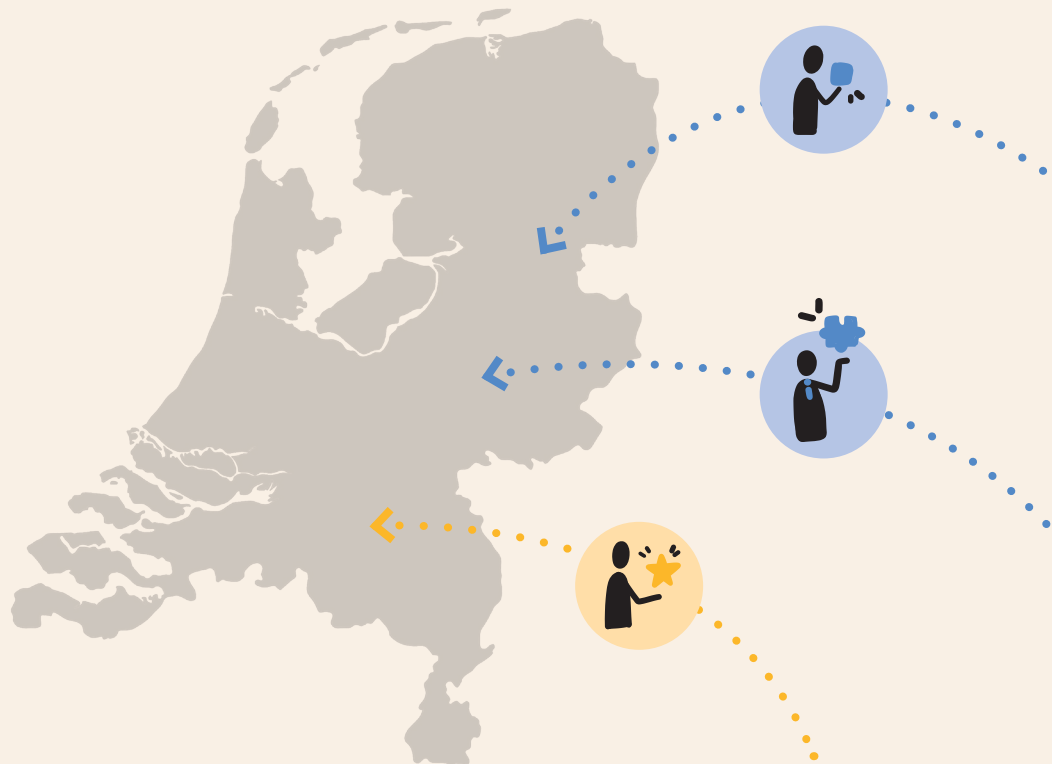
Selected labour migration channels for third-country nationals that might be considered in a complementary labour pathway scheme.

📍 *With flexibility or adaptations, these could be used by displaced talent.*



Other labour migration initiatives that, while not currently targeting displaced persons, could be expanded or taken as inspiration to reach those in particular countries or occupations.

📍 *Targeted initiatives offer an opportunity to proactively reach displaced talent.*



European Blue Card Residence Permit

- Combined work and residence permit allowing the highly qualified employment of third-country nationals for up to **4 years**
- Workers must fulfil certain requirements, such as an **employment contract** of at least 12 months, a **higher education diploma** of at least 3 years that aligns with the function the applicant will perform in the Netherlands, and a **minimum monthly salary**

Dutch Highly-Skilled Migrant Programme

- Also known as the **Knowledge Worker Scheme** (*kennismigrant*), it aims to attract third-country nationals to perform highly qualified work
- Applicants do not need a higher education diploma but must be employed by a company or research institution that is a **sponsor** recognised by the Dutch Immigration and Naturalisation Service (IND); they must also meet a **salary threshold** that varies depending on age and other criteria

EU Talent Partnerships

- Aim to facilitate **job matching** and **labour market mobility** that is beneficial for migrants, sending countries, and receiving countries, and could be used to reach refugees in addition to migrants
- Mobility for study, **work**, and **training** purposes
- Focus on **North African countries, Bangladesh, Nigeria, Pakistan, and Senegal**



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