

EU Labour Mobility Practitioners' Network (EU LMPN)
In-Person Conference
***From lessons to levers: Driving the next phase of labour
migration***

18-19 November 2025
Brussels Marriott Hotel Grand Place
Rue August Orts 3-7, 1000, Brussels

Agenda

18 November 2025	
09:00 - 09:30 (30 min)	Welcome coffee and registrations
09:30 – 10:00 (30 min)	[Opening] <i>Welcoming remarks</i> - Mr. Ralph Genetzke, Director of the Brussels Mission, ICMPD <i>Keynote Speaker</i> - Ms. Anita Vella, Head of Unit for Legal Pathways and Integration, Directorate General for Home Affairs and Migration (DG HOME)
10:00 – 11:00 (60 min)	[Session 1] Building blocks towards an enabling environment for labour migration <i>Expert panel</i> - Ms. Killu Christine Paal, Advisor, Estonian Ministry of Interior - Ms. Clemence Ghighi, Head of sector Talent Pathways, Legal Pathways and Integration Unit, DG HOME - Mr. Artur Carvalho, Team Leader for ELA, Labour Mobility and Migration, Unit EMPL.E1, DG EMPL - Mr. Massimo Cingolani, Managerial Adviser, Policy and Impact Unit, Strategy & Business Development Division, European Investment Bank (EIB) Discussion (45 min) and Q&A (15 min) Moderation: Mr. Oleg Chirita, Deputy Head of ICMPD Brussels Mission, Head of Global Initiatives, ICMPD <i>This introductory policy session will explore recent developments shaping labour migration at both EU and national MS levels. The session will also examine how the EU can remain globally competitive in attracting talent while upholding ethical recruitment standards and building on its existing strengths.</i>
11:00-11:30 (30 min)	Coffee break

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11:30 – 12:30 (60 min)	[Session 2] Visa pathways that deliver: Building sustainable pathways from project experiences <i>Expert panel</i> • Mr. Chukwuemeka Anene, Nigeria Manager, SUSTAIN • Ms. Daniela Palermo, Project Manager, NetWork You • Mr. Petri Hörkkö, Project Manager, Turku Vocational Institute PAFIIC Discussion (45 min) and Q&A (15 min) Moderation: Ms. Rimma Abadjan, Programme Specialist Labour Mobility, MPF, ICMPD <i>This session will highlight key lessons from MPF projects piloting diverse visa and mobility pathways. It will examine the different approaches adopted, the successes and the challenges faced, from adapting existing channels to strengthening institutional capacity.</i>
12:30 – 14:00 (90 min)	Seated lunch
14:00 – 14:30 (30 min)	[Session 3] Thematic workshops introduction: Lessons to levers: identifying solutions to common challenges <i>Setting the scene</i> • Moderators of the three workshops Moderation: Ms. Bianca Varesio, Junior Project Officer, MPF, ICMPD
14:30 – 16:00 (90 min)	[Session 4] Thematic workshops <i>The workshops will be dedicated to coming up with practical solutions to face each of the challenges/bottlenecks explored. These can be shared in plenary or disseminated after the event.</i> • Workshop I: Reducing language barriers Moderator: Ms. Sarah Schlaeger, Senior Lead, Policy and Liaison, ICMPD <i>This workshop will address how language barriers hinder labour mobility, with an eye to SMEs. It will explore practical solutions such as pre-departure language training and AI tools.</i> • Workshop II: Matching EU vacancies with migrant talent Moderator: Ms. Caitlin Katsiaficas, Policy Analyst, ICMPD <i>This workshop will explore how to better connect migrant talent with labour market needs in the EU, focusing on the role of talent pools, the specific needs of SMEs, and support measures to make matches successful.</i>

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	Workshop III: <i>Making circular migration work</i> Moderator: Ms. Veronika Bilger, Head of Research Unit, ICMPD <i>This workshop will delve into the practical and policy challenges of making circular migration fair and effective. It will focus on seasonal and low-wage sectors and examine key issues such as fair recruitment practices and the complexities of pension portability in the context of circular mobility.</i>
16:00 – 16:15 (15 min)	Coffee break
16:15 - 17:00 (45 min)	[Session 5] Thematic workshops findings: Lessons to levers: identifying solutions to common challenges Expert Input Moderators of the three workshops Discussion (30 min) and Q&A (15 min) Moderation: Ms. Bianca Varesio, Junior Project Officer, MPF, ICMPD
17:00 - 19:00	Closing & standing dinner/cocktails

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09:00 - 09:30 (30 min)	Welcome coffee
09:30 - 10:30 (60 min)	[Session 1] Global insights: Best practices in labour migration governance beyond the EU Expert Panel - Ms. Veronica Coulter, Minister-Counsellor, Head of Migration Section, Mission of Canada to the European Union - Ms. Sadia Haider, Deputy Secretary, Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD) - Mr. Levinson Alcantara, Assistant Secretary, Department of Migrant Workers of the Republic of the Philippines Discussion (45 min) and Q&A (15 min) Moderation: Ms. Golda Roma, Senior Project Manager, Silk Routes Team, ICMPD

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	<i>This session will highlight effective global best practices and labour migration models, offering transferable lessons for the EU. Speakers will share experiences in managing skills-based migration, sectoral needs, and international cooperation.</i>
10:30 – 11:00 (30 min)	[Session 2] Diaspora organisations linking talent, mobility and integration <i>Flash session</i> Ms. Diana Hincu, Senior Project Manager, EUDIF, ICMPD <i>This session highlights the role of diaspora organisations in supporting labour mobility, from pre-departure training to soft landing measures in countries of destination.</i>
11:00 – 11:30 (30 min)	Coffee break
11:30 – 12:30 (60 min)	[Session 3] Financial sustainability of labour mobility schemes: engaging the employers <i>Expert panel</i> - Ms. Helen Dempster, Deputy Director, Centre for Global Development (CGD) - Mr. Micheal Freytag, Public Affairs Manager, World Employment Confederation (WEC) - Mr. Paul Clewett, CEO, Seefar Discussion (45 min) and Q&A (15 min) Moderation: Ms. Justyna Frelak, Head of Policy a.i, ICMPD <i>This session will discuss how to ensure the long-term financial sustainability of labour mobility programs by involving private sector contributions. It will discuss cost distribution while maintaining fairness, worker protection, and ethical recruitment.</i>
12:30 - 13:00 (30 min)	[Session 4] Conference wrap-up and 2026 Priorities for the LMPN – your network, your content Moderation: Ms. Laura Zorrilla Fernández, Knowledge Management and Communications Specialist, ICMPD
13:00 -14:30	Networking lunch