

# OPEN TO TALENT.

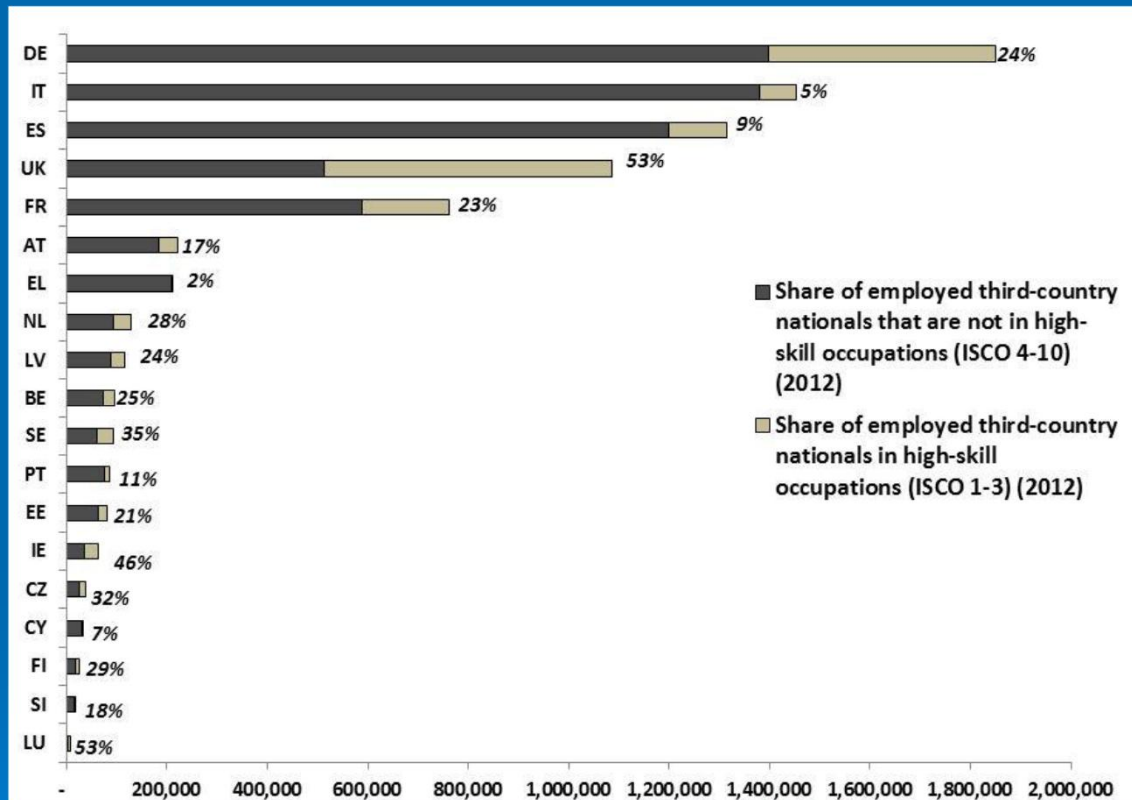


# Migration in Spain



# Migration in Spain

- 2,4 million EU  
1.8 inactive
- 2.1 TCN
  - low qualified.



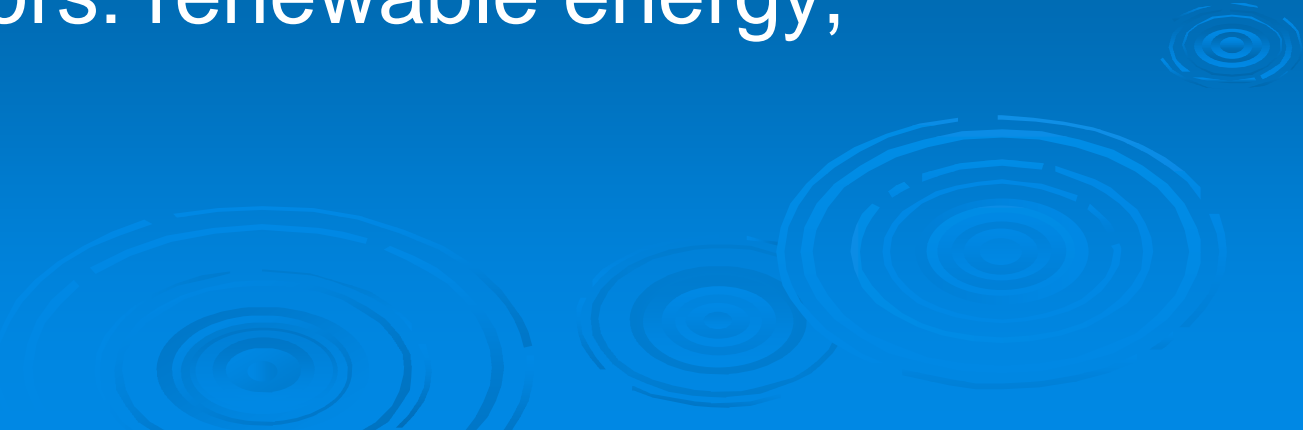
# Highly qualified: a priority of Spanish migration policy

## ➤ Why?

- Links with international business
- Migration as an element of competitiveness
- Internationalisation of Spanish economy and companies

➤ **In the afterwards of the great recession, a new economic model is needed.**

# Did you know?

- 3/5 flights around the world are controlled by Spanish navigation system
  - Construction of Callao Port Peru
  - High speed train in Meca
  - Melbourne highway
  - Other sectors: renewable energy, fashion...
- 

# National policy

- Two laws Law 14/2013 and law 25/2015:



# Assessment

## Weaknesses:

- ✘ **Lacked the flexibility**
- ✘ Barriers to graduates to settle down in Spain
- ✘ There were **barriers** to internal market unity because working and residence authorisations have geographical limits.
- ✘ It did not meet the **internationalisation needs** of business.
- ✘ **Procedures** were long and drawn out.
- ✘ It is not specifically designed to attract HQ

# Assessment

## Strengths:

- There was a specialised Unit “UGE”





# New system HQ

- Selective migration
- Employer led system
- Exempted from undergoing the Labour Market Test
- Fast track and specialised process (UGE)
- Single permit: work and residence
- Facilities for family reunification: access to labour market



# Guarantees

- Security control:
  - no threat to public policy and public security
  - no criminal record in the last 5 years
- Specific requirements:
  - Sufficient resources
  - Sickness insurance
  - Not be in Spain in an irregular situation
- **The HQ should meet the conditions in order to retain the right of residence**

# Entrepreneurs

- Visa for starting up businesses
  - Up to 1 year
  - Prospective
- Permit
  - From abroad or legally staying in Spain
  - Valid throughout the national territory
  - Innovative activity of special economic interest: MEC

## ➤ Innovative activity of special economic interest:

- The professional profile of the applicant
- The business plan: including the product/service or market analysis and financing
- The added value

150 permits  
19% USA  
3.228 jobs created  
246 Millions € investment

# Highly qualified

## Blue card

- Definition:
  - Salary threshold: 1.5 times the average wage
  - Diploma or 5 years
- Employees

## National System

- Definition:
  - Case by case basis
  - Global assesment
- Employees or IP

# Highly qualified

## Blue card

- Apply abroad
- Not change of status
- Intramobility: too complicated
- Not for young graduates

## National System

- In Spain or abroad
- Change of status
- No intramobility
- Graduates, postgraduates of universities and reputable business schools

# Highly qualified

Blue card

- 277 permits
- No intramobility

National System

- **2.255 permits**
- **33.3% New technologies**



# R+D+I

- Researchers in universities/companies
- Teacher for universities/ institution of higher education

803 permits





# ICT Law 25/2015

## ➤ ICT UE:

- Managers
- Specialist
- Graduate trainee

up to 3 years/ 1 year for  
trainee

**Intramobility:  
notification**

## ➤ ICT nacional scheme

- IP
- CSS
- More duration

1.617 permits  
USA 400

# For the best and brightest

- Spain: open to talent & business
- Talent people are wellcome
- Spain has the benefit of an increase in the qualification of foreigners



# Challenges at european level

- Blue card review: business friendly
- Entrepreneurs
- Intra european mobility
- ¿national schemes?