



universität  
wien

Forschungsplattform  
Migration and Integration Research

Frauen<sup>MA57</sup>  
4087066  
TELEFON  
Stadt Wien

Vienna 28 August, 2013

**Subject: Invitation – “Seminar on Highly Skilled Migrant Women Integration to the Labour Market: Challenges, Opportunities and Responses”, 14 October 2013, Vienna** - Supported by Research Platform Migration and Integration, University of Vienna, MA 57- City of Vienna, and the Vienna Business Agency.

Dear Madam/Sir,  
Dear Colleagues,

It is a great pleasure to invite you to the Seminar “**Seminar on Highly Skilled Migrant Women Integration to the Labour Market: Challenges, Opportunities and Responses**”, Expat Center Vienna, 14 October 2013, from 9.00 am to 2 pm.

As you may know, major European capitals, continue to attract a growing number of highly skilled<sup>1</sup> European citizens, who benefit from freedom of movement within the European Union (EU). Major stakeholders consider highly skilled migrants critical in the success of the EU economy particularly in the face of an increasing competitive global market for talent, innovation and economic growth. However, despite long standing academic credentials and work experience, highly skilled female migrant workers<sup>2</sup> experience many difficulties in re-entering the labour market, including periods of unemployment and deskilling in the host country<sup>3</sup>. Moreover, despite valuable and extensive literature on EU mobility and international migration, there has been little attention has been paid to the particular challenges of integration of skilled female migrants in the EU labour market. The purpose of this seminar is to start answering some important questions related to the integration of highly skilled migrant women into the labour market. Some of these questions include:

(1) what are the challenges faced by skilled migrant women in their integration into the labour market in host countries;

---

<sup>1</sup> According to OECD, 2009 highly skilled migrants are defined as migrants who “have at least tertiary education, but other definitions are possible, notably on the basis of the nature of the occupation in which they are employed. One practical way of defining highly skilled migrants that has been used in some countries is by means of wages paid, with the highly skilled consisting of persons earning above a threshold value”.

<sup>2</sup> EU Citizens and third country nationals

<sup>3</sup> See works by: Koffman, Riano, Salaff, Preston and Gilles.

- (2) what are the supporting services/responses available to them in order to facilitate their integration into this labour market;
- (3) which integration gaps can be identified and how can these be addressed by policy and practice?
- (4) how should the risk of unemployment/under-employment be mitigated?
- (5) how can this valuable human capital be incorporated in a meaningful way into the economy of the host country?

The seminar will feature a number of in-depth expert presentations by well-known professionals in the field of mobility, female skilled migration, migration policy, in particular gender-sensitive migration policy. It will be followed by interactive discussion with participants. Please find the detailed agenda enclosed.

We invite in particular policy makers, practitioners, academics, and experts in the field of migration, who have an interest in the topic of integration of migrants into the labour market or are working in human resources and diversity issues as well as for public institutions dealing with mobility and employment of EU citizens to participate in this dialogue. Through this wide audience of participants we would like to bridge various stakeholders and disciplines in order to develop new insights and facilitate multi-disciplinary co-operations towards a greater integration of highly skilled women into the labour market.

This seminar is free of charge. You are requested to register for it, the registration form is attached. For registration, please reply to [araujoanelise@yahoo.com](mailto:araujoanelise@yahoo.com) . Upon receipt of confirmation, you will be given a password for the **seminar page** on the website [www.highlyskilledmigrantwomen.com](http://www.highlyskilledmigrantwomen.com), which you will be able to consult as a reference page for further details. Please feel free to forward this invitation to your colleagues or contacts who might be interested in participating in the seminar.

With best regards

Anelise Gomes de Araujo  
Specialist International Migration, PhD Candidate, University of Vienna