

## GFMD 2020

### The Future of Human Mobility: Innovative Partnerships for Sustainable Development

#### Theme 2: Skilling Migrants for Employment

##### Background Paper<sup>1</sup>

This background paper aims to set out **concepts for discussion** during the roundtable on ‘Skilling Migrants for Employment’ to be held at the GFMD Summit in January 2021. In line with the format promoted by the UAE Chair of the GFMD 2020, this paper has been developed through successive phases of consultation at regional and global level involving a broad range of stakeholders. The paper builds upon the materials developed throughout the year-long-process promoted by the GFMD 2020 Chair. The first part outlines the main issues identified based on a set of guiding questions which were used to facilitate the GFMD Regional Consultations held between May-July 2020. The second part presents the summary of findings that emerged from the GFMD Regional Consultations.<sup>2</sup> These materials have been shared with the Co-chairs, the Practitioners Group and Roundtable Team on Skilling Migrants for Employment and have been modified to incorporate their inputs and suggestions received between September and November 2020. The background paper is complemented by an annex summarizing initiatives and tools shared by stakeholders. Neither the paper nor the annex is intended to be exhaustive.

#### Part I – The Skills, Labour Migration, and Labour Mobility Nexus

##### Background and Issue Statement

The world is changing before our eyes. The digital revolution has radically affected our way of living and our way of working. **‘Disruption is the new norm’ has become a widespread slogan to describe the effects of technology on contemporary life.**<sup>3</sup> **The Covid-19 crisis has added a new dimension of challenges and opened new questions on the future of work.** Before the COVID-19 crisis, experts estimated that, in the US alone, there would be 24 million more pensioners by 2030, while the workforce would grow by only 3 million persons. Globally, 1 in 7 jobs were expected to disappear and 1 in 3 to experience significant change.<sup>4</sup> The COVID-19 health crisis has generated global working-hour

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<sup>1</sup> This paper has been drafted by IOM under the guidance of the co-chairs of Roundtable 2, the United Kingdom and the Philippines, with the contribution of participants of the GFMD Regional Consultations and of the Practitioners Group and Roundtable Teams.

<sup>2</sup> The thematic note and the Summary of the Regional Consultations on Skilling Migrants for Employment are available here: <https://gfmf.org/docs/uae-2020>

<sup>3</sup> The motto ‘Disruption is the new norm’ is often used to refer to the transformative effects of technology not only on business and work, but also on culture and society broadly, the advent of the so-called fourth industrial revolution, and its impact on most aspects of life, including the future of work. Before the outbreak of the Covid-19 pandemic, a significant evolution of labour markets was forecast over the next 10 years, with great uncertainty about the jobs of the future. The pandemic has accelerated some processes (digitalization, smart working, etc.) and may have other significant long-term effects on labour markets in the medium and longer term.

<sup>4</sup> OECD, The Future of Work, Employment Outlook, 2019.

losses estimated at 17.3 percent in the second quarter of this year, translating into 495 million full-time equivalent jobs lost. This corresponds to losses in global labour income of 10.7 percent during the first three quarters of 2020 compared with the same period in 2019<sup>5</sup> and to an increase in absolute poverty resulting from the worsening economic situation, with an additional 33 million people living in extreme poverty in the least developed countries alone.<sup>6</sup> Covid-19 has significantly affected governments' approaches to the regulation of labour mobility around the globe and restrictions to cross-border movement have contributed to a sharp increase in unemployment in many countries. Within this context, the pandemic and its spill-over effects on labour markets may reinforce drivers of migration and make it even more important to ensure access to safe, orderly, and regular migration pathways.

The pandemic has also demonstrated increasing **dependence of many countries on labour mobility and a gradually shifting focus on skills portability to respond to labour market gaps.**<sup>7</sup> For instance, dependence on mobility of health workers and the issues of skills recognition, portability, and accreditation have become even more apparent. There is a global mismatch between worker skills and the needs of labour markets that is neither limited to the current situation, nor to any specific geographic region. This makes it pressing for policy makers to explore ways to ensure human mobility, skilling of migrants, access to skills matching and recognition, and more to foster economic recovery through sustainable employment that benefits all – workers and employers. These are also integral elements of the Sustainable Development Goals and the Global Compact for Safe, Orderly and Regular Migration (see textbox 4 below).

While **national governments play a key role in setting the legal frame and defining procedures that regulate skills migration and mobility, local and regional governments (LRGs) play a vital role within the skills, migration, and mobility nexus.** It is LRGs that create sustainable urban development infrastructures catering for both in and outflows of migrants; develop one-stop career development centers for all residents, including migrants; initiate city-to-city skills mobility schemes; and advocate for regularization of essential workers and skills certification processes that prevent hidden informality and de-skilling of migrants. As labour market needs, skills, and education opportunities can differ between different territories within a country, local and regional governments need to be brought into discussions on policies that affect skills and labour migration. This is the only way to ensure the policies designed are effective and rooted in local data and realities. Local authorities are committed to supporting the skilling of migrants for employment in partnership with national and international counterparts and pledged to implement the principles and objectives of the Global Compact for Migration (GCM) and Global Compact on Refugees (GCR) in unison in the 2018 Marrakech Mayors Declaration.<sup>8</sup> With respect to skills mobility specifically, local authorities committed to accelerate their action to achieve GCM Objective 2 - Minimize the adverse drivers and structural factors that compel people to leave their country of origin, including advocating for further exploration of the potential for circular migration, and support for city-to-city partnerships and programs; Objective 7- Address and reduce vulnerabilities in migration, including safeguarding migrants' rights and protection against

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<sup>5</sup> ILO Monitor: COVID-19 and the World of Work. Sixth edition: Updated Estimates and Analysis, 23 September 2020. [https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/briefingnote/wcms\\_755910.pdf](https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/briefingnote/wcms_755910.pdf)

<sup>6</sup> IOM-WFP, [Populations at risk: Implications of COVID-19 for hunger, migration and displacement, An Analysis of Food Security Trends in Major Migration Hotspots](#), November 2020; UNCTAD, [When it rains it pours: COVID-19 exacerbates poverty risks in the poorest countries](#), May 2020.

<sup>7</sup> For instance, IOM Albania will be implementing a project to assess the impact of COVID-19 on labour migration and the Albanian workforce to support the Government of Albania to strengthen its labour migration framework and respond to the challenges and labour market gaps the pandemic has created. The project "Strengthening Labour Migration Frameworks in Albania" will be implemented with support from the IOM Development Fund.

<sup>8</sup> The Marrakech Mayors Declaration is available here: <https://www.mayorsmechanism.org/past-mayoral-forum-resources-and-documents>

exploitation; and Objective 15 - Provide access to basic services for migrants, including supporting information, referral, and outreach initiatives regardless of migration or legal status.

Skilling of migrants needs to be inclusive, leaving no one behind and moreover targeting marginalized and often alienated groups such as women, youth, people with disabilities, LGBTI persons and others, addressing their specific needs and challenges. **Migration has long been a driver of development, entrepreneurship and innovation** contributing to societies through large-scale and long-term positive externalities. Effective skilling of migrants requires attention and needs to be guided by recognition of the significant contribution of migrants to sustainable development in societies. This also entails recognition of the contributions of low and medium-skilled labour migrants to the global economy.

An issue that deserves particular attention within the current context is the need to ensure the protection of migrants' rights and the implementation of international and regional human rights and labour standards, as well as ethical and fair recruitment. **It is crucial to protect migrant rights at origin, destination and transit, and to ensure the entire spectrum of rights, including access to and portability of social protection.** The Covid-19 crisis has highlighted the ever more central importance of human and labour rights standards<sup>9</sup> and of finding practical solutions for the effective protection of migrant workers. It is also indispensable to enhance migrants' knowledge of their rights and available avenues to protection, including access to remedies, for instance through pre-departure and post-arrival trainings. Such interventions may also serve to increase migrants' resilience to psychosocial challenges, including specific vulnerabilities of women migrant workers, particularly through focussing on integration and reintegration measures in countries of origin and destination. Skills-based mobility may be governed by **treaties or other forms of cooperation agreements on trade at global, regional, and bilateral level**, which serve as a basis for regulatory frameworks and labour migration agreements, defining cooperation modalities between various stakeholders.

Labour migration is one of the mechanisms to address the mismatch between labour market supply and demand. However, unlike in financial or goods markets, labour market optimization is not a straight-forward adjustment process. The regulation of labour markets entails consideration of human factors and social dynamics. To respond to labour market needs most effectively, well-functioning **Labour Market Information Systems are essential** as are skills needs assessment and forecasting tools tailored to specific contexts.<sup>10</sup> Data is becoming particularly important, as is the need to draw not only on traditional statistical sources and administrative data, but also on innovative data sources, engaging the private sector and non-governmental research institutions. This is crucial for comprehensive data collection and analysis and the development and implementation of evidence-based policies.

In the age of automation, digitalisation, competition for talent and innovation, skills play a crucial role in the quest for productivity and economic growth, and are an essential means to achieve better development outcomes at origin and destination, enhance access to training opportunities, career development and personal growth.<sup>11</sup> **Skills development and labour migration also play a critical role in national and local government efforts to mitigate and adapt to climate change by transitioning towards low-carbon economies, allowing for regular pathways to alleviate climate-induced migration.** Amplifying the rapid urbanization expected by 2050, this transition process will result in

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<sup>9</sup> See <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CoreInstruments.aspx>;  
<https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12000:0::NO>;  
<https://www.ohchr.org/en/professionalinterest/pages/cmaw.aspx>.

<sup>10</sup> More on skills anticipation and forecasting at: [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms\\_646143.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_646143.pdf)

<sup>11</sup> More on this for instance within the IOM PROMISE project tackling poverty reduction through safer and more skilled labour migration: <https://www.iom.int/news/un-migration-agency-partners-seek-poverty-reduction-through-safer-more-skilled-labour-migration>

significant changes in community demographics, skills needs, and affect job opportunities. The anticipation of such changes to labour and skills needs with regional, national, and localized data; the reskilling and upskilling of workers, including migrants; and the facilitation of labour mobility; are vital for future climate resilient economies.<sup>12</sup>

How to identify needed skills? How to ensure best skills matching? How to address skills needs not only at destination but also at origin? How to train or upgrade skills of workers for employment to the benefit of individuals and society? And who should bear the responsibility - and costs – for skills development? These are some of the questions at the core of the debate.<sup>13</sup>

### **A look at the Policy Debate on Skilling for Employment and Partnerships on Skills-Based Mobility and Skills Portability**

The need to find a more effective approach to incorporating considerations on skills into migration governance is not new. Calls for closer partnerships on skilling migrants and linking efforts in this field to existing mobility schemes through multi-stakeholder approaches have been increasing over the last few years, culminating in **the inclusion of skills partnerships in the Global Compact for Safe, Orderly and Regular Migration adopted in December 2018.**

Partnerships and cooperation on skills and labour mobility may take **various forms and modalities and may be understood differently by stakeholders.** For instance, partnerships may be concluded between international and regional organizations to support governments and other stakeholders in better management of skills-based mobility; they may be concluded between key stakeholders, e.g. national governments along migration corridors to effectively implement relevant labour migration policies, and also involve local and regional governments (LRGs) in various constellations. Policymakers turn increasingly to skills mobility partnerships (SMPs) beneficial for all stakeholders. SMPs may take the form of bilateral or multilateral arrangements and vary in terms of form, modalities, and level of stakeholder involvement, but all focus on skills development and recognition. Training is an important component and may be carried out in the country of origin or destination or even in a third country. Previously obtained degrees, qualifications and competences at all skill levels are taken into account. Many partnerships are based on student mobility programmes, cooperation between training and educational institutions, dual certification, and apprenticeship or internship programmes.

This thematic area has been prioritised by the International Organization for Migration (IOM), International Labour Organisation (ILO), UN Educational, Scientific and Cultural Organization (UNESCO), International Organisation of Employers (IOE) and International Trade Union Confederation (ITUC). These five organizations have formed the **Global Skills Partnership on Migration** to ensure a cooperative and holistic approach and to support all stakeholders. The aim of this initiative is to establish effective skills recognition systems, consider the needs of employers, relieve the burden of skills development from origin countries, empower migrants, and better support members of their families. Furthermore, its aim is to improve and modernize training and educational systems and benefit origin and destination communities, including through creating more balanced, resilient, and well-managed labour markets at both ends.<sup>14</sup>

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<sup>12</sup> ODI, Ipek Gençsü, Avery Grayson and Nathaniel Mason with Marta Foresti, Migration and skills for the low-carbon transition, July 2020. [https://www.odi.org/sites/odi.org.uk/files/resource-documents/migration\\_and\\_skills\\_for\\_the\\_low-carbon\\_transition\\_final\\_2.pdf](https://www.odi.org/sites/odi.org.uk/files/resource-documents/migration_and_skills_for_the_low-carbon_transition_final_2.pdf)

<sup>13</sup> IOM 'Link It' Skills Profiling Tool supports both migrants and employers to understand the challenges on both sides to foster long-term integration: <https://eea.iom.int/LINK-IT>

<sup>14</sup> See [Global Skills Partnerships for Migration](#).

The importance of a multi-stakeholder approach is also **increasingly recognised at regional, bilateral, and local levels**. Efforts to propose new approaches and modalities for cooperation on labour migration are emerging<sup>15</sup>. The EU, for example, has set up a dedicated funding framework to help its member states organise the different stages of the legal migration process, including mobility, and in cooperation with relevant stakeholders in the public and private sectors. Its Pilot Projects on Legal Migration funded through the Mobility Partnership Facility (implemented by ICMFD) seek to offer additional safe and legal pathways to migrate for work or study, while contributing to addressing labour shortage gaps in certain sectors of EU labour markets.<sup>16</sup>

**Initiatives on trade** such as the African Continental Free Trade Agreement and other integration and economic cooperation processes play an important role in creating incentives and facilitation of cooperation on skills. Importantly, shared migration processes and corridors serve as an important basis for interstate cooperation to ensure productive labour mobility and its effective management.

**Access to skills is one of the biggest concerns of the private sector and investing in talent acquisition and skills development is a priority**. Businesses and governments, including cities and LRGs, are engaged in multiple partnerships to close skills gaps, from education reform to apprenticeships, diversity and inclusion programmes, protocols for skills recognition and up-skilling, and reforms to labour market policies. Entrepreneurship plays a crucial role in fostering economic prosperity and migrants and refugees are often successful entrepreneurs and innovators. It is crucial to acknowledge the expertise of employers, including migrants and refugees, civil society, diasporas, and local authorities in facilitating effective training and upskilling, tailored to sector-specific skills needs. Improving opportunities for reskilling and upskilling is of particular importance for **small and medium-sized enterprises, which often have limited resources to invest in workforce training, but are crucial drivers of economic prosperity, providing more than two thirds of global employment**.<sup>17</sup> Small and medium-sized enterprises also play an important role in the effective economic integration of refugees and migrants into domestic labour markets. Where national laws provide an enabling environment, cities have successfully managed training, career advice, and job placement centers for both migrants and host populations in partnership with local private sector and civil society entities.<sup>18</sup> Tailored approaches need to be developed to address the needs of migrants, including vulnerable migrants in fragile, conflict, post-conflict, transition, and recovery situations. Recognition of skills and qualifications, skills development and matching require targeted policy solutions and approaches. There is solid evidence and research on how skills mismatch can negatively affect destination and origin communities and how effectively managed skills can contribute to developing economies.<sup>19</sup>

**To progress on cooperation related to skills partnerships, a better understanding is needed** on how to: 1) map and analyse labour market demand and supply skills gaps and dynamics; 2) enhance

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<sup>15</sup> A recent example is the Belgian-Moroccan partnership for Skills, <https://sites.google.com/view/enabel-palim>

<sup>16</sup> Examples of projects funded by the Mobility Partnership Facility at: <https://mobilitypartnershipfacility.eu/what-we-do/actions-pilot-projects>

<sup>17</sup> Numerous enabling factors can contribute to entrepreneurship of migrants and refugees. See among others the IOM, UNHCR, UNCTAD guide: <https://www.iom.int/news/iom-joins-unctad-and-unhcr-publish-entrepreneurship-policy-guide-migrants-and-refugees>

<sup>18</sup> See Annex 1 for examples of recent capacity building tools and accessible e-learning courses, e.g. the IOM, UNCTAD, UNHCR, Policy Guide on Entrepreneurship for Migrants and Refugees (available in four UN languages): <https://unctad.org/webflyer/policy-guide-entrepreneurship-migrants-and-refugees>; and UNCTAD and UNITAR (2020). E-learning course on Entrepreneurship for Migrants and Refugees. <https://www.unitar.org/event/full-catalog/entrepreneurship-migrants-and-refugees>

<sup>19</sup> See for instance OECD: Interrelations between Public Policies, Migration and Development: Case Studies and Policy Recommendations <https://www.oecd.org/dev/migration-development/ippmd.htm> and *How Immigrants Contribute to Developing Countries' Economies*: <https://www.oecd.org/migration/how-immigrants-contribute-to-developing-countries-economies-9789264288737-en.htm>;

transparency and harmonise skills recognition procedures to enable portability of qualifications<sup>20</sup> and skills between countries of origin and destination; 3) prepare migrants for successful migration journeys through training, skills recognition and certification; 4) facilitate student mobility; and 5) create opportunities and incentives for upskilling and in-work certification for low- and medium-skilled migrant workers. Exploring these issues can help identify important steps to facilitate skills portability, improve cooperation and offer policy solutions for origin and destination countries at the regional, continental, and inter-continental level.<sup>21</sup>

It is important to note that **there are different understandings of what skills are, how they can be categorized and how they relate to qualifications.** What skills composition is needed for each qualification and how does this differ depending on employers, migration corridors and the industry involved? Many employers list key skills they would like to see employees have, such as problem-solving capacity, critical thinking, innovativeness, knowledge of foreign languages. Soft skills are becoming particularly important: networking, punctuality, social interaction, good communication. Many employers now require computer skills for jobs which previously had no relation to the digital sphere. Existing frameworks categorize skills at the global, regional, national and at industry levels, and often distinguish between low-, medium- and high skills. It is important to note that such categorization does not equate with or attest to the quality of the skills in fulfilling a certain job.

**It has also become apparent during the current COVID-19 crisis that high-skilled, medium-skilled, and low-skilled workers<sup>22</sup> are equally important.** Many countries that have experienced a significant need for qualified healthcare professionals (doctors, nurses, laboratory technicians, radiologists, etc.) have similarly expressed a need for health-related low and medium skilled support staff (such as care workers and hospital cleaners).

The crisis has also demonstrated **how vital mobility schemes are to the functioning of entire industries.** For instance, many states dependent on foreign agricultural workers had to set up emergency mobility schemes to address potential food shortages and proper functioning of the agricultural sector. This highlighted clearly that not any worker can be employed in agriculture and how relative the concept of high, medium, and low skilled work is.

Examples of how countries responded to the acute need for healthcare professionals can be found in many countries, including the US and Europe, where authorities, for instance, lowered the certification requirements for foreign-educated health workers to accelerate licensing procedures.<sup>23</sup> Globally, millions of migrants play a key role in the response to the COVID-19 health pandemic as health workers and by working in the care economy.<sup>24</sup> The importance of worker mobility as one of the coping

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<sup>20</sup> This is a very challenging area even in highly regulated systems. For instance, European mutual recognition of qualifications still presents significant difficulties in implementation amongst the 27 EU Member States.

[https://ec.europa.eu/internal\\_market/scoreboard/performance\\_per\\_policy\\_area/professional\\_qualifications/index\\_en.htm](https://ec.europa.eu/internal_market/scoreboard/performance_per_policy_area/professional_qualifications/index_en.htm)

<sup>21</sup> While the scope of skills partnerships differs among countries and stakeholders, IOM has identified eight pre-requisites for effective skills mobility partnerships. See Annex 1 for details.

<sup>22</sup> The ISCED 2013 classification, based on the level of education: High-skilled workers are those on Level 8 Doctoral, Level 7 Master, Level 6 Bachelor, Level 5 Short cycle tertiary education; Medium-skilled workers are those on Level 4 Post-secondary, non-tertiary education, Level 3 - Upper secondary level of education; Low-skilled workers are those on Level 2 Lower secondary level of education, Level 1 Primary level of education.

<sup>23</sup> See Center for Migration Studies, COVID-19 Migration-Related Developments: <https://cmsny.org/cms-initiatives/migration-covid/>

<sup>24</sup> UNCTAD, COVID-19 Report 2020 based on data from the National Health Workforce Accounts Data Portal of the World Health Organization (WHO).



mechanisms to fill gaps also highlighted the importance of regulating migration to avoid brain drain for instance through early-warning systems.<sup>25</sup>

To facilitate skills categorization and recognition, **stronger coordination and further cooperation on common frameworks that determine sector-specific skills standards are required at all levels.** It is also necessary to conduct better coordinated data gathering to provide information on migration patterns and help identify key sectors where migrants play an important role, particularly along well-established migration corridors.<sup>26</sup> It is also important to consider what skills are in demand, considering changes in the globalized labour market and the changing nature of work especially in times of crisis.<sup>27</sup>

Skills and qualification frameworks and recognition systems are set up to **support employers, to protect local labour markets and to prevent underemployment and deskilling of migrant workers.** Partnerships among employers, workers and different types of training and educational institutions is key in this field. Implementation varies considerably across regions. Both in origin and destination countries, stakeholders in the educational sector include formal and informal educational institutions (community-based training are an example of the latter), technical or vocational education and training centres, employer training and skills development programmes; national and regional certification institutions, which are often linked to local educational systems; and professional boards or associations. On the government side, partners include line ministries (labour, foreign affairs, health, economic development, education, interior, immigration, migration, etc.), state certification institutions and local authorities. Trade unions also play a key role, as do migrant associations and non-governmental organizations working in rights protection, representing migrants' interests, or advocating for skills recognition and decent work. Employers such as multinational corporations, as well as small and medium-sized enterprises and their networks, national or local industry associations; chambers of commerce or trade; local, regional and national professional associations and boards; recruiters and recruitment agencies and their networks all have critical roles to play. Communities in origin and destination, and diaspora communities and organizations, are also important stakeholders.<sup>28</sup> While not all stakeholders need to be engaged in all circumstances, ensuring policy-coherence at national and inter-state level is key for effective skills partnerships and entails a degree of complexity. Networks at national level may be expedient to facilitate coherency. Furthermore, the costs of skills recognition, skills matching, and skills development must be shared fairly among benefitting stakeholders, including not only governments but also the private sector.

**The importance of skills and qualification frameworks is far reaching** and multi-dimensional. They improve migration governance and contribute to the achievement of several sustainable development goals (SDGs) such as job creation, and reduction of poverty and inequality. They can also contribute to decent work and regional integration objectives. The recognition of qualifications can be addressed by providing autonomous or mutual recognition, or by using broader tools such as labour or trade agreements. The trade dimension can be relevant as countries remove barriers to the movement of natural persons by concluding agreements on mode 4 of trade in services,<sup>29</sup> to pursue legitimate

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<sup>25</sup> IOM Pakistan, with support from the IOM Development Fund, will be implementing the project "Engaging Diaspora in Strengthening the Health Sector in Pakistan," to leverage medical and emergency response expertise within the Pakistani diaspora to meet the needs of health institutions and disaster response agencies in the country using digital tools and diaspora engagement strategies. This project will virtually connect qualified diaspora members with health institutions in need, providing an innovative approach to skills mobility in times of COVID-19.

<sup>26</sup> UNCTAD, 2018, Economic Development in Africa Report 2018: Migration for Structural Transformation.

<sup>27</sup> See IOM COVID-19 Guidance for Employers and Labour Recruiters: <https://iris.iom.int/covid-19-crisis-response>

<sup>28</sup> See more on essential pre-requisites for skills mobility partnerships: <https://eea.iom.int/publications/skills-mobility-partnerships-towards-global-approach-skills-development-and-labour>

<sup>29</sup> Mode 4, as it is referred to in several trade agreements, relates to the temporary movement of natural persons to supply services as one of the means to trade in services. It covers, for example, the provision of professional services when the provider delivers the service by going to another country.

economic benefits from international trade, will simultaneously contribute to governing mobility of people. This illustrates another potential point of convergence between migration and development agendas.

Also, **coordination between migration and trade policies requires a whole-of-government approach for institutional and policy coherence.** In fact, recognition frameworks are cross-cutting and require horizontal coordination between government and regulatory teams and vertical coordination linking national, subnational, and local levels. While the former deals, for instance, with negotiating the frameworks, the latter may focus on implementation and comprise universities or professional schools. Harvesting the benefits of migration and trade linkages involves connecting recognition frameworks to export sectors, which requires involvement of the private sector, professional and business associations, training institutions and other entities in a whole-of-society approach. This highlights the multi-stakeholder nature of partnership and cooperation in skills development, recognition and matching for migrant workers, not only at the national but also at the cross-sectoral levels between and among different constellations of actors. In this environment, intermediary organisations that can help manage these complex processes play a particularly important role that is not to be underestimated. They facilitate exchange and cooperation between a multitude of stakeholders with various interests. A high degree of political and administrative skill, and a broad political support base is required to break down communication barriers, mediate interests and effectively navigate tensions in multi-stakeholder public-private partnerships and create an enabling environment for successful skills mobility.

## Part II - Summary of the GFMD 2020 Regional Consultations <sup>30</sup>

This section summarizes the **main findings** from the regional consultations, highlighting priorities and challenges that appear across regions.

1. Mapping and analysing available skill and labour market needs and dynamics in demand and supply is essential both in countries of origin and destination. This requires a whole-of-government approach, disaggregated data at the local and regional level, and dynamic mapping systems capable of keeping up with constantly changing features of labour markets.
2. Linking education/training with labour market needs both in origin and destination countries is necessary, as is policy coherence between education and migration policies. To succeed, vertical and horizontal policy coherence is crucial. National migration frameworks should be elaborated in close coordination with local authorities, including where possible decentralizing actions and budgeting to empower local authorities. The informal sector presents specific challenges, including, inter alia, difficulties in mapping and recognition of skills. It is important to facilitate the transition from informality to the formal economy.
3. Many stakeholders pointed to the challenge of how to ensure that adequate infrastructure and labour market information systems (LMIS) are in place to map skills capacities and labour market needs. Infrastructure is often either not in place or is inadequate and in need of upgrading through stronger partnerships. Systems need to be agile and interact with one another to be effective.

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<sup>30</sup> The thematic area ‘Skillling Migrants for Employment’ was discussed within the GFMD Regional Consultations hosted by the African Union, the Regional Conference on Migration (Puebla Process), and the Organisation for Economic Cooperation and Development (OECD) and the GFMD 2020 Chair, the United Arab Emirates (UAE). A total of 124 participants took part in the break-out sessions devoted to this thematic area, including national governments, cities and local/regional governments, civil society, diaspora groups, the private sector, trade unions, employers’ organizations, youth representatives, academia, the GFMD mechanisms, UN organizations, regional and sub-regional organizations, and other GFMD observers.



4. Upskilling opportunities while at work are vital not only for migrants, but also for employers. It is important to ensure that skills are recognized and, where possible, further enhanced not only in destination countries, but also to foster re-integration of migrants who are returning to their country of origin or migrating to another destination. Skilling and upskilling initiatives have to be closely linked to local labour market needs to be effective, hence the integration of local authorities into relevant policy development processes is crucial.
5. Skills are needed at all levels. There are gaps both at lower and higher skills levels, contrary to what is often debated in public discourse. COVID-19 highlighted this clearly: it is important to acknowledge that essential skills are not only higher skills. There is a need for doctors and nurses, but also for janitors, supply personnel, security personnel, and many other occupations to make societies safe and well-functioning. Responses and frameworks need to work for low- as well as medium- and high-skilled workers. Discussions focused also on the importance of technical or hard skills, and the increasing centrality and demand by employers for soft skills, e.g. interpersonal skills, communication skills, inter-cultural skills, problem-solving. Soft skills also contribute to fostering successful entrepreneurial ventures and promote innovative solutions to economic, social and environmental challenges. Another important area of discussion focused on digital skills and how they have acquired particular importance, including in jobs that are not IT-related. IT skills disparities between countries and regions are profound.
6. There is a continuing challenge with respect to skills recognition and skills harmonization across countries. This is an area where dedicated work is needed to avoid the phenomena of de-skilling and skills mismatch which, in addition to related policy, legislation and procedures, will require active cooperation with the private sector.
7. Each of the above-mentioned areas (e.g. to map, plan, implement) require the engagement of all stakeholders: national governments, local governments, employers and the wider private sector, trade unions, youth, education/training institutions, civil society, diaspora, UN partners, as well as the regional economic commissions in the case of Africa, or other regional or sub-regional cooperation platforms, for programs to be successful. Intermediary organisations that can help manage the complex relationships between these key actors play a particularly important role in the development and set up of skills mobility initiatives.
8. Lessons learned from the EU pilot initiatives on labour mobility have shown that time and flexibility are needed to build the necessary trust between stakeholders that lead to success and sustainability of labour migration programmes. Important gaps in capacity between countries of origin and destination persist and hinder progress on the development of sustainable mobility pathways and mechanisms. Despite some efforts such as at EU level through [ICMPD's Pilot Projects on Legal Migration](#) or global platforms such as [Labor and Skills Mobility Partnerships](#), it appears that there is still a considerable lack of dedicated space, time and funding for engagement and to build trust and capacity between the large variety of actors involved. Dedicated fora and mechanisms for exchange and to build capacity and increase preparedness of key actors should therefore be created to foster development of meaningful, mutually beneficial partnerships on labour migration.
9. Bilateral and multilateral agreements are essential to underpin the work on skills within and across regions.<sup>31</sup> Agreements and frameworks that establish standards require not only strong technical

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<sup>31</sup> IOM will be launching a global project to foster skills mobility partnerships with the support of the IOM Development Fund. "Towards Sustainable Integration of Skills in Migration Governance" will aim to provide governments and other

cooperation among governments, but also an alignment of interests with local/regional governments and other stakeholders. While there are many schemes in place, there are also multiple barriers to their effective implementation. Investments in improving and expanding monitoring and evaluation of initiatives would contribute to fostering learning and demonstrating the impact of agreements and programming in labour migration. Skills Mobility Partnerships (SMPs) and the recent EU Pilot Projects on Legal Migration are examples of innovative mechanisms for sharing the benefits of mobility for both countries of origin and destination, as well as migrant workers themselves, that can be built upon (see Textbox 1 and Annex 1).

10. The protection of the rights and well-being of migrants is essential for success. Avenues for access to protection mechanisms, including remedies and compensation, need to be ensured.

Textboxes 1-3 below provide an overview of some specific points that pertain to each individual region, while textbox 4-5 showcase some ongoing initiatives and pilot projects. Initiatives and tools shared by stakeholders that participated in the consultation process have been compiled in Annex 1.

#### **Textbox 1 | GFMD - African Union Regional Consultations**

- **Demographics:** By 2050, Africa is projected to make up to 25% of the potential global labour force (mostly through youth). Access to adequate jobs, skilling and labour mobility are therefore key areas of concern.
- **Migration specificities:** Most migration takes place within the continent and not towards other regions. Hence, the centrality of the intra-regional dimension, and the importance of regional and sub-regional free movement agreements, as well as the mechanisms to bring them into effect, to make sure that skills can be made available where they are needed. To make intra-regional migration most beneficial for all involved stakeholders, particular attention should be paid to the nexus between migration, skills development, and sector-specific strategies. Sector-specific policy instruments should be explicit in strengthening migrants' capacities.
- **Impact of the COVID-19 pandemic:** Concerns over the impact of COVID-19 on health, economic prospects, jobs, and on human mobility are coupled with emerging concerns about an upsurge of xenophobia and discrimination. Well-planned and well-managed labour migration policies are and will be ever more needed to mitigate these concerns and meet the challenges they pose.

#### **Textbox 2 | GFMD- Regional Conference on Migration (RCM/Puebla Process) Regional Consultations**

- There are some long-term sub-regional migration corridors, not only affecting RCM countries but in Latin America more broadly. These are due to significant wealth inequalities as well as skills gaps, for instance from Central America to Mexico and North America (US and Canada) and from the Caribbean to North America and the UK. Specific sectors are involved (e.g. domestic work, nursing, agricultural, etc.).
- The current COVID-19 crisis has not changed these pre-existing dynamics but has underscored how important it is that migration takes place through safe, regular, and orderly channels and the need to enhance those channels.
- There is a striking disconnect between much of the public narrative around migration and the actual reality of migration in the region, with a widespread perception that migration is about single men migrating irregularly, while the reality is of more complex demographics, with many

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stakeholders with tools and information to implement skills mobility partnerships. By mapping existing practices and needs in the areas of skills cooperation and governance, developing recommendations, guidelines and methodology on skills-based labour mobility, and a training course on interstate cooperation and multi-stakeholder approaches on skills-based labour mobility, this project will foster innovative partnerships to strengthen cooperation on skilling migrants for employment.

women in the picture and many migrants travelling through regular channels. This disconnect underscores the importance of work to curb negative and prejudicial attitudes towards migrants.

- ❖ The importance of sub-regional entities such as CARICOM and MERCOSUR with respect to the skilling of migrants was mentioned extensively throughout the consultations.

### **Textbox 3 | GFMD- OECD Development Centre Regional Consultations**

- COVID-19 has had a profound impact in Europe: in the area of health, on the labour markets, and on migration. Significant skills gaps remain an issue and will continue to be so.
- While there is a clear need for more capacity to manage migration in a regular, safe and orderly manner, many stakeholders stressed how difficult this is in practice e.g. to map needs and to put in place the mechanisms to address them.
- To make skills-based migration effective, there is a need for integration strategies that go well beyond the specifics of the qualifications of the individual (language skills, social skills, cultural skills, etc.). This requires a systematic multi-stakeholder approach, without which skills-based migration will not be effective.
- Words matter - the narrative around migration issues is often politically charged. A casual use of language and expressions (e.g. referring to migration as 'overwhelming') creates a negative perception that can generate discrimination.

### **Textbox 4 - Skills Mobility Partnerships (SMPs)**

Skills Mobility Partnerships (SMPs) aim to mobilise different stakeholders and expertise, and establish cooperation platforms at local, regional, national, bilateral, and multilateral levels to effectively manage mobility, as well as skill supply and demand in line with labour market needs of cooperating states. SMPs do not only occur bilaterally and multilaterally between cooperating nations – they are increasingly occurring bilaterally and multilaterally between cooperating local authorities working in partnership with international organizations and local private sectors.<sup>32</sup>

In 2018, the International Labour Organization (ILO), the International Organization for Migration (IOM), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the International Organisation of Employers (IOE), and the International Trade Union Confederation (ITUC) launched a Global Skills Partnership on Migration, aimed at mobilizing the technical expertise of the five organizations to support governments, employers, workers, their organizations, educational institutions, training providers, and other stakeholders to develop and recognize the skills of migrant workers, with a particular focus on women and youth, and low- and medium-skilled migrants.

**The need for a Global Skills Partnership on migration has been recognized in the Global Compact for Safe, Orderly and Regular Migration (GCM) and connects to multiple GCM objectives:**

- Objective 5: enhance availability and flexibility of pathways for regular migration
- Objective 6: facilitate fair and ethical recruitment and safeguard conditions that ensure decent work
- Objective 7: Address and reduce vulnerabilities in migration
- Objective 14: enhance consular protection, assistance, and cooperation throughout the migration cycle
- Objective 16: empower migrants and societies to realize full inclusion and social cohesion
- Objective 18: invest in skills development and facilitate mutual recognition of skills, qualifications, and competences

**Skills partnerships also respond to Goals 4, 8 and 10 of the Sustainable Development Goals**

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<sup>32</sup> Multiple examples of such SMPs are provided in Annex 1.

- Goal 8.8 calls on Member States to “protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment”.
- Goal 4.3 calls for “equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.”
- Goal 4.4 calls for increasing “the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.”
- Goal 4.7 promotes education and training for “sustainable development, (...) a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development.”
- Goal 10.7 stresses that “orderly, safe, regular and responsible migration and mobility of people including through the implementation of planned and well-managed migration policies” should be facilitated to reduce inequality between countries.

### **Textbox 5 – EU Pilot Projects on Legal Migration**

In line with the priorities proposed to deliver the European Agenda on Migration (2015), the European Commission, under leadership of its Directorate General for Migration and Home Affairs (DG HOME), has tasked the Mobility Partnership Facility (MPF), carried out by ICMPD, with the co-financing of Pilot Projects on Legal Migration. The Pilot Projects aim at testing modalities of cooperation in the area of legal and in particular labour migration between EU Member States and selected partner countries. Under leadership of designated EU Member State authorities, they seek to offer legal pathways contributing to address labour and skill shortages in countries of origin and destination and make both sides reap the benefits of labour migration. Financial support granted in the framework of a dedicated call for proposals has allowed EU MS to receive targeted, flexible and tailor-made assistance to organise different stages of the legal migration process, including mobility. To date, four pilot projects have been supported with MPF funding (led by Belgium, Lithuania, France and Spain), all launched in 2019 and realising a long and/or short-term form of mobility in target countries at bilateral level. Scope of mobility and stakeholders differ, but all projects test innovative methodologies for skills and labour market research, candidate search/selection, match-making of candidates/employment/or educational offers, partnerships, as well as the organisation of the mobility and reintegration activities.<sup>33</sup>

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<sup>33</sup> The first cohort of projects will complete implementation in 2021. For more information: <https://mobilitypartnershipfacility.eu/what-we-do/actions-pilot-projects?type=project&area=&country=>

## Annex 1 – Skilling Migrants for Employment

### Collection of practices and tools<sup>34</sup>

#### 1) Practices and toolkits shared by national governments

##### **Belgium - [Pilot project Addressing Labour market shortages through Innovative Mobility schemes.](#)**

Enabel, the Belgian development agency supports national and regional authorities for economics and migration in Belgium as well as employment and training institutions in Morocco to set in place a [Skills Partnership](#) to enhance Legal Migration Pathways between Morocco and Belgium. Such partnership aims at identifying labour market needs both in Morocco and in Belgium, creating a pool of talents in Morocco able to fill those gaps in both markets, and supporting the employment of the talents in both countries.

**Chile - [AGEST Job fairs for Venezuelan refugees:](#)** The national federation of the private sector in Chile (AGEST) was invited by the state-operated training and employment agency (SENCE) to conduct job fairs and streamline job application processes to reduce the risk of refugees joining informal markets and provide options to access the formal sector.

**Mexico -** Bilateral Labour Migration Agreements (BLMAs) facilitate labour migration governance and are concluded to overcome skills shortages and gaps, for example the Canada-Mexico BLMA.

**Philippines - [Developing the Global Filipino Program:](#)** Under this program, a Memorandum of Cooperation between the Philippine Commission on Higher Education and the Philippine Embassy in Phnom Penh was executed to pilot an education training program to equip, capacitate, and enhance the competencies of Filipino teachers in Cambodia to qualify them for better teaching career positions. There is also a Memorandum of Cooperation (MOC) between the New Zealand Qualifications Authority (NZQA) and the Philippine Commission on Higher Education (CHED) to further strengthen the educational relationship of New Zealand and the Philippines to facilitate the recognition of qualifications in higher education between them.

**Overseas Assessment Program, or the TESDA Onsite Assessment Program:** The Technical Education Skills Development Authority (TESDA) brings its services to the country where the Overseas Filipino Workers (OFWs) are located. Competency assessment and certification services are provided for the confirmation of possession of competencies required in the preferred workplace. Skills trainings are also provided to meet the standards of industries and companies where OFWs can find better opportunities. The program targets those employed in vulnerable occupations such domestic work and those performing low-skilled jobs to upskill them for better employment and entrepreneurial prospects abroad or at home.

**Sri Lanka - [Skills Passport:](#)** A tripartite venture introduced by the Tertiary and Vocational Educational Commission (TVEC) of the Ministry of Skills Development, Employment and Labour Relations with the Employers' Federation of Ceylon (EFC) and the International Labour Organization (ILO) is designed to support the successful reintegration of workers returning to Sri Lanka.

**Germany – ‘Kosovo Skills Partnership for Mobility’** a BMZ-funded Migration & Diaspora Programme (PMD) strengthens international cooperation and the standards of selected vocations in Kosovo. Through vocational training based on German standards carried out in Kosovo and Germany, young

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<sup>34</sup> This Annex includes resources shared by participants during the break-out sessions devoted to the topic ‘Skilling Migrants for Employment’ of the GFMD Regional Consultations co-hosted by the African Union, the Regional Conference on Migration (RCM - Puebla Process), and the Organization for Economic Cooperation and Development (OECD). It also includes resources shared through the African Union [Technical Paper](#) that was prepared prior to the Regional Consultations (April 2020). The paper is available in English and French.

professionals have better employment possibilities in both countries and on return can support the “brain-gain” of Kosovo, making an enhanced use of migration pathways.

**‘Partnerships for development oriented labour migration’** (PAM) aims to implement development-oriented migration models for training and employment. Strong partnerships between state, private sector, and civil society actors are intended to create added value for the countries of origin of trainees and skilled workers. The structures in the vocational training sector in the partner countries are to be strengthened and the recognition of migrants' qualifications and skills promoted.

**Belgium-Tunisia** - [Paving the way for future labour migration: a Belgian-Tunisian skills mobility partnership](#): A skills mobility partnership between Belgium and Tunisia with a multidimensional cooperation between different stakeholders from both countries (e.g. immigration office, public employment services, employers' associations) in assessing labour market needs, streamlining procedures, selecting candidates. Implemented in partnership with IOM.

## 2) Practices and tools shared by local and regional governments

### a. City-to-city Skills Mobility Partnerships including cities Milan, Italy; Turin, Italy; Tunis, Tunisia; Sfax, Tunisia; Beni Mellal, Morocco; Tangier, Morocco

[MeNTOR](#) (Mediterranean Network for Training Orientation to Regular Migration) project to promote legal migration paths through co-development cooperation projects. In its first phase (2017-2018), MeNTOR aimed to improve temporary and circular migration schemes for young people between Italy, Morocco and Tunisia, co-financed by the EU in the framework of the ICMPD's Mobility Partnership Facility. Through the opportunity offered by the Italian Immigration Regulation to deliver professional trainings to non-European citizens living abroad (mechanism in Art. 27), young participants from Morocco and Tunisia had the possibility to do traineeships in companies located in Lombardy and Piedmont regions and attend coaching on business start-up and job placement during and after their stay in Italy. Thanks to the cooperation between the Moroccan, Tunisian and Italian municipalities, employment agencies and NGOs involved in the project, MeNTOR successfully contributed to the improvement of the interns' access to labour market and entrepreneurial skills, as well as to the development of local communities. Starting from the lessons learnt in the first edition, MeNTOR's second edition (“MeNTOR 2”) aims at consolidating and expanding such mechanisms, by increasing the number and improving the effectiveness of transnational trainings, labour exchanges and employment opportunities for young people between Italy (Milan and Turin), Tunisia (Tunis and Sfax) and Morocco (Beni Mellal and Tanger). Reaffirming his commitment to this project in his 2019 pledge to jointly implement the Global Compact for Migration and Global Compact on Refugees, Milan's Mayor Giuseppe Sala aims to improve the employment status of at least 50 direct project beneficiaries, to increase access to financial support by at least 20 new start-ups in Morocco and Tunisia, to enhance the usage of the Art. 27 Mechanism by Italian enterprises, and to have at least 150 young people employed in the start-ups created by the project in the target areas in line with GCM Objective 5.

### b. City-led Training and Up-Skilling Services

**Dakar, Senegal** - Supports a project that supports youth, especially immigrants, who have dropped out of school to find alternative accreditations.

**Freetown, Sierra Leone** - [Mayor Yvonne Aki-Sawyers partnered with the EU and IOM](#) to provide entrepreneurship training and job opportunities to youth to offer an alternatives to migration and simultaneously help the city reach its target of collecting 60% of solid waste by 2022. Together, they conducted a 5-day training on sustainable waste treatment for 200 youths from Freetown in October



2019. The project provided young people with 15-months of business development support and distributed equipment, including 80 motorcycles. Through this global to local partnership, the Freetown City Council created jobs for 800 youth who are now self-sustainable thanks to their waste collection micro-enterprises.

**La Pintana, Chile** - The municipality runs an office for "[labour intermediation](#)" to share information effectively with migrants and provide connections to economic opportunities.

**Mannheim, Germany** - The city runs seven business centres with different focuses (e.g. fashion, women and tech), with an emphasis on [immigrant entrepreneurship](#). In addition, the city has specific services for Bulgarian and Romanian immigrants including Technical and Vocational Education and German language training.

**Milan, Italy** - Since 2010, the municipality of Milan has run an innovative employment service, the [Centre for Job Orientation and Placement \(CELAV\)](#), which focuses on empowering residents, including migrants and asylum seekers, to be autonomous and overcome obstacles to labour market participation. Services include increasing beneficiaries' employability through workshops, CV writing, job placement, facilitation, traineeships for skills development with supporting municipal grants to beneficiaries. As part of his 2019 pledge to jointly implement the GCM and GCR, Mayor Giuseppe Sala committed to launch a new CELAV initiative in Autumn 2020 that will educate employers on the laws around asylum seeker employment and support asylum seekers find work while awaiting their papers.

**Nakawa (Kampala), Uganda** - Because of an enabling environment created by the Government of Uganda with the [Refugees Act of 2006](#), the Municipal District of Nakawa in Kampala provides training programs and start-up funds to create jobs for migrants in partnership with the IOM and others. As a part of these local programs, over 2,000 young people, including refugees, have been trained in sewing, shoemaking, and other trades.

**Vienna, Austria** - The [STARTwien Das Jugend Youth College](#) operates in 2 locations in Vienna by 9 partner networks offers around 200 places to young asylum seekers within the age group of 15-21. It is a fast track skills training programme that is delivered within a span of 9 months (230 days) - around 20 hours per week of education and mentoring with regards to the host language (German) and vocational subjects. The prospective candidates are selected and enrolled after their evaluation of language skills and basic competencies in mathematics, English and IT. The aim is to prepare the youngster to go to a school, to find a workplace or a further vocational training in Vienna post completion of the programme.

**Swedish Association on Local Authorities and Regions (SALAR)** - Launched in February 2015, this fast-track initiative by the Swedish government is targeted at the quick labour market inclusion of newly arrived immigrants with residency permits and a prior work experience or education connected to a sector in the country facing a labour shortage. The targeted immigrants are offered an initial Swedish language training followed by a profession specific-Swedish language training and eventually an internship in the particular professions or as guidance counsellors and language tutors. The aim of the programme is to have the immigrants establish themselves in the Swedish labour market within two years of arrival and to simultaneously reduce the acute skills shortage in the targeted sectors.

### c. City Advocacy on Skills Certification and Regularization

**Montreal, Canada** - Recognizing the vital role of migrants and asylum seekers working during the COVID-19 pandemic, the City of Montreal advocated for the regularization of essential workers. As a result of large public advocacy, the Governments of Canada and Provincial Government of Quebec

agreed to offer permanent residency to asylum-seekers working in essential healthcare fields across the country.

### 3) Practices and toolkits shared by civil society organizations and the private sector (includes initiatives realized in partnership with governmental institutions)

**Bangladesh** - Network of [69 technical training institute for 212 categories of work](#),<sup>35</sup> Bureau of Manpower Employment and Training (BMET): orientation training for migrant workers and skill development courses at the Technical Training Centres (TTC). In addition, skill development and awareness campaigns through grassroot level organisations.

**Egypt** - The Federation of Egyptian Industries (FEI): FEI is collaborating with IOM on labour mobility and human development, including employability of youth to enhance the welfare of Egyptian society and migrants.<sup>36</sup>

**France** - [Test your selfie - Évaluez qui vous êtes au travail](#): A free application by Cap Emploi Orne to evaluate soft skills for a work environment.

**India** - [Norka-Roots training programme](#) for vulnerable women with '[Trivandrum Social Service Society](#) (TSSS)<sup>37</sup> CSO, provides facilities and training for women from most vulnerable groups via grassroots CSO networks to foster employment in destination countries, and in particular in GCC countries. The [Skill Development Institute](#) (SDI)<sup>38</sup> of the State of Kerala provides six months skill training programs with certification in Industrial Electrician (Oil & Gas), Fitter Fabrication, Industrial Welder (Oil & Gas) and Process Instrumentation, with the supported of [INKEL Ltd](#)<sup>39</sup> (a Public-Private company of Kerala government) and National Council on Skill Development (NCDC). The CSOs in the state disseminate information about the skilling initiatives to prospective migrants. The [Short-term skilling centre in the provincial state of Andhra Pradesh](#) works with employers from countries of destination with certification provided by international agencies, including MoUs with [employers from Gulf countries](#).<sup>40</sup>

**Italy** - [B.E.S.T. - Buone pratiche, scambi di esperienze e training per l'interculturalità](#) (Best practices, exchange of experiences and training on inter-cultural practices) - An initiative of CoNNGI (Coordinamento Nazionale Nuove Generazioni Italiane), an umbrella of associations, and the social cooperative Dedalus, aimed at empowering young people with a migratory background for civic activism and participatory approaches in policy-making. [Italia Africa Business Week \(IABW\)](#): An annual economic and commercial forum that aims to promote knowledge-sharing between the African and Italian economic, commercial, and financial sectors and promotes building of partnerships and networks to accelerate economic growth on both continents.

**Nepal** – '[Safer Migration](#)' ([SaMI](#)) [project \(Helvetas Nepal\)](#) is a joint skill-upgrade initiative to ensure decent work in countries of destination. It provides skill training, including life skills and health, and certification for prospective migrant workers (9000 have benefitted from this programme between 2011 and 2018 of which 22% of women). Collaboration between CSOs, private institutions, the Council for Technical Education and Vocational Training (CTEVT) and Foreign employment board (FEB).<sup>41</sup>

<sup>35</sup> <http://www.old.bmet.gov.bd/BMET/trainingHomeAction>

<sup>36</sup> <https://egypt.iom.int/en/news/iom-and-fei-sign-cooperation-framework>

<sup>37</sup> TSSS is an NGO operates in Kerala with an aim to empower the marginalised communities towards sustainable and participatory governance. It comes under the Latin Arch diocese of Trivandrum. TSSS is a subsidiary of Migrant Forum in India: <http://www.tsss.in/>

<sup>38</sup> <https://www.sdkochi.com/about-us/>

<sup>39</sup> <https://www.inkel.in/>

<sup>40</sup> <https://www.apnrts.ap.gov.in/apisdsc>

<sup>41</sup> <https://www.sami.org.np/access-to-skills>

**Republic of Korea** - Vocational Competency Development Training for Foreign Workers facilitated by the Human Resource Development ministry, for migrant workers entering and working through the [Employment Permit System](#) (EPS).<sup>42</sup> EPS also provides education and training for reintegration of prospect returnees and also for migrant workers who have been admitted for more than three years.

**Sierra Leone, Ghana, UK** - [The Supporting Entrepreneurs and Enterprise Development in Africa \(SEEDA\)](#), implemented by AFFORD, coordinated diaspora experts who volunteered their skills to contribute to job creation and business development in Ghana and Sierra Leone. The SEEDA project engaged 155 diaspora experts from United Kingdom to provide affordable, accessible business support to 800 micro, small and medium-scale entrepreneurs (MSMEs) in Ghana and Sierra Leone by transferring their skills to help grow MSMEs, create jobs and wealth that complemented the efforts of enterprises on the ground. This was achieved through personalised and enhanced business support for MSME clients using one-to-one business coaching, group training in enhanced business management and creating a network of experts serving as a pool of resource persons. SEEDA also worked through business associations, strengthening their advocacy in playing leading roles in private sector development in their countries. SEEDA attracted local and international partners to the project - Voluntary Service Overseas (VSO) who supported AFFORD with funding, capacity building, in-country training and in-country resources; Barclays Bank Ghana, Rokel Bank Sierra Leone, and the London Borough of Southwark which was twinned with Koidu Town, Sierra Leone. Through partnership with local stakeholders, SEEDA built relationships in-country with corporate, investment clubs, hometown associations, local government and other integral partners.

**Sri Lanka** - Sri Lankan Foreign Employment Agency (SLFEA): provide quality employees for foreign job market. [Sri Lankan Bureau of Foreign employment \(SLBFE\)](#): pre-departure training/skill development program and courses for domestic workers based on MOUs with various countries.<sup>43</sup> 23 training centres by SLBFE and also training centres managed by CSOs such as Caritas, the Action Network for Migrant Workers (ACTFORM), international agencies<sup>44</sup> and Private recruitment agencies.<sup>45</sup>

## Global

[The Migration Challenge Startup Competition](#): The [International Organisation of Employers](#) (IOE) and [the Business Advisory Group on Migration](#) in partnership with [Seedstars](#) launched “the Migration Challenge” a competition aimed to reward solution-oriented, innovative start-ups in the field of human resources, fin-tech, civic-tech and ed-tech, whose products respond to the needs of the labour market and help improve migration management. In 2020, the competition is open for global start-ups that have created products helping to match skills shortages in the labour market with qualified regular migrants, supporting governments, employers, and migrants throughout the process to promote skills mobility. BAG Innovation, a start-up based in Rwanda, won the Migration Challenge Start-up Competition at the Twelfth GFMD in 2019, which focused on Africa and South America regions. INMI, a start-up from Chile that aims to integrate migrants through job placements, was also a runner up at the same competition.

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<sup>42</sup> <http://mfasia.org/migrantforumasia/wp-content/uploads/2017/01/2-Policy-Brief-South-Koreas-EPS-A-Successful-G2G-Model.pdf>

<sup>43</sup> <http://www.slbfe.lk/page.php?LID=1&PID=142>  
<http://www.slbfe.lk/page.php?LID=1&PID=118>

<sup>44</sup> <https://www.giz.de/en/worldwide/18415.html>

<sup>45</sup> <https://link.springer.com/article/10.1007/s41027-018-0117-4>

[Voice of Young Refugees in Europe](#): A network of young refugees and organizations in Europe providing capacity building and training on project management, effective communication, presentation, and critical thinking skills for young refugees to enable them to achieve their potential.

[Migration as opportunity](#) - innovation, policies, and practice: This ODI Working Paper reviews existing practice and proposes a typology for different types of programmatic and policy interventions seeking to maximise migration socioeconomic benefits. The paper presents a wide range of good practice examples, from efforts focusing on existing migrant populations, to those aiming to introduce new or extended migration pathways. Building on this, the paper explores a series of shared challenges and next steps for practitioners and policymakers seeking to advance programming in this area.

A [Global Skill Partnership](#) is a bilateral labor migration agreement between a country of origin and a country of destination. The country of origin agrees to train people in skills specifically and immediately needed in both the country of origin and destination. Some of those trainees choose to stay and increase human capital in the country of origin (the “home” track); others migrate to the country of destination (the “away” track). The country of destination provides technology and finance for the training and receives migrants with the skills to contribute to the maximum extent and integrate quickly. Migrant rights associations and diaspora groups are integral to the selection, training, and quality assurance of the model, facilitating successful integration of both those on the “home” and “away” track.

The [Mayors Dialogue on Growth and Solidarity: African and European cities taking action on human mobility](#) is a city-led initiative established to deliver innovative and practical solutions for human mobility in African and European cities. It aims to improve the lives of all urban residents, including migrants, and help redress the power imbalances that persist between the two continents. The Dialogue is led by Mayors Yvonne Aki-Sawyer of Freetown and Giuseppe Sala of Milan and supported by a core group of partners; the Overseas Development Institute, the Mayors Migration Council, Robert Bosch Stiftung and the Open Society Foundations. Today 20 cities are participating in the Dialogue, pooling their efforts and resources to develop innovative partnerships to collaborate in key sectors, including; skills for green economies, housing, and other urban services and inclusive local governance. The Mayors Dialogue’s partnerships of equals can demonstrate how pragmatic alliances can be forged across the two continents, and crucially how they can deliver on the ground. Milan and Freetown are currently developing a city-to-city partnership focused on mobility, local development and trade in fashion and textiles, through training, mentorship, entrepreneurship (including startups), female empowerment, and sustainability. Specifically, Freetown has suggested a circular mobility scheme for skills and capacity-building targeting women and youth. Other African and European cities are coming together to tackle challenges and innovate on access to housing, cultural industries, active participation of migrants, inclusive neighborhoods. The Mayors Dialogue participating cities will also devote efforts to testing approaches for inclusive labour market policies.

#### **4. Practices, toolkits, and publications shared by Regional Organizations**

##### **African Union Commission (AUC)**

[Skills Initiative for Africa \(SIFA\)](#): An initiative supported by the German government to fund projects aiming to develop the skills of youth in several countries to enhance their employability.

[One Million By 2021](#): Launched in 2019, this initiative focuses on encouraging investment in the future of African Youth in the four core areas of Education, Employment, Entrepreneurship and Engagement and create opportunities for one million youth.

##### **Council of Europe (CoE)**

[European Qualifications Passport for Refugees](#): A document that contains an assessment of the person's higher educational qualifications based on available documents and interviews and information on prior work experience and language proficiency. It can be used as a reliable document in employment applications and further studies.

### **Common Market for Eastern and Southern Africa (COMESA)**

Several member states under the COMESA umbrella are negotiating agreements for the exchange of skills.

### **Eastern African Community (EAC)**

[East African Qualifications Framework for Higher Education](#): The framework aims to integrate the educational and training systems in the EAC and provide comparability and recognition of qualifications.

### **Economic Community of West African States (ECOWAS)**

[ECOWAS Regional Qualification framework \(under development\)](#): ECOWAS and UNESCO are working together to reform the qualification systems in ECOWAS countries and establish a regional skills and qualifications recognition framework.

### **Organisation for Economic Co-operation and Development (OECD)**

[Skills for Jobs Database](#): The database provides an OECD country-level analysis of demand and supply for skills to address skill imbalances in the labour market.

[Making Integration Work: Assessment and Recognition of Foreign Qualifications](#): This OECD publication looks at best practices and policy challenges in the integration practices adopted by OECD countries.

### **Southern African Development Community (SADC)**

[The Southern African Development Community Qualifications Framework \(SADCQF\)](#): A regional qualification framework, the SADCQF aims to enhance regional integration in the fields of education and training by promoting regional standards and recognition of qualifications.

## **5. Practices, toolkits, and publications shared by international organizations**

### **Food and Agriculture Organization (FAO)**

Reintegration of young migrants into their countries of origin requires coordination between several organizations. In [Tunisia](#), [Ethiopia](#), and [Kenya](#), FAO has partnered with IOM and other organizations to build the skills and knowledge of young migrants and rural residents in migration-prone areas to harness the potential of migration and economic mobility, specifically in areas of agriculture and rural development.

[Enhancing livelihood resilience of host community members and Syrians under Temporary Protection \(SuTP\) in Turkey through provision of agricultural skills trainings](#): FAO supported the vocational skills of SuTPs in the food and agriculture sector to improve their access to employment opportunities. Building on assessment results showing significant shortage of skilled and semi-skilled labour in the sector in southern and south-eastern Turkey, FAO in partnership with UNHCR and the private sector carried out vocational trainings in the agriculture, food processing and livestock sectors for unemployed SuTPs and host communities. This project offered SuTPs the opportunity to gain vocational skills in agriculture and related sectors to increase their prospects of gaining employment and becoming self-reliant.

[Promoting self-reliant livelihoods of Syrians under Temporary Protection \(SuTP\) and host communities through provision of skills trainings and productive assets](#): This project assisted host community members and SuTPs in gaining access to formal employment through the delivery of a vocational training programme, developing beneficiaries' vocational and technical skills. This intervention created livelihood opportunities in the local market for programme graduates, specifically focused on the production of niche agri-food products with strong and stable consumer demand.

### **International Centre for Migration Policy Development (ICMPD)**

EU Pilot Projects on Legal Migration funded through the [Mobility Partnership Facility](#):

[Digital Explorers](#): mobility scheme that connects talented Nigerian ICT professionals to the Lithuanian labour market to advance cooperation between the two countries. The project offers career advancement opportunities (employment and internships) to tech-savvy Nigerians, and opens up new markets for Lithuanian ICT companies, with long-term socio-economic advancement in mind.

[Pilot Project Addressing Labour Shortages Through Innovative Labour Migration Models \(PALIM\)](#): an innovative labour migration scheme linking Morocco's growing ICT sector with Flanders' qualified ICT workers shortages. In view of boosting their employment potential, a group of Moroccan graduates are offered technical and soft skill training in Morocco. Approximately half of them are subsequently coached to find employment in Morocco, whereas the other half prepares to find employment in Belgium. The project also includes capacity-building activities to help improve service delivery in Morocco and help all stakeholders reap the benefits of labour migration.

[High Opportunity for Mediterranean Executive Recruitment \(HOMERe\)](#): the project seeks to boost youth employability and overcome skill mismatches by mobilising cooperation between local authorities, private sector, universities and other stakeholders in France, Morocco, Tunisia and Egypt to offer mobility placements for 6-month internships in French companies of various sectors.

[Young Generations as Change Agents \(YGCA\)](#): a mobility scheme between Morocco and Spain for studying purposes, enabling Moroccan post-graduates to enhance and strengthen their skills through a master's degree in Spain. A selection of students has the opportunity to subsequently launch tailored projects upon their return to Morocco, through which they will have the opportunity to contribute to the development of specific key social and economic sectors and positively affect their communities of origin.

### **International Labour Organization (ILO)**

Webpage: [Skills and Migration](#)

Policy Brief: [Skills for migration and employment](#)

[Centro Interamericano para el Desarrollo del Conocimiento en la Formación Profesional \(CINTERFOR\)](#): Established in 1963, CINTERFOR is a specialized centre of ILO that focuses on knowledge management and development of human resources, including skills development, development of partnerships and promotes South-South cooperation.

[Coherence of labour migration, employment, education and training policies in the ECOWAS subregion](#). This report summarizes the main findings and recommendations from piloting the ILO 'General practical guidance on promoting coherence among employment, education and training, and labour migration policies' in the Economic Community of West African States (ECOWAS) and will allow the ECOWAS Member States to have up-to-date analyses and recommendations on how policy coherence can be enhanced in the sub-region.



[Guidelines for skills modules in bilateral labour migration agreements](#) focus on extending the knowledge base on BLMAs, systematizing key concepts, and presenting the relevant international normative framework, as well as examples of different approaches towards skills in existing agreements. It sheds light on funding mechanisms and arrangements for skills in BLMAs, which are vital for ensuring their effective implementation. The guidelines are available in English and French.

[How to Facilitate the Recognition of Skills of Migrant Workers: Guide for Employment Services Providers](#) and [Training Employment Services Providers on How to Facilitate the Recognition of Skills of Migrant Workers: Facilitator's Notes](#). The second edition of these guides draw on good practices and interesting initiatives from around the globe to demonstrate ways employment service providers can make better use of Recognition of Prior Learning systems in their countries to the benefit of migrant workers and refugees. It provides concrete information, examples, checklists and other tools to assist service providers to better understand, raise awareness and facilitate use of RPL where it exists.

[The role of social partners in skills development, recognition and matching for migrant workers](#). The document was originally prepared as a background paper for the ILO Workshop on the role of social partners in skills development, recognition and matching for migrant workers: A contribution to the Global Skills Partnership. The objective of the event was to discuss the role of social partners in supporting skills partnerships and programmes for facilitating skills development, recognition and matching. Following the Workshop, the paper was updated, taking on board the discussions that took place during the event, as well as all comments and inputs received from the participants.

[Synthesis report: Skills shortages and labour migration in the field of information and communication technology in Canada, China, Germany, India, Indonesia, Singapore and Thailand](#)

[Migrant Workers' Skills Portability in Africa at Regional Economic Community and Continental Level](#)

[The potential of skills development and recognition for regulated labour mobility in the IGAD Region: A scoping study covering Djibouti, Ethiopia, Kenya, Somalia, South Sudan, Sudan, and Uganda](#)

[Exploring the potential for skills partnerships on migration in West Africa and Sahel](#)

Research Brief: [Labour Market Integration of Immigrants](#)

## **International Organization for Migration (IOM)**

[COVID-19: Guidance for employers and business to enhance migrant worker protection during the current health crisis](#)

[COVID-19: Guidance for labour recruiters to enhance migrant worker protection during the current health crisis](#)

[Skills Mobility Partnerships \(SMPs\)](#): Bilateral and multilateral agreements concluded between states with a focus on labour mobility and changing demographics aimed at addressing skills development from a global perspective. The IOM publication highlights eight prerequisites for sustainable skills mobility partnerships.

[MATCH - Hiring African Talents](#): MATCH is a 36-month initiative funded by the European Union (EU) aimed at providing highly skilled talents to private sector companies whose needs for qualified staff cannot be satisfied by the offer available on the EU labour market. By joining MATCH, companies from Belgium, Italy, The Netherlands and Luxembourg will be supported with the sourcing and recruiting of African talents from Senegal and Nigeria, two countries offering a surplus of qualified professionals. In addition to the job placements, MATCH will also implement complementary activities such as skills

development, capacity building and knowledge sharing between the participating EU and African countries.

[Enhancing Tunisian Youth Employability in Belgian Companies](#): An IOM labour migration project, implemented thanks to the financial support of the Government of Belgium. The project aimed at supporting the efforts of the Tunisian Government to reduce the high unemployment rates among young Tunisian nationals. This was done by offering internships and apprenticeships in Belgium to a group of 30 selected beneficiaries, to enable them to reinforce their knowledge, acquire new professional competences, and increase their probability to find an appropriate job in the Tunisian labour market.

[PROMISE - Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement in Cambodia, Lao PDR, Myanmar and Thailand](#): This project aims to provide migrant workers from Cambodia, Myanmar and Lao PDR better employment opportunities and conditions in Thailand through skills development and protection, contributing to poverty reduction in their communities of origin.

[LINK-IT](#): A skills profiling tool that can support skills mapping initiatives. This project aims at facilitating better integration of Syrian refugees resettled to the UK, Germany, Portugal, and Romania. The project involves pre-departure skill profiling, post-arrival integration support and information sharing with host communities to support mutual learning and exchange.

Comprehensive Information and Orientation Programme ([CIOP](#)) - An innovative project focusing on strengthening labour market integration and protection of migrant workers. This initiative operationalizes a management system for tailored and coordinated orientation services for migrant workers.

IOM is about to launch a project with the support of the IOM Development Fund, aimed at developing specific policy recommendations, guidance, and methodologies for effective management of skills-based mobility through SMPs and their prerequisites (webpage under development). The project, Towards Sustainable Integration of Skills in Migration Governance, will begin in 2021 in collaboration with the Global Skills Partnership.

IOM has two country-level projects in the pipeline on skills mobility and migration governance to be launched later this year. Strengthening Labour Migration Framework in Albania will conduct assessments and prediction modelling to understand the impacts of COVID 19 on labour migration and the labour market in Albania. Further, Engaging Diaspora in Strengthening the Health Sector in Pakistan, aims to use digital tools and innovative diaspora engagement strategies to match skilled health workers in the diaspora with health institutions in need due to the COVID-19 crisis. Both projects will begin in 2020 and continue for two years with the support of the IOM Development Fund.

### **United Nations Conference on Trade and Development**

UNCTAD, and UNITAR (2020). E-learning course on Entrepreneurship for Migrants and Refugees. <https://www.unitar.org/event/full-catalog/entrepreneurship-migrants-and-refugees>

UNCTAD's project "Promoting Refugee and Migrant Entrepreneurship in East Africa, the Andean region and the Middle East"

UNCTAD, 2020, Impact of the COVID-19 Pandemic on Trade and Development: Transitioning to a New Normal, Chapter 2: The pandemic has hit the most vulnerable the hardest, 2.4. Supporting migrant workers

UNCTAD, 2019, Summary of key messages from the workshop on recognition of qualifications to facilitate movement of natural persons, available at: [https://unctad.org/system/files/official-document/tncd2019-05-03\\_Informal%20summary%20of%20discussions.pdf](https://unctad.org/system/files/official-document/tncd2019-05-03_Informal%20summary%20of%20discussions.pdf)

UNCTAD, IOM, UNHCR (2018). Policy Guide on Entrepreneurship for Migrants and Refugees. United Nations. [https://unctad.org/system/files/official-document/diae2018d2\\_en.pdf](https://unctad.org/system/files/official-document/diae2018d2_en.pdf)

UNCTAD, 2018, Economic Development in Africa Report 2018: Migration for Structural Transformation

**United Nations Major Group for Children and Youth (UNMGCY)**

Policy Brief: Youth Consultations in Africa for the AU-GFMD Regional Meeting

**Multiple organizations**

[Global Skills Partnership](#): An initiative launched by ILO, IOM, UNESCO, IOE and ITUC to bring together the technical expertise of these organizations and support stakeholders such as governments, employers, workers, education and training institutions to maximize the benefits of migration for countries of origin and countries of destination.

ILO and IOE: Guide for Employers on Labour Migration Governance for Africa (*under development*)

ILO, IOM and GIZ: [Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa \(THAMM\)](#): The project aims to strengthen migrant protection throughout the process of migration. It also examines practices and develops new strategies with respect to skills development and recognition.

AU, ILO, IOM and UNECA: [Joint Programme on Labour Migration Governance for Development and Integration in Africa](#) - The programme aims to enhance the framework of labour mobility for better integration and development in Africa, including with the aim to address skills shortages and recognition of qualifications.