

GFMD 2019 Common Space Quito, Ecuador - 23 January 2020

“Integrated approaches to foster migrants’ inclusion for sustainable development”

Theme 3 | Skills mobility: ensuring regulatory frameworks that are adapted to today’s economic, political and social realities

Ensuring access to decent work and protection of labor rights

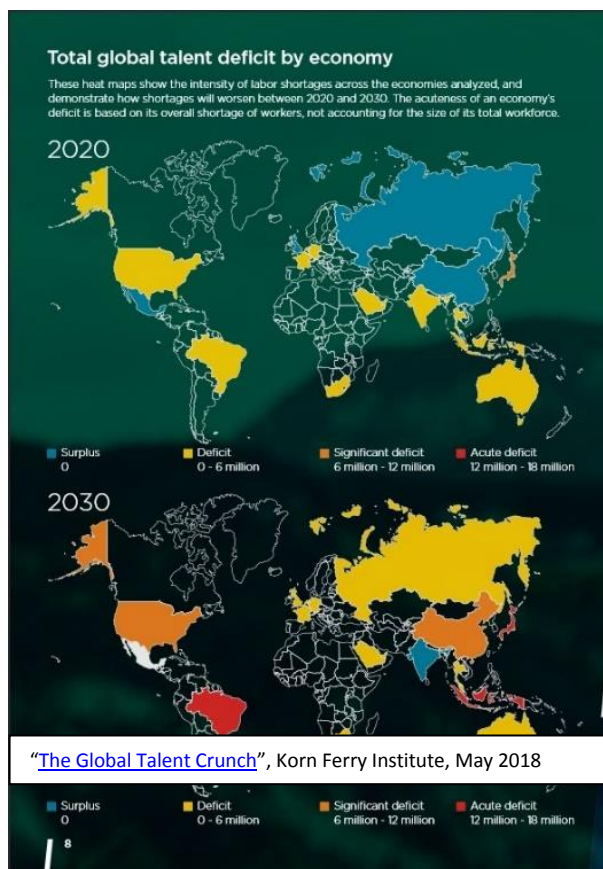
Host: Business

Thematic Expert: ILO

Problem Statement

Almost everywhere in the world, businesses face skills and talent shortages. By 2030, the shortage of around 85 million people could cost trillions of dollars in lost economic opportunity. The global manufacturing industry alone could experience a deficit of almost 8 million workers. Latin America has the biggest skills gap in the world. Over four in 10 firms in Latin America say they have difficulty finding workers with the right skills, according to ManpowerGroup surveys¹. Companies in Argentina are worst hit, with 59% struggling to hire staff with the right skills; in Colombia that figure is 50%, and Peru 49%.

Global skills mobility can be part of the solution, provided that the regulatory frameworks and migration systems are adapted to today’s economic, political and social realities. Labor mobility is a key component of growth and competitiveness both for companies and economies. Demographic realities, political considerations and business imperatives are driving the need for greater mobility of workers at all skill levels. At the same time, the abuses associated with unethical recruitment practices and irregular migration are bringing attention to



gaps in governance and failures of enforcement

¹ Manpower group, [2018 Talent Shortage Survey](#)

affecting large numbers of vulnerable people. This issue is addressed in most of the GFMD Government-led Roundtables (RT) and more specifically in RT 1.1- Providing regular pathways from crisis to safety, and RT1.2 Facilitating social and economic inclusion.

Objectives

- To strengthen and improve the dialogue between all GFMD stakeholders to better comprehend which migration policies and practices are beneficial for skills mobility;
- To see how stakeholders can support governments to identify and anticipate skills needs in the context of the 4th industrial revolution and to help develop fair recruitment initiatives, and combat unscrupulous practices;
- To foster partnerships between all stakeholders: participants should share data and information on their need for skills mobility.

Guiding questions:

Skills identification, matching and recognition

- Can you highlight how the skills needs, requirements and matching are done in your country and whether businesses are an integral part of the consultation?

Skills mobility policies and pathways for employment

- Are the migration policies and legal frameworks geared to facilitate labour mobility and the global movement of talent through improved and regular pathways thereby ensuring better integration of migrant workers?

Expected outcomes:

- Better understanding of each stakeholder challenges.
- Identification of areas for partnerships.