



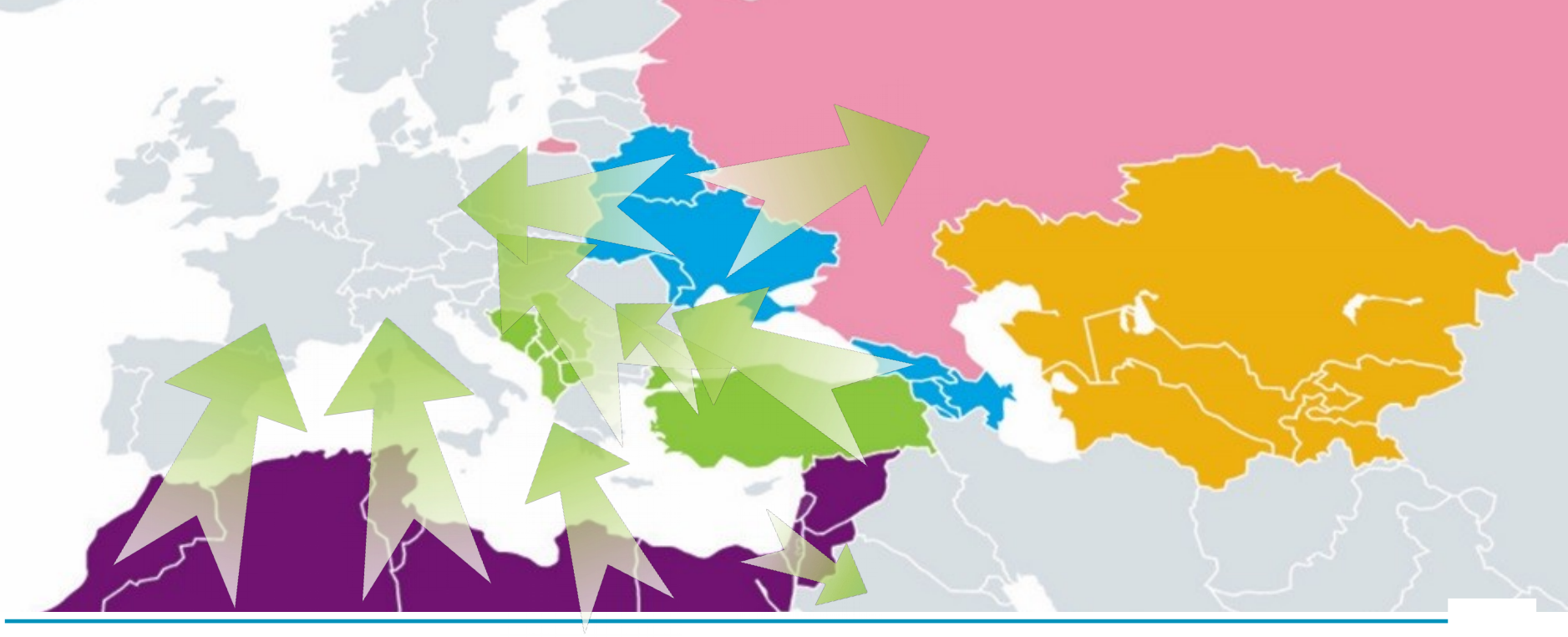
WIN-WIN-WIN MIGRATION AND DEVELOPMENT

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EUROPEAN NEIGHBOURS ARE PRIMARY SOURCES OF EMIGRATION, BUT ALSO BECOMING DESTINATION FOR IMMIGRANTS AND REFUGEES



EXAMPLE 1: EASTERN PARTNERSHIP COUNTRIES

| Population of country | Emigrant numbers→ | Immigrant numbers← |
|---------------------------------|-------------------|--------------------|
| Armenia - 2 998 600 | 937,300 thousand | 191,200 thousand |
| Azerbaijan - 9.8 million | 1.147 million | 264,200 thousand |
| Belarus - 9.5 million | 1.485 million | 1.082 million |
| Georgia - 3 720 400 | 838,430 thousand | 168,800 thousand |
| Moldova - 3 555 159 | 888,610 thousand | 142,900 thousand |
| Ukraine - 42.6 million | 5.825 million | 4.835 million |

Note: Measuring migration is always difficult, but economic emigration outflows is a fact in the region.

Source: UN Department of Economic and Social Affairs, Trends in International Migrant Stock: Data for 2015 based on the country of birth statistics, at: <http://www.un.org/en/development/desa/population/migration/data/estimates2/estimates15.shtml>

EXAMPLE 2: MIDDLE EAST AND NORTH AFRICA

| Population of country | Emigrant numbers→ | Immigrants + Refugees ← |
|-----------------------------------|-------------------|---|
| Turkey- 80 000 000 | 4.2 million | 1 million + 3.5 million Syrians |
| Jordan- 9.5 million | 785 thousand | 800 thousand + 1.4 million Sy. |
| Lebanon- 3.7 ~ 5.8 million | 810 thousand | 1.5 million + 1.2 million Sy. |
| Egypt- 95.7 million | 3.7 million | ~500 thousand refugees + 3 million Sudanese |
| Tunisia- 11.4 million | 670 thousand | 55 thousand + 700 thousand Libya |
| Morocco- 35.3 million | 3.4 million | 50 thousand Sub-Saharan African |
| Algeria- 40.6 million | 1.7 million | ~100 thousand Sahrawi refugees |

FACTS AND FIGURES IN JORDAN

2015 CENSUS: 9,5 MILLION

2,9 million are foreign nationals (31%)

- ✓ Syrians: 1,26 million
- ✓ Egyptians: 636,000
- ✓ Palestinians: 634,000
- ✓ Iraqis: 130,000
- ✓ Yemenis: 31,000
- ✓ Libyans: 22,000
- ✓ Others: 197,000

EMIGRANT STOCK (2015):
~785 000 (12% of population)

IMMIGRANT LABOUR (March 2017):
~403 000 registered foreign workers
~400 000 unregistered foreign workers

REFUGEES (March 2017):
✓ 2.1 million Palestinians registered with UNRWA: ~160 thou. ex-Gazans
✓ ~730 000 other refugees registered with UNHCR: 91% is Syrians

THE EU HAS AN INTEREST IN LEGAL MIGRATION: GAMM AND MOBILITY PARTNERSHIPS WITH THE EUROPEAN NEIGHBOURS



ETF WORK IN THE COUNTRIES OF ORIGIN

Migration brings both challenges and opportunities in the countries of origin and destination. Policies should deal with it

Education and VET systems are under pressure to produce qualified human capital both for domestic and international markets

The link between skills and migration is key for the outcome: brain drain, brain gain, brain waste, brain circulation



WHAT WE OFFER

**PRIMARY DATA AND EVIDENCE REGARDING
MIGRANTS FOR DECISION MAKING**

**ADAPTATION OF EMPLOYMENT POLICIES AND VET
SYSTEMS FOR DEVELOPMENT AND USE OF
MIGRANT SKILLS**

**STRUCTURED MANAGEMENT OF MIGRATION
THROUGH INPUTS TO THE EU MOBILITY
PARTNERSHIPS**



ETF WORK: PHASE 1 OF OUR WORK (2007-12)

ETF Surveys on Migration and Skills: Albania, Egypt, Moldova, Tunisia, Ukraine, Armenia, Georgia, Morocco



STATISTICS AND
SURVEYS



DATABASES



METHODOLOGIES



REPORTS



UNDERSTANDING THE LINK BETWEEN SKILLS AND MIGRATION

– RESULTS (1)

- Duration, circularity, regularity and destination vary extensively across countries
- Migrants' education/ skills largely reflect the overall education levels of populations – mostly low to intermediate level
- Interest in migration is the highest from primary to secondary education levels (medium level)
- Unemployment increases the likelihood of migration, while employment levels increase after migration experience
- Work experience abroad by the returnees shows limited types of jobs available in certain sectors
- Recognition of qualifications abroad is not common and only done by some university graduates
- Skills mismatch and relatively limited use of education and skills in jobs abroad, especially for women and highly-educated migrants
- Migrants develop new skills abroad, but mostly informally or at work and they are not certified

UNDERSTANDING THE LINK BETWEEN SKILLS AND MIGRATION – RESULTS (2)

- Skills gained abroad are mostly used in daily work and finding a job by the returnees
- Migration experience increases the entrepreneurship potential, with savings and new skills accumulated
- Small part of remittances and savings is used for investing in education and/or starting a business
- Migration outcomes are found largely successful, while return outcomes are less successful
- Very limited awareness and use of official schemes to migrate and/or to return back
- Very limited use of pre-departure training by migrants, but high demand for it from potential migrants
- Most important support needed to move abroad is 'finding job' and family/ friend networks are most useful
- Biggest problem faced upon return is 'finding job' and most help is received from family/ friend networks

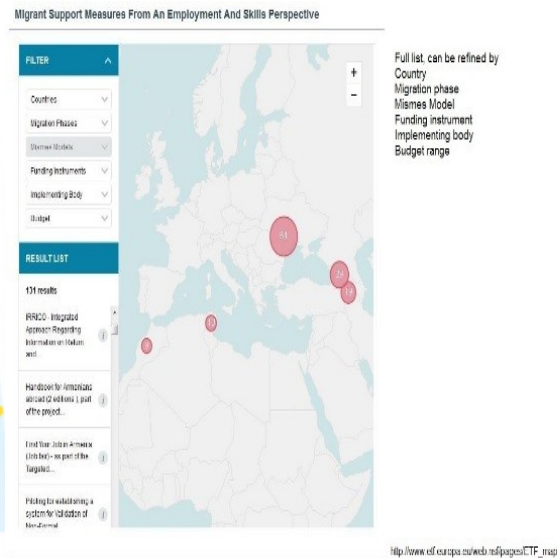
WHEN MIGRATION BECOMES A SUCCESS STORY?

CONTEXT MATTERS.....

- Old versus new migration country? Or East versus South?
- Long versus short duration, circularity and/or regularity?
- Existence of migrant networks (diaspora) abroad?
- EU versus Russia/ Gulf as the main destination (and visa policies)?
- Low versus high education levels of migrants?
- Gender share of migrants: 'female workers'?
- Limited versus diversified work sectors abroad?
- Migration for education/ training purposes?

ETF WORK: PHASE 2 OF OUR WORK (2013-2016)

Migrant support measures from employment and skills perspective (MISMES):
Global inventory, Armenia, Georgia, Moldova, Morocco, Tunisia, Jordan, Lebanon



MISMES: SUPPORTING MIGRANTS IN WHOLE CYCLE

- ❑ MISMES in all migration phases: pre-migration, during-migration, post-migration, multi-dimensional (review of over 350 projects)
 - ❑ Migrant categories: emigrants and returnees; foreign immigrant workers; asylum seekers/ refugees (only Jordan and Lebanon)
- ✓ http://www.etf.europa.eu/web.nsf/pages/MISMES_global_inventory
 - ✓ http://www.etf.europa.eu/web.nsf/pages/MISMES_Armenia
 - ✓ http://www.etf.europa.eu/web.nsf/pages/MISMES_Georgia
 - ✓ http://www.etf.europa.eu/web.nsf/pages/MISMES_Moldova
 - ✓ http://www.etf.europa.eu/web.nsf/pages/MISMES_Morocco
 - ✓ http://www.etf.europa.eu/web.nsf/pages/MISMES_Tunisia
 - ✓ http://www.etf.europa.eu/web.nsf/pages/MISMES_Jordan
 - ✓ http://www.etf.europa.eu/web.nsf/pages/MISMES_Lebanon



LABOUR MOBILITY NEEDS FACILITATION

1. International job matching and placement services/ platforms
2. Pre-departure information, orientation and worker protection measures
3. Training and professional skills development for migration and mobility
4. Pre-return information, orientation and job-finding platforms
5. Labour market reintegration of returnees, including entrepreneurship
6. Recognition and validation of migrants' qualifications and skills
7. Links with diaspora for cross-border skills transfer programmes



Key MISMES actors in the Neighbourhood

- Ministries of Foreign Affairs and Expatriates, Labour/Employment, Social affairs, Offices in charge of emigrants abroad, labour attachés, bilateral labour agreements
- The use of special agencies (i.e. ACTC) and/or units of public employment services for international jobs (ANETI, ANAPEC): pro-activity, follow-up
- Online databases for international job matching (e.g. IMIS, ULISSES, NEES): issues of monitoring and reliability – the function of EURES
- Private recruitment agencies (Adecco, Manpower, KMS Georgia, ORCA Jordan): issues of regulation, reputation and reliability
- Migrant networks and *kafala* system are common and effective: issues of abuse, poor working conditions and exploitation
- High involvement of NGOs and international organisations (IOM, ILO, other UN) in designing and delivering MISMES projects (linked with donor funding, mainly EU)



BEFORE-MIGRATION: PREPARATION AND SKILLS-MATCHING

- Pre-departure orientation& training: often short, of general nature, no targeted groups, not designed to skills levels + campaigns on risks of irregular migration
- Language and vocational training are the most common, but benefits are visible only if linked to actual jobs abroad – creates false expectations and frustration
- Professional skills development for migration: sectorial approach, adapted to skill level, linked to recognition scheme
- Involving national VET systems in training has high potential to improve quality if it includes ‘capacity-building’ component
- International traineeship (with job offer): high potential to learn soft skills, language and culture; difficult to attract employers
- No pro-active ‘labour export’ similar to Asian countries (the Philippines), but implicit acceptance of its role on employment policy

DURING-MIGRATION: USING EXPATRIATE SKILLS

- Permanent return of high-skilled migrants: very popular in the ‘development programmes’, but only few returned
- Temporary stay of qualified migrants: genuine interest required from the countries of origin, with extra funds
- ‘Expatriate mobilisation’ depends on the socio-cultural structures, social trust as well as the organisational skills
- The (political) relations between the state of origin and diaspora are key for starting a conducive dialogue
- The economic dynamics of the country of origin and public services are decisive factor – for the return of a ‘critical mass’

AFTER-MIGRATION: LABOUR MARKET REINTEGRATION

- Many programmes to encourage return migration: highest in numbers and mostly funded by destination countries (70%)
- Success depends on many factors: voluntariness, family reasons, type of reintegration services and implementation
- Labour market reintegration is the most needed service: employment services with an 'individualised' returnee support
- Entrepreneurship support& business start-ups: very popular among the returnees, but not linked to job creation policies
- AVRR for readmission of irregular migrants and rejected asylum-seekers: the most difficult group but very common

AFTER-MIGRATION: SKILLS RECOGNITION / VALIDATION

- Validation and/or recognition of migrants' skills/ qualifications: necessary both in the pre-migration and post-migration phase
 - ✓ Recognition of foreign qualifications (diplomas of higher education or upper secondary)
 - ✓ Validation of skills without formal certificates (learnt in non-formal/ informal context)
- Requires transparency, quality, predictability at both sides of migration - and special focus to medium-level (VET) skills
- National laws and effective implementation on the recognition of foreign qualifications and/or bilateral agreements
- Very little exist to recognise the newly gained skills and experiences of migrants upon return in the countries of origin
- Screening of migrants' skills before and after migration?

MISMES EXAMPLES FOR JORDANIAN EMIGRANTS (5)

- Support for job searching and job placement abroad (MoL and MoFAE)
- **Verifying/guaranteeing diplomas and work experience (MoL)**
- Regulating private agencies to support emigration of Jordanians abroad (MoL)
- **Med-generation project for Jordanian expatriates (ANIMA)**
- JEMPAS project (support to the mobility partnership between the EU and Jordan) (ICMPD)



MISMES EXAMPLES FOR LABOUR IMMIGRANTS IN JORDAN (7)

- **Monitoring the employment conditions of foreign immigrant workers**
- **Better work for Jordan programme (BWJ): ILO, MoL, social partners**
- **Workers' centre to serve the needs of immigrant workers: ILO, locals**
- **Integrated programme on fair recruitment (FAIR): ILO**
- **Migrant workers protection programme: Tamkeen (local NGO)**
- **Migration and governance network ('magnet') programme: ILO, locals**
- **Domestic workers solidarity network: local/int. NGOs**



EXAMPLES OF MISMES FOR REFUGEES IN JORDAN (23)

- TVET programmes, career guidance, employment and social services for Palestinians: UNWRA
- Community Development and Support Programme: CARE, VTC
- 'Water Wise Plumbers': GIZ, VTC
- Skills Training Centres in the Syrian refugee camps: NRC
- Sustaining Quality Education and Promoting Skills Development: UNESCO
- Informal education programme for youth/adolescents: Save the Children
- Makani holistic soft and life skills training: UNICEF, JOHUD
- Delivery of educational services (English, higher education): different actors
- Incentive-based volunteering scheme in Azraq refugee camp: Care
- 'Oasis' safe spaces for women and girls –life skills: UN women
- Employment of the Syrian refugees in the apparel factories: UNHCR
- Employment Intensive Investment Programme (EIIP): ILO
- Skills exchange programme between Syrians and Jordanians: UNDP
- Assisting displaced Syrians and vulnerable Jordanians/improving coping strategies: Caritas
- Village Savings and Loans Associations (Care) or Enhancing economic resilience (NEF)
- Supporting the strategic objectives of the London Syria Conference: ILO
- Women leaders project: Municipality of New Balama

LESSONS LEARNT: MIXED NEWS

- **Some encouraging pilots, but very limited MISMES on:**
 - ✓ Pre-departure orientation, training and professional skills development for migration
 - ✓ Recognition and validation of migrants' qualifications and skills
 - ✓ Pre-return orientation and labour market reintegration of returnees, including entrepreneurship
- **A marginal tool in migration management:** fragmented activities with different service providers, largely donor-driven, very limited number of beneficiaries
- **High operational costs and low cost-efficiency:** project-based approach, little links with national institutions, no systematic evaluation and 'learning from experience'
- **Bias** on targeting certain migrant groups + not taking '**full migration cycle**' into account in developing measures
- **Factors of success:** employers' involvement and direct link to jobs, attention to migrant qualifications, expectations management, skills partnerships between countries of origin and destination, embedding MISMES into regular services



RECOMMENDATIONS (1)

- **SKILLS AND EMPLOYMENT ARE ESSENTIAL FOR GOOD MIGRATION MANAGEMENT**
- **MIGRATION SHOULD BE MAINSTREAMED INTO NATIONAL EDUCATION AND EMPLOYMENT POLICIES**
- **‘MIGRATION MANAGEMENT’ SHOULD BE LINKED WITH INTERNATIONAL DEVELOPMENT COOPERATION**
 - ✓ More investment and cooperation in education and training
 - ✓ More support in job creation and entrepreneurship
- **LABOUR MARKET TRANSPARENCY FOR LABOUR SUPPLY AND DEMAND, VACANCIES, OCCUPATIONAL STANDARDS, SKILL NEEDS SHOULD BE IMPROVED**



RECOMMENDATIONS (2)

- **MIGRANT SKILLS SHOULD BECOME 'MORE VISIBLE, READABLE, PORTABLE' REGARDLESS OF WHERE/ HOW THEY ARE LEARNT**
 - ✓ Using existing European transparency and mobility tools: e.g. EQF, Bologna Process, Europass, professional qualifications directive, EURES, ENIC-NARIC network, Lisbon Recognition Convention
 - ✓ Taking advantage of digital tools to facilitate the audit and recognition of migrants' skills
- **EMPLOYERS MUST BE MORE INVOLVED IN ALL LABOUR MIGRATION SCHEMES, WHILE LOCAL AUTHORITIES ARE IN THE FRONT LINE IN DEALING WITH MIGRANTS**
- **MORE SKILLS PARTNERSHIPS SHOULD BE PROMOTED BETWEEN COUNTRIES OF ORIGIN AND DESTINATION**
- **MORE EVIDENCE IS NEEDED IN MIGRATION MANAGEMENT AND POLICY MAKING**

