

ETF Research forum for Evidence-based Policies on Skills and Migration

9-10 June 2026

Thon Hotel EU, Brussels

Sustainability of the skills partnerships between the origin and destination countries of migration in Lithuania, Italy and Germany

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Research questions



- How do skills partnerships mitigate skills shortages in destination countries and unemployment in origin countries?
- How do skills partnerships enhance the skills development of migrant workers (in destination countries) and youth (in origin countries)?
- How do skills partnerships align with economic, educational, employment and migration policies?

Key findings

- The extent to which skills partnerships focus on addressing skills shortages can shape how they enhance and develop the skills of migrant workers, and how they align with policy and legal frameworks.
- Narrow focus on the professional skills and competences needed for workplace delivered via employer-based training raises the issues of alignment with the policy and legal frameworks and compromises sustainability.
- Broader focus (including sociocultural integration skills) and involvement of public bodies and NGOs help to resolve these issues.



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Key findings

- Work-based learning (WBL) is a key approach for skills formation in the analysed skills partnerships.
- The potential of WBL in the skills partnerships is largely defined by the scope of its application.
- The narrow scope of WBL limited to skills needs of enterprises of destination country limits its impact for the learners and societies of the countries involved, while at the same time compromising the sustainability of its provision.
- Integrating work-based learning with previous VET education and destination-country socio-cultural skills significantly enhances migrant employability, integration, and retention.





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“VIRTUOUS” LABOUR MIGRATION? SKILLING, MIGRATION AND DEVELOPMENT IN BANGLADESH AND EU POLICY

Colleen Boland, Urmi Jahan Tanni, Tesseltje de Lange, Shakirul Islam & Dina Abdel-Fatteh

Conducted within the EU Horizon-funded project:

Global Strategy for Skills, Migration and Development (GS4S) (2023–2026)

Collaboration with:

Ovibashi Karmi Unnayan Program (OKUP), Bangladesh migrant workers' organisation



RQ: How do current Bangladeshi policies and programs on skilling and labour migration align with EU policy priorities, and do they create conditions for “virtuous” or “vicious” cycles of migration and development?

Research problem:

- Current EU labour migration & skills policies increasingly prioritize “talent partnerships” & skills mobility frameworks.
- Existing research that policies favour destination-country labour needs over migrant and origin-country development interests.
- Bangladesh a critical case study due to: its long-standing labour migration system; growing migration links with Europe (especially Italy); and the new EU–Bangladesh Talent Partnership (2024–2027).

Analytical focus

- Alignment and tensions between EU and Bangladeshi priorities
- Skills development and labour market matching
- Gender and intersectional inequalities
- Sustainable development and competitiveness
- Risks of reinforcing dependency, precarity, and unequal mobility pathways



Methodological approach

1. Policy and Program Mapping (after providing Bangladeshi context)

Mapping of Bangladeshi initiatives linking: skills development; migration governance; labour market integration; development objectives

Particular focus on: TVET reforms; migration policies; EU Talent Partnership initiatives; labour market programs

2. Qualitative Stakeholder Interviews (Conducted by OKUP)

9 semi-structured interviews conducted (Nov–Dec 2024); Participants included: government agencies; TVET institutions; international organisations; NGOs; recruitment agencies



Analytical lens: Gendered and intersectional approach with attention to gender, class, geography, legal status and labor market inequalities

Main findings

Persistent Skills and Policy Mismatches

- Training systems fail to match: EU labour market requirements; technological developments; actual employer demand
- Bangladeshi workers remain channelled into low-paid, precarious, and “3D” jobs (dirty, dangerous, demeaning).

Inequal Access to Skills and Mobility

- Gender/intersectional barriers persist (rural gap, limited mobility, financial constraints, lack of women facilities)
- Women concentrated in lower-paid migration sectors despite growing care-sector demand

EU–Bangladesh Alignment and Tensions

- Areas of overlap: Safe and legal migration, skills development, (purported) AIMS for gender inclusion, digital and green skills agendas.
- Areas of discord: EU demand for highly skilled labour v. Bangladesh’s low-/semi-skilled migration model, weak mutual recognition of qualifications, fragmented implementation /certification systems.

Overall Conclusion: Risk of reinforcing “**vicious cycle**” (dependency & inequality); EU–Bangladesh TP could support more “**virtuous cycle**” if: long-term investment; inclusive TVET reform; stronger institutional coordination, & better private-sector engagement.

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SKILLED RETURNEES AND THE EU ACCESSION INCENTIVE A Comparative Analysis of Brain Gain Policies in Albania and Moldova

Gabriel Fernández Alonso
Spanish National Research Council (CSIC) / College of Europe in Tirana



RESEARCH QUESTION

Does the EU accession process act as a structural incentive for candidate countries to transition from “brain drain” to “brain gain”?

Case studies: Albania and Moldova

MAIN FINDINGS I: INSTITUTIONS MATTER

**Moldova: more institutionalised brain-gain architecture
BRD, Diaspora 2025, PARE 1+1, diaspora grants and return-support
mechanisms.**

Albania: fragmented but evolving framework

From donor-led reintegration projects to the 2024–2030 Migration Strategy, skills mapping and more state-led coordination.

Key comparative point

Both countries face significant skilled emigration, but Moldova has translated diaspora engagement into a more continuous and institutionalised policy framework.

MAIN FINDINGS II:

EU INTEGRATION AS A CATALYST, NOT GUARANTEE

**EU integration can raise migration and skills on the reform agenda
It provides policy frameworks, technical assistance and funding.**

**But accession does not automatically produce brain gain
Domestic ownership, administrative capacity and labour-market
opportunities remain decisive.**

Main risk: brain waste

Without recognition of qualifications, transparent recruitment and a credible business environment, returnees may re-emigrate.

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Mutually beneficial migration: harnessing national data to develop effective labour mobility partnerships and skills development cooperation

Francesca Majorano Sarapo, Mattia di Salvo



How can national data be used to guide the design of labour mobility and skills partnerships?



Archivage national des données du Sénégal

Promouvoir l'accès et l'utilisation des microdonnées pour l'analyse et la recherche

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Enquête nationale sur l'Emploi au Sénégal, 2023, Quatrième trimestre

Senegal, 2023

[OBTENIR LES MICRODONNÉES](#)

ID de référence: SEN-ANSD-ENES-T4-2023-V1

Producteur(s): Agence nationale de la Statistique et de la Démographie

Collections: [Emploi et Travail](#)

Métadonnées: [Documentation au format PDF](#) [DDI/XML](#) [JSON](#)

RÉPUBLIQUE DU SÉNÉGAL
Un Peuple - Un But - Une Foi
MINISTÈRE DE L'ÉCONOMIE
DU PLAN ET DE LA COOPÉRATION



RAPPORT DÉFINITIF, RGPH-5, 2023



JUILLET 2025

Nigeria DATA PORTAL

[HOME](#) [MAPS](#) [GALLERY](#) [DATA CATALOG](#) [CENSUS DATA](#) [NSDP](#) [SDG](#)

Nigeria Labour Force Survey

✓ Verified

Published by source: 12 December 2023

Expected next release: 24 June 2024

738 time series found

Dashboards 1

Indicator

- Type to filter
- Working-age population
 - Labour force population
 - Employed population
 - Unemployed population
 - Outside the labour force population
 - Time-related underemployment
 - Discouraged job-seekers
 - Self-employed
 - Employees
 - Employed population in agriculture
 - Informal employment
 - Informal employment (excluding agriculture)
- Young population (aged 15-24)**
- Young labour force (aged 15-24)
 - Young employed (aged 15-24)
 - Young unemployed (aged 15-24)
 - NEET (aged 15-24)

Switch between different visualizations on the fly. Based on your selection recommended gadgets are shown on top with large tiles.

You don't have to start from scratch. Load [random selection](#) or [browse dashboards](#) to see what other people did

Please input your query here

Search

Methodological approach

Sectors and occupations identification – the process



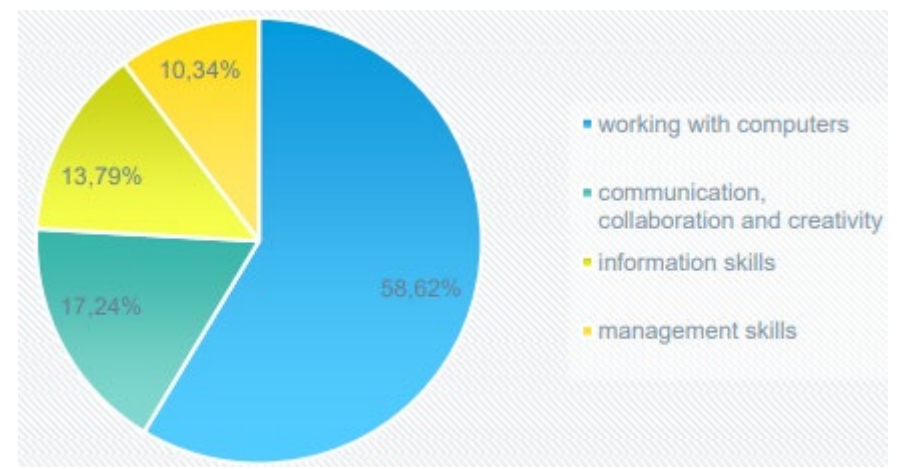
Tailored approaches for labour migration and human capital creation

Identification of sectors under different approaches, for different population groups and geographical areas of origin

From occupations to skills ISCO and ESCO as starting points – the example of software developer

ISCO lev 2	ISCO lev 3	ISCO lev 4	ESCO lev 5
25 - Information and communications technology professionals	251 - Software and applications developers and analyst	2512 - Software developers	2512.1 - cloud engineer
			2512.2 - software analyst
			2512.3 - software architect
			2512.4 - software developer
			2512.5 - user interface developer
			2512.6 - cloud architect
			2512.7 - cloud DevOps engineer
			2512.8 - cloud software developer
			2512.9 - IoT developer

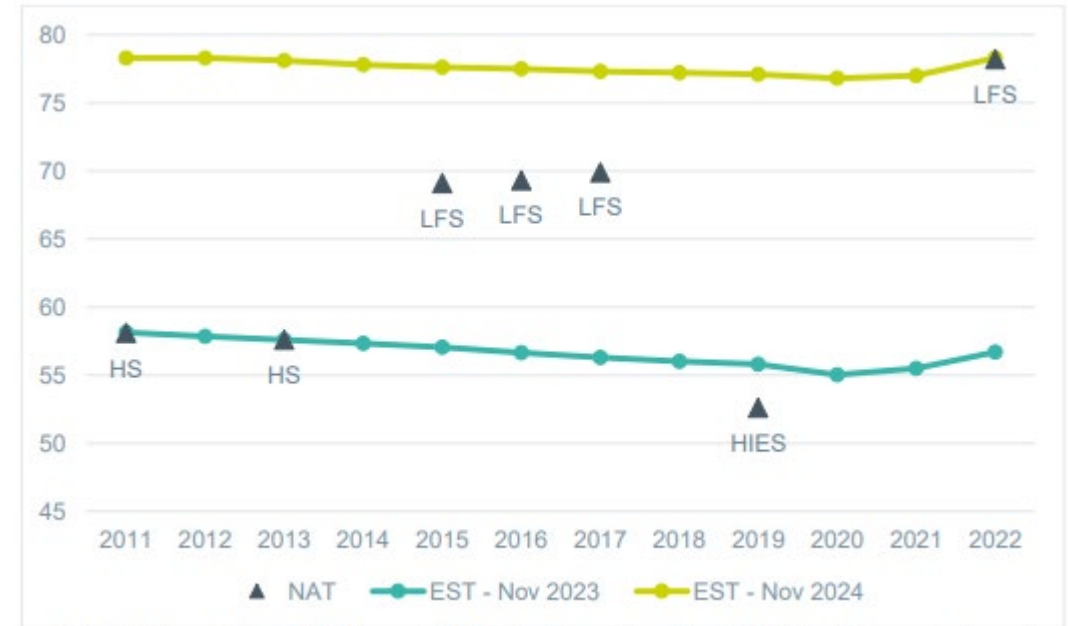
Essential Skills and Competences	Essential Knowledge	Optional Skills and Competences	Optional Knowledge
15	9	14	70
E.g. Analyse software specifications, develop software prototype	E.g., ICT debugging tools, computer programming	E.g., design user interface, migrate existing data	E.g., C++, Java



Lessons on using national data

- Access and analysis are **time-consuming**
- **Labour demand and skill needs data** often missing
- Existing national **migration data** insufficient for a full “triangulation” with labour market information
- National data **strengths**: details of different socio-economic groups, reasons for unemployment and inactivity
- **International sources** fill the gaps (long-term trends, comparability)
- Data sources and definitions - **data harmonization**
- **International classifications** (ISIC, ISCO) to compare sector and occupation data “at home” with the needs in the EU labour market or other destination countries
- **ISCO and ESCO** as a starting point to define skills relevant for labour mobility

Employment-to-population ratio (%) in Nigeria – ILO’s indicators



Note: HS (General Household Survey), LFS (Labour Force Survey) and HIES (Socio Economic Survey)