

INTERNATIONAL M IGRATION AND INITIATIVES FOR RECOGNITION AND VALIDATION OF MIGRANTS' SKILLS

**Stakeholders Forum on Migrant Support Measures from
Employment and Skills Perspective**

Amman, 10 July 2017

Who are “migrants”?

- **UN:** ‘a person who moves to a country other than that of his or her usual residence for a period of at least a year, irrespective of the causes and the means used to migrate’
- **Voluntary migration:** e.g. economic/labour migrants, international students, family unification
- **Forced migration (displacement):** e.g. people in need of protection, asylum-seekers, refugees, ‘guests’, etc.
- **‘Temporary’ or ‘seasonal’ migration:** labour movements for less than a year (except tourism and business trips)
- **‘Regular’ versus ‘irregular’ (or illegal) migration,** with extreme form of ‘human trafficking’

What is the number of international migrants?

- The persons living in a country other than where they were born: 244 million, including 22.5 million refugees – (total displaced: 65.6 million people)
- Information sources: UN Population Division, UNHCR, IOM, World Bank, OECD, Eurostat, national statistics, etc.
- **‘Root causes of migration’**: a long list of all unmet development and security challenges in source countries
e.g. poverty, economic hardships, absence of jobs/ prospects, unemployment/ low wages, armed conflict, violence, social strife, political turmoil, prosecution, inequality, discrimination, corruption, human right abuses, problems of governance and rule of law, lack of freedoms, increasing disparities between developing and developed nations

Migrants are not homogenous....

- Age of migrants – e.g. children, youth, adults, elderly
- Sex (females/ males), and health status of migrants (disability)
- Socio-economic background – poor/rich family, low/high social capital
- Education/ skill levels – e.g. unskilled, low-skilled, medium-skilled, high skilled
- Occupation and work experience: diverse sectors/ professions
- Locality/ region/ country of origin – rural/ urban, different regions
- Entry status of migrants – e.g. labour migrants, asylum-seekers, family members, seasonal workers, irregular migrants

Each group has different needs, no one-size-fits-all policy

International initiatives on migration (1)

- ILO Convention No. 97 on “Migration for Employment Convention” (1949, ratified and revised)
- ILO Convention No. 143 on “Migrant Workers (Supplementary Provisions)” (1975, ratified)
- UN Geneva Convention of Refugees (1951): definitions of refugees and asylum-seekers – UNHCR: UN Refugee Agency
- UN: Declaration of the 2013 High-Level Dialogue on International Migration and Development
- UN: New York Declaration for Refugees and Migrants (19/09/2016) – IOM: the UN Migration Agency since 2016
- UN 2018 Conference on International Migration: ‘Global Compact for Safe, Orderly and Regular Migration’, and ‘Global Compact for Refugees’

International initiatives on migration (2)

- UN 2030 Agenda for Sustainable Development: Sustainable Development Goal (SDG) 10.7 (well-managed migration policies), SDG 8, 16, 11
- Global Forum on Migration & Development (GFMD): an informal, non-binding, voluntary and government-led process of UN member states, co-chaired by Germany and Morocco in 2017-2018
- EU: Global Approach to Migration and Mobility (GAMM) 2011: 4 pillars of legal migration, preventing illegal migration, migration & development, international protection
- EU Mobility Partnerships signed with: Moldova (2008), Georgia (2009), Armenia (2011), Azerbaijan (2013), Morocco (2013), Tunisia (2014), Jordan (2014), Belarus (2016), Lebanon (negotiations ongoing).

EU regulations facilitating legal labour migration

- EU Directive 2003 on the status of third-country nationals who are long-term residents
- EU Directive 2009 on the entry and residence of third-country nationals for the purposes of highly-qualified employment (Blue Card)
- EU Directive 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers
- EU Directive 2014 on the conditions of entry and residence of third-country nationals in the framework of an intra-corporate transfer
- EU Directive 2016 on the entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes
- **Public consultation on the functioning of EU Directives:**
http://ec.europa.eu/home-affairs/content/consultation-european-unions-eu-legislation-legal-migration-non-eu-citizens-fitness-check-eu_en

New developments on the third-country nationals in the EU



Key policy priorities

LABOUR MARKET
& VOCATIONAL
TRAINING



Employment and early integration into vocational training are core parts of the integration process. Finding a job is fundamental to becoming part of the host country's economic and social life.

Examples of actions: Promoting good practices and support projects for labour market integration through "fast-track" insertion and vocational training; pilot projects for migrant entrepreneurship.

The "New Skills Agenda for Europe" will also develop actions to support validation of skills and recognition of qualifications such as a "Skills and Qualifications Toolkit" for newly arrived third-country nationals.

EU Skills Profile Tool for Third Country Nationals 2017:

<http://ec.europa.eu/migrantskills>, <http://skpt-test.eu-west-1.elasticbeanstalk.com/#/>

EU Action Plan on the Integration of Immigrants in the EU

- Early assessment of migrant's skills and qualifications (including formally, non-formally or informally acquired skills)
- Early access of migrants to education and training opportunities and/or apprenticeships
- Socio-cultural orientation/ introduction programmes for migrants, including intensive language and civic education
- Access of migrants to guidance and counselling to help people understand suitable education/ training or career/job options
- Access of migrants to general job mediation services for job search, job placement and skills matching

Migration cycle: three phases with diverse perspectives/ measures

BEFORE MIGRATION (potential emigrants/ potential immigrants):

preparations, cultural orientation, skills recognition/validation, VET and language training

DURING MIGRATION (current emigrants/ current immigrants):

skills recognition/validation, job and skills-matching, guidance and counselling, VET and language training

AFTER MIGRATION (returnees and diaspora settled abroad):

reintegration of returnees in the labour market, VET, entrepreneurship, recognition/validation of skills/ qualifications

Recognition of migrants' qualifications

- The 1997 Lisbon Convention on Recognition of Qualifications (LRC) established the basis for recognition of their foreign qualifications (Council of Europe)
- ENIC-NARIC networks were established to implement the LRC and to develop policy and practice for the recognition of qualifications in the EU Member States, the European Economic Area countries and Turkey
 - ✓ ENIC: European Network of National Information Centres on Academic Recognition
 - ✓ NARIC: Mobility and the Network of National Academic Recognition Information Centres
- EU Directive 2005 on the recognition of professional qualifications
- The EU Bologna Process and Copenhagen Process
- European Qualifications Framework (EQF) and Europass

Validation of migrants' skills

- Validation of non-formal and informal learning (VNFIL) is a relatively newer concept and developed at the EU level. Validation is 'a process of confirmation by an authorised body that an individual has acquired learning outcomes measured against a relevant standard' (Council of the EU, 2012, p. 5).
- A key objective is making it possible for all citizens to have their non-formal or informal learning identified and documented, and if they so wish, assessed and certified.
- Validation can also form part of the response to the need of identification, documentation, assessment and certification of migrants' previous experiences, to support quicker and smoother integration into host countries.

ROUTES TOWARDS LABOUR MARKET INTEGRATION FOR REFUGEES, ASYLUM-SEEKERS, LABOUR MIGRANTS, OTHERS

REGISTRY OF INDIVIDUALS & IDENTIFICATION OF COMPETENCES/QUALIFICATIONS

(by an **INTEGRATED RECEPTION DESK** FOR MIGRANTS & OTHER DISPLACED PEOPLE)

1. National registration by the **Migration services**
2. Humanitarian aid and basic social/psychological services
3. Fast screening by **Public Education, training and employment services**
4. **Matching to labour market needs and guidance to further public services**

Technical operations to be defined

3.a. The candidate **has access to his/her certificates and diplomas and can submit them to the national authorities**

3.b. The candidate **has not access to his/her certificates and diplomas and cannot submit them to the national authorities**

Documents are submitted for a **Recognition of Formal Qualifications** process

3.b.1. The candidate **has significant work experience and/or relevant skills**

3.b.2. The candidate **has very limited work experience and/or relevant skills**

Candidates are enrolled in a **VNFIL process**

(based on adopted **occupational standards and/or qualifications standards**)

The VNFIL process includes **FOUR STAGES** (the **INFORMATION & IDENTIFICATION** and **DOCUMENTATION & PREPARATION** phases need further development, mainly for targeting better refugees and displaced persons)

- A. **INFORMATION & IDENTIFICATION**
- B. **DOCUMENTATION & PREPARATION**
- C. **ASSESSMENT**
- D. **CERTIFICATION**

Candidates are enrolled in a **TRAINING PROGRAMME**

(full qualification training programme OR complementary training of a partial qualification certified by a VNFIL process)

Was the process successfully completed and the qualification recognized?

NO **YES**

Was the VNFIL process successfully completed and the qualification awarded?

YES

Was the training successfully completed and the qualification awarded?

NO

YES **NO**

Candidates might need also:

- **Work based Learning programme(s)**, including apprenticeships and internships
- **Language training programme(s)**, including transit and potential destination countries languages
- **Socio-cultural induction programme(s)**, including key-competences (team work, communication skills, etc.)
- **Entrepreneurship programme(s)**, including access to grants and business management training

GUIDANCE AND JOB PLACEMENT SERVICES

LABOUR MARKET INTEGRATION & SOCIAL INCLUSION

Reception desk

Reception desk

Source: ETF, 2016, SP QUALIFICATIONS