

Draft Background paper RT 2.1

Enhancing the development impacts of labour migration and circular mobility through more systematic labour market and skills matching

Expected outcome

Expected outcome of this round table discussion would be a list of possible measures and considerations in order to make labour and skills matching enhance mutual development impacts for migrating men and women, of various skills levels, in both countries of origin and destination.

Background and context

This Roundtable builds on work undertaken since the Brussels GFMD Meeting in general, as well as on discussions in Puerto Vallarta, Geneva and Port Louis in particular. The Roundtable should look at recent developments and avoid repeating discussions in past GFMD sessions, e.g. generic reviews of bilateral labour agreements.

In clarifying the links/complementarities with other Roundtables, overlaps should be avoided such as on the broader development planning issues (1.1.), temporary return of diasporas (2.2.), overall migrant rights and empowerment issues (3.1.) or ethical recruitment and brain circulation in health and education (3.2.). Complementarities could be sought with the Roundtable preparing work on the private sector.

Main issue areas

The aim of this Roundtable is an in-depth discussion on the evidence of development impacts from enhanced international labour market complementarities through more systematic matching of skills with labour market needs. The underlying notion is that facilitated labour and skills matching, improved mutual recognition of skills (including qualifications), credentials and reduced recruitment costs, will reinforce the mutual, positive development outcomes. The growing importance of temporary and circular forms of mobility will necessitate an approach that takes into account all actors concerned. It is important to cover both developed and developing regions and reflect that most countries are both places of origin, transit and destination for migrants.

Addressing labour market shortages and skills matching

Migration and mobility are increasingly important for national labour markets. Improved complementarities with sub-regional, regional and international labour markets can bring economic growth as well as many other advantages. Governments and specialized authorities, employers, professional associations, educational institutions and other stakeholders need to take into account a number of important aspects when working together. Policies can facilitate mobility in order to respond timely and accurately to current shortages, over-supply as well as labour market mismatches. Discussions on labour and skills matching need to be more adapted to and differentiated according to migrant characteristics (gender, age, skills, qualifications etc.), sectoral and country differences (developed countries with shrinking working age populations, emerging markets, developing countries with large informal sectors) and policy models (market or employer-led models, human capital approaches, labour market forecasting, application of general matching tools). Examples of such differences could be illustrated. In order to clarify the term 'skills mismatch', it can be referred to either as a labour shortage – an absolute shortage of labour. This is more prevalent in sectors/regions which tend to employ higher numbers of low-skilled individuals. Skills mismatch can also be referred to as a skills shortage – prevalent when there exists highly-skilled unemployed workers with the wrong sets of skills for available jobs.

There is a need to explore how efficient and effective various labour matching systems have been and how they could be improved. In addressing efficiency it is relevant to discuss how this should be evaluated and whether it concerns efficiency for governments, employers and migrants. There is often a need to improve coherence among employment, training and labour migration policies for improved labour and skills matching both in origin and destination countries.

A more in-depth and gender-sensitive analysis can be made if focusing on a limited number of key sectors, including highly skilled mobility sectors (science and technology, engineering, IT, health); skilled trades (extractive industries such as mining, oil and gas); construction and hospitality; fishing and agriculture; and domestic care. Specific sector-related issues and shortages could be identified and highlighted, such as bottlenecks and related administrative issues. Temporary and circular forms of mobility are more common in some sectors than in others. Shortages in some sectors depend on business cycles and temporary adjustment gaps. In other sectors, they reflect a general lack of structural change, labour market polarization and lack of broader up-skilling or population ageing. In either case it is important to identify where shortages are likely to occur and, if possible, quantify them. It is also important to define the extent to which migration should complement other policy instruments aiming at addressing these shortages in the short and medium terms.

Skills requirements vary across these sectors and methods for assessing (vocational) training, and/or experience, certifications (i.e. diplomas) and broader qualifications and ways to complement these skills (e.g. with add-on training) in a way that can prepare migrants for labour market integration upon arrival are relevant to explore. The analysis and illustrative examples could cover methods to validate and recognize credentials and qualifications both in the destination country and pre-departure and how the non-equivalency of standards is managed. Examples of collaboration on mutual recognition, also for low and medium skills, could be taken from regional experiences e.g. the EU and the ASEAN or from bilateral agreements. The ASEAN member states, for example, aim to realize the free flow of skilled labour by 2015 and have formalized a mutual recognition arrangement framework for

recognition of education and skills in certain priority sectors. There are also interregional cooperation focusing on validation and recognition of credentials and qualifications that lessons could be learned from.

Labour matching may be improved when governments work with the accreditation authorities and trainers, including both the public and private sectors. Links between skills recognition, credentials and education could thus be addressed. One example is the case of programmes that allow employers to assess migrant competencies and skills equivalency, including through online tools. Also the role of language and skills training for improved skills portability could be looked into, highlighting the role of employers, including their cooperation with governments.

International student mobility is relevant as far as labour market access to gain related work experience is concerned. Many countries have made it easier for international students to remain in the country and enter its labour market upon graduation. Cooperation among education institutions on the equivalency of diplomas, youth professional training programmes and internships, and the role of the private sector could be relevant topics in this context.

A holistic approach to the mobility cycle

Whether governments achieve mutually beneficial labour market complementarities across borders, depend on factors across the whole cycle of mobility. It includes measures at the phase of skills generation, during pre-departure preparations, at the point of skills assessment and recognition, while in employment and during skills development in the country of destination. To this end, effective integration in the host country is key to ensuring that both migrants and receiving societies will benefit from the potential of migration, including via stronger diaspora communities and migrant entrepreneurs. For migrants who return, recognition and reintegration back in the country of origin labour market are equally important in order to ensure that new and reinforced skills are leveraged for development.

Governments that deploy large numbers of migrants abroad need to take into account risk preparation and risk management in the labour matching and recruitment process, e.g. change in the economic conditions of the country of destination. Similarly, the host countries of labour migrants need to prepare for sustainable integration, periods of high unemployment and underemployment (a choice between migrant specific measures and general measures aiming at all unemployed persons) or return of the migrant work force.

Measures to prevent and remedy irregular migration, in particular in relation to the recruitment process and ways to prevent abuse and violation of rights are of interest to explore. Examples from the informal labour markets and informal channels for recruitment are relevant in this regard. Migration policy aspects need to take into account the responsibilities of the destination country in assisting migrants, protecting their rights and obligations and the responsibilities of the source country in terms of preventing irregular migration, while improving the return and reintegration of labour migrants. As part of a holistic approach to the mobility cycle, the analysis could also consider broader settlement supports available to migrant workers to help them integrate socially into the host country (e.g. establishing community connections and language training).

In relation to this risks and consequences of brain drain and how such trends could be reversed into brain gain could be highlighted. Moreover, countries of origin that rely on substantial labour emigration, may also benefit from improving their skills recognition models and support measures in order to ensure that returning migrants may contribute to their country of origin labour market through adequately using their new skills, qualifications and work experience from abroad.

Partnerships to promote mutual development outcomes

For the migrants and for development, the outcomes may vary according to how governments involved manage to implement relevant international conventions, ensure national legal frameworks and rights, promote ethical recruitment, protection and decent work, avert irregular migration and exploitation, deskilling and underutilization of skills, and address the short-term and long-term aspects of integration and reintegration. The underlying notion is that migrants who enjoy improved portability of skills and move under fair conditions, can contribute more to development in both source and destination countries.

Looking closer at the recruitment and deployment industry and its role in international skills matching, assessing the effectiveness of regulation and monitoring of recruiters and other intermediaries, would be a key issue in this regard, examining both government and private sector-driven approaches (for example industry codes of conduct and social auditing). This should address international multi-stakeholder cooperation on ways to reduce recruitment costs, increase transparency of the recruitment process and improve the access to relevant information for both migrants and employers. For example, the IOM and IOE with committed partners from government, the private sector and civil society have launched the *Public Private Alliance for Fair and Ethical Recruitment* to develop operational tools such as the *International Recruitment Integrity System (IRIS)*, a voluntary global accreditation system for recruitment intermediaries.

The high over-qualification rates in many countries need to be addressed. The role of public authorities in skills recognition (including bilateral mutual recognition agreements), the role of professional associations and regulatory bodies that define the profession and related occupational standards, job descriptions, certifications requirements and qualifications (e.g. for architects, engineers) and the role of employers respectively should be discussed. The role of public authorities and employers in providing language training with this aim, both pre-departure and after arrival should also be discussed. In addition, specific tools in some countries such as skills and competence cards could be further explored. Examples of reducing the costs of recruitment could draw on current work by the World Bank and the ILO for KNOMAD on recruitment costs across three migrant corridors.

Private-public partnerships should be explored as a key issue, assessing the readiness of private sector actors to engage as well as how to leverage the private sector's interest in filling employment vacancies. Public-public or government-government partnerships should also be looked at, including public employment agencies, and cooperation between ministries of labour and various other ministries. Another area of interest is how partner governments jointly could address labour matching in relation to changing business cycles.

The role of information technology to reach out to employers is relevant to explore, e.g. internet-websites for matching employers vacancies with access to migrant applicants. Public employment agencies work together across borders in some interesting cases. The role of

information technology could also be explored as a means to providing migrants with pre-departure information on labour markets, qualification assessment and recognition as well as skills matching.

Development outcomes also vary according to region-specific factors. Models for intergovernmental cooperation on labour mobility, as well as intra-regional and international frameworks in various regions, could be explored. Examples of South-South migration and cooperation, e.g. in the Western African region (ECOWAS) or intra-regional cooperation such as the Rabat Process (EU and countries from North, West and central Africa), would be of particular interest. There is also an interest in learning from North-North cooperation

Key questions to address

- How can countries involved work together in key labour-shortage sectors where temporary or permanent mobility can respond to labour market needs?
- How can recognition of skills (formally and non-formally acquired), including the recognition of foreign qualifications, be improved? In relation to this, how can the high over-qualification rates among migrants in many countries be tackled?
- How can public-private partnerships in labour matching make better use of information technology and information resource centres? In relation to this, how can the use of IT promote good recruitment practices?
- How can language proficiency be improved and how can private-public partnerships contribute to providing adequate and timely language training and encourage employers to invest in language and skills training for migrants?
- How can returning migrants contribute to their country of origin labour market through new skills and work experience from abroad, and what are relevant support measures to that end?

Possible measures

Possible measures to take in order to make labour and skills matching enhance mutual development impacts for migrating men and women, of various skills levels, in both countries of origin and destination.

1. Increase international cooperation on education, training and recognition of qualifications for example through working with education institutions and employers and through bilateral recognition of qualifications agreements.
2. Improve skills recognition, particularly in order to facilitate returning migrants contribution to their country of origin labour market through adequate use of new skills and experience from abroad, for example through a system of certificates of competency accepted in the countries of origin.
3. Engage closer with the private sector to determine and discuss employers' needs as well as training opportunities for migrants.

4. Provide, for example through ICT tools, reliable information on job opportunities and skills requirements, both in countries of destination as well as countries of origin upon return.
5. Take necessary steps in order to promote transparency in the recruitment process, while also assessing the efficiency of monitoring and regulation of recruiters and intermediaries.
6. Address the high over-qualification rates among migrants in many countries for example by promoting language training but also by involving public authorities responsible for skills recognition as well as professional associations defining professions and related job descriptions and qualifications.

ANNEX

This Annex contains descriptions and references to examples of relevant frameworks, policies, programmes, projects and other experiences in relation to the issues raised in the policy part of the Background paper. This second part of the Background paper aims to form the basis of an evolving catalogue of policies and practices with a view to be stored and displayed on the GFMD PfP website in a Policy and Practice Database.

Title: Integrating Migrant Worker Resource Centres into Employment Service Centres in Viet Nam	
Country: Viet Nam	Partner(s): Department of Overseas Labour, Ministry of Labour Invalids and Social Affairs, International Labour Organization, Department of Foreign Affairs and Trade, Australia
Thematic Area(s): Labour migration and mobility, rights of migrants	Tags: enabling regular migration, low and unskilled migration, protection, empowerment and rights of migrants,
<p>Summary: In Vietnam, Migrant Worker Resource Centres (MRCs) have been established in the employment service centres run by the provincial department of labour since 2011. This model of an integrated service offers ample opportunity for scale and sustainability. It is estimated that 20% of job seekers that visit the employment service centres are interested in working outside of the country. In addition to the typical drop-in and outreach service, this model also allows for potential migrants to be reached through job fairs. Counselling is provided through outreach activities, online and over the phone. Information is also disseminated through broadcasts on local radio and television, and through seminars on safe migration in schools and vocational training centres. The MRCs are implemented in collaboration with the Department of Labour in five provinces in Vietnam. The ILO provides technical and financial support to the MRCs through the GMS TRIANGLE project.</p> <p>The project has organized training for provincial authorities and staff of the MRCs on the relevant laws related to the sending of workers abroad, and on the delivery of support services. The project has also developed an MRC Operations Manual, a communications plan and other resources, to provide more guidance to staff of the MRCs in the running the centres, and reporting the achievements. Through monitoring missions, the project and the Department of Overseas Labour provide additional coaching to staff of the local department and MRC staff.</p>	
Web Links: http://english.molisa.gov.vn/ http://www.ilo.org/asia/whatwedo/projects/WCMS_145664/lang--en/index.htm	

Title: Pre-departure orientation and links with the national qualifications framework in Sri Lanka	
Country: Sri Lanka	Partner(s): Ministry of Foreign Employment Promotion and Welfare, Sri Lanka Bureau of Foreign Employment (SLBFE), Tertiary and Vocational Education Commission (TVEC) of the Ministry of Youth Affairs and Skills Development, International Labour Organization (ILO), Swiss Development Cooperation

	(SDC)
Thematic Area(s): Labour migration and mobility	Tags: low skilled migration, migration management
<p>Summary: Since 2011, the Government of Sri Lanka since has been looking to shift its migrant worker population from a mainly low skilled work force to more of a skilled work force to ensure better conditions of employment and higher wages overseas, and recognition and employability upon return to Sri Lanka.</p> <p>In 2012, with the coordination and technical inputs of the TVEC, the National Vocational Qualification (NVQ) system was introduced to the labour migration program by the SLBFE. The TVEC assessed course material, instructors and training facilities and made recommendations for standardizing the SLBFE's mandatory pre-departure orientation programmes for low skilled workers to the level of NVQ3. As a result, the pre-departure orientation trainer and trainee guides, developed in the framework of an ILO-SDC technical cooperation project, were standardized to the NVQ3 level. An advisory committee consisting of officials of TVEC, SLBFE and instructors, and civil society representatives provided inputs for their development.</p> <p>The pre-departure guides are now being used by all pre-departure orientation centres and are contributing to ensure standardized instructions to all prospective migrant workers in an effort to minimise their vulnerabilities and empower them to attain higher levels of the NVQ standardization system upon their return.</p>	
<p>Web Links: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-colombo/documents/publication/wcms_233351.pdf</p>	

Title: Mutual Recognition Agreements in the ASEAN region	
Country: ASEAN Region	Partner(s): ASEAN Member States
Thematic Area(s): Labour migration and mobility	Tags: Skilled migration, policy coherence
<p>Summary: ASEAN Members States (AMS) aim to realize the free flow of skilled labour within ASEAN by 2015 as embodied in the Economic Blueprint, one of the three blueprints adopted for the ASEAN Economic Community (AEC). Thus far, a Mutual Recognition Arrangements (MRAs) Framework has been formalized among AMS for the mutual recognition of education and experiences obtained in 7 priority sectors - architectural services, surveying, medical practitioners, dental practitioners, engineering services, nursing and accounting services, and tourism professionals. All 10 ASEAN Member States are already participating members of these seven MRAs and different mechanisms are being established to administer their implementation. The 8th MRA on Tourism Professionals (MRA-TP) aims to facilitate the mobility of tourism professionals within ASEAN based on competence-based tourism qualifications, While MRAS have been reached in 7 professions in ASEAN, work remains on defining competency-based qualifications and benchmarks.</p> <p>AMS are supporting the establishment of an ASEAN Regional Qualifications Framework (ARQF) which has the potential to simplify cross-border skills recognition by immigration and labour authorities, as it has in Europe.</p>	

Web Links: <http://www.asean.org/communities/asean-socio-cultural-community>

Title: Consolidation of migration management capacities in the Republic of Moldova	
Country: Moldova	Partner(s): The project is being implemented in conjunction with nine EU member states: Sweden: Swedish Public Employment Service, Romania: Ministry of Labour, Family and Social Protection, National Employment Agency, Italy: Ministry of Labour and Social Policies, France: National Employment Agency, Germany: Federal Ministry for Economic Cooperation and Development and Centre for International Migration and Development (CIM), Hungary: Department for International Cooperation, Office for Immigration and Nationality, Lithuania: Lithuanian Labour Exchange, Czech Republic: Ministry of Interior, Bulgaria: Ministry of Labour and Social Policy, and European and international organizations: European Training Foundation (ETF), Centre for International Migration and Development (CIM), World Association of Public Employment Services (WAPES), Common Visa Application Centre (CVAC) at the Hungarian Embassy in the Republic of Moldova.
Thematic Area(s): Labour migration and mobility.	Tags:
Summary: With the purpose of facilitating legal migration including circular and temporary migration, in June 2008 a Joint Declaration on a <u>Mobility Partnership between the European Union and the Republic of Moldova</u> was signed. Within this partnership, a capacity building project “Consolidation of migration management capacities in the Republic of Moldova” was launched with the financial support of the European Union. The implementation unit of the project is the Swedish Public Employment Service.	
Key issues to be addressed: <ul style="list-style-type: none">- Provide correct information about legal migration procedures and opportunities;- Inform about risks of illegal migration and possibilities of working and living legally in the EU;- Better maximize the links between migration and economic and labour market development in the receiving countries and in Moldova;- Provide programs for returnees and pre-departure trainings in order to match their experience	

with international and national labour market demand.

Capacity building activities for the National Employment Agency (NEA) and Ministry of Labor, Social Protection and Family:

- Providing support to Moldovan relevant authorities in mainstreaming migration dimension in labour market and VET policies;
- Introducing management by objectives within NEA;
- Improving the labour market situation by strengthening the relations with employers, improving the cooperation with private employment agencies and increasing the level of quality of services provided by NEA;
- Developing the Social Dialogue on labor market of Moldova;
- Providing qualitative Vocational Educational Trainings;
- Negotiating and implementing bilateral agreements on migration of labour force;
- Developing the IT system by introducing new applications and upgrading the existing ones;
- Developing the communication and information unit (internal and external).

Activities addressing Moldovan Diaspora from EU countries:

- Information and awareness raising campaigns on legal procedures of migrating, living and working in EU and on opportunities of Moldovan labour market for returnees;
- Developing guidelines on business start-ups in Moldova;
- Developing new information and communication channels for the use of Moldovan Diaspora to be permanently updated and informed;
- Organizing information meetings with Moldovans from abroad on legal living and working in EU;
- Strengthening the links between Moldovan Diaspora from EU and home country that shall work in both directions and will improve the level of awareness regarding NEA services and other state authorities.

E-Job Fairs: An electronic platform will be developed with the purpose of organizing e-Job Fairs targeting mainly Moldovans from abroad but also those from the home country. Through this activity the project aims at promoting employment opportunities of the Moldovan labour market and facilitating the smooth reintegration of returnees into the labour market.

Validation of non-formal and informal learning: Support relevant Moldovan authorities by building capacities on comparability of professional profiles between Moldova and the EU that shall lead to a more transparent labour market and improved matching system.

Occupational Classifier: Support relevant Moldovan authorities in harmonizing the existing Occupational Classifier to ISCO standard in order to further improve the comparability of professional profiles between Moldova and EU and the matching procedure for the purposes of international migration.

Vocational Educational Trainings (VET): Training activities addressing Moldovan training providers aiming at introducing a more demand driven VET system that will improve the quality of VET trainings provided to Moldovans who need to be re-integrated into the labour market.

Social and Economic re-integration of returnees: Training programs and specific policies/guidelines for returnees will be developed to facilitate their social and economic re-integration in the country of origin.

Training the staff of the National Employment Agency (NEA): Various tailor-cut trainings will be available for NEA staff. The sessions will take place in Moldova and abroad and are to be conducted by experts from the EU Member States.

Raising awareness campaigns: A wide information process will be developed to address legal migration to EU issues and employment opportunities in the country of origin. In this respect, all

existing channels will be used extensively where appropriate both at national and international level: TV, radio, printed materials, internet, face-to-face meetings and through communities of Moldovans.

Exchange of best practices between EU and MD: Relevant Moldovan authorities will benefit from experts' support in negotiating and implementing labour migration and social protection bilateral agreements between Moldova and EU country members.

Web Links: www.legal-in.eu

Title: Employment Permit System (Republic of Korea) and its Happy Return Program	
Country: Republic of Korea, 15 sending countries: Bangladesh, Cambodia, China, East Timor, Indonesia Kyrgyzstan, Myanmar, Mongolia, Nepal, Pakistan, The Philippines, Sri Lanka, Thailand, Uzbekistan, Viet Nam	Partner(s): Human Resources Development Foundation of the Republic of Korea, public placement agencies in countries of origin.
Thematic Area(s): Labour migration and mobility Strategies for addressing irregular migration and enabling migration	Tags: Legal Framework on Migration, Policy Coherence, Temporary and Circular Labour Migration, Recruitment, return and reintegration, addressing irregular migration, Low skilled migration
<p>Summary: The Employment Permit System (EPS) was introduced in 2004 as the main management system for foreign workers intending to work in Korea. The EPS scheme involves recruitment of workers by government agencies, pre-departure training, skills and jobs matching, processes to issue visas and employment contracts, employment conditions (Korean labour law), complaints mechanisms, health and accident insurance, and cross-cultural workplace programs. Support services include the Foreign Workers' Support centre and a Counselling hotline with translation into 15 languages available. Inter-state cooperation is governed by an MOU. National and regional workshops to review the implementation of the MOUs have been organised in partnership with ILO.</p> <p>The practice includes the "Happy Return Program", introduced in 2009, through which migrant workers can access programs targeting their return and reintegration into the country of origin. The "Happy Return Program" is intended to provide an incentive for workers to voluntarily return upon completion of their employment contracts and complete the temporary labour migration cycle with effective reintegration and transfer of skills. In Korea, services include pre-return seminars, skills training, and career certificate issuance. The Career Certificate verifies the working experience and vocational competency of returnees and increases opportunities for a returnee to successfully apply for a job in a Korean company or a multinational corporation. HRD Korea also notifies migrant workers of the expiration of their employment period and offers information on requirements for their return. In countries of origin migrant workers have access to job matching services, returnee's networks and job fairs co-organized between HRD Korea and the local ministry of labour and intended to introduce former migrants to the local branches of Korean enterprises. Even though the return program does not provide a solution for all returnees and overstay, it is a good example of a country of destination being innovative and pro-active in all stages of the temporary labour migration cycle .</p>	
Web Links: https://www.eps.go.kr/ph/index.html	
Pioneering a system of migration management in Asia, The Republic of Korea's	

Employment Permit System approach to decent work: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_145630.pdf

The Employment Permit System and the Filipino Migrant Workers in Korea

<https://www.kdevelopedia.org/mnt/idas/asset/2013/12/26/DOC/PDF/04201312260129797075063.pdf>

South Korea trains OFWs for successful reintegration

<http://www.dole.gov.ph/news/view/968>

Title: Certificates of competency	
Country: Spain	Partner(s):
Thematic Area(s): Recognition of skills	Tags: Work Experience, Reintegration, Development Impact
Summary: This instrument channels the official recognition of professional skills achieved through work experience, and enables to carry out a work activity in the production system. Since it applies to migrants, it aims to facilitate the adequately use of new skills and experience from abroad in the country of origin.	
Web Link: http://www.sepe.es/contenido/empleo_formacion/formacion/formacion_para_el_empleo/formacion_profesional_para_el_empleo/cf0501.html	

Title: COAG –ANPE Mali Project	
Country: Spain, Mali	Partner(s): Agricultural Cooperative of Canary Islands, Mali Department of Employment, Spanish Administration
Thematic Area(s): Occupational training	Tags: Entrepreneurship, Language Skills, Risks Prevention, Agricultural Training
Summary: This project envisages farming training, Spanish language lessons, Phytosanitary training and occupational risks prevention course during the working period in Spain. Another element of the project is to facilitate entrepreneurship when the migrant returns to the country of origin.	
Web-links:	

Title: Mobility Agreements Spain - Canada	
Country: Spain, Canada	Partner(s):
Thematic Area(s): Professional training	Tags: Professional Development, Mobility, Improving Qualifications
Summary: These mobility agreements are addressed to people from both countries between 18 and 35 years old for the period of one year. They aim at additional training or qualification through an employment contract with a view to professional development. This experience allows a better understanding of the labour market in the country of destination and facilitates	

the flow of knowledge between destination and origin.
Web-links:

Title: Swedish language training for professionals (“SFX”)	
Country: Sweden	Partner(s): Municipalities
Thematic Area(s): Labour migration and mobility, Strategies for minimizing costs/maximizing human development.	Tags: Enabling migrants to enter the labour market through: language training for professionals, internships, add-on training
<p>Summary: This language training programme improves the possibilities of migrants to enter the labour market and to work in profession that fit their educational background. In many parts of Sweden language courses so called SFX educations – “Swedish for professionals” are organised at municipality level aiming at migrants with different professional backgrounds. The teaching of the Swedish language focuses on the development of the professional language. The training also provides the opportunity to learn how the job market is functioning and how one’s own profession is exercised in Sweden. If possible internships are included in the programme and add-on trainings in college or high school may be provided. The overall aim of SFX is to shorten the time to get a job or to build up one’s own company.</p> <p>Examples of SFX training are Swedish for bus drivers, business owners, craftsmen, engineers, truck drivers, staff and IT specialists, medical professionals and others. The SFX-courses are free of charge for participants and paid by the home municipality. Due to a recent report from Stockholm municipality 48% of those that participated in SFX are working in their profession, 19% in another area and 13% are studying at university or in adult learning.</p>	
Web Links: http://sfx-yrke.se/eng (Stockholm municipality)	

Title: EURES - Facilitating mobility in the EU through cooperation between the Public Employment Services and the EU Commission	
Country: 32 European countries	Partner(s):
Thematic Area(s): Cooperation to reduce recruitment costs. Improve access to relevant information	Tags: Legal Framework on Mobility, Policy Coherence
<p>Summary: The EURES network facilitates mobility in the EU through a Web Portal and a human network of EURES advisers at the Public Employment Services in 32 European countries. The network provides information, advice and recruitment/placement (job-matching) services for workers, employers and other citizens wishing to benefit from the principle of the free movement of persons.</p>	
Web Links: https://ec.europa.eu/eures/home.jsp?lang=en	

Title: Developing improved tools and methods for profiling and matching skills and competencies on the labour market	
Country: Sweden	Partner(s): - Swedish Public Employment Service

	<ul style="list-style-type: none"> - Swedish National Agency for Higher Vocational Education - The Swedish Council for Higher Education - Royal Technical Institute, Stockholm (KTH)
<p>Thematic Area(s): Skills matching and validation of migrants' skills</p>	<p>Tags: Labour-market matching Skilled migration Learning outcomes Validation of skills Recruitment, Transfer of values, ideas, knowledge and skills</p>
<p>Summary: The overall objective of the development work of Arbetsförmedlingen, the Swedish Public Employment Service, is to improve the matching between supply and demand on the labour market. More specifically the development work aims at improving the tools and methods for profiling and matching skills and competencies for refugees and migrants coming to Sweden. Arbetsförmedlingen has today three different missions within this field;</p> <p>1) Arbetsförmedlingen, the Swedish Public Employment Service (PES), has been assigned by the Swedish Government to improve the recognition and validation of migrants' skills and competencies. The specific target group is refugees and other new arrivals in Sweden. One of the main tasks is to increase the number of evaluated foreign qualifications at the upper-secondary, post-secondary and academic level and the number of new arrivals that have had their skills and competences validated.</p> <p>2) "Nationell Matchning" is a project funded by the European Social Fund, led by Arbetsförmedlingen, that matches competencies with demands on the labour market. The project's target group are migrants with higher education (academic degree) who nevertheless, have difficulties in finding work within their profession. A pilot during 2014 will test a new model concerning work place assessments of the migrants. The model consists of three parts: (1) Validation of formal education by the Swedish Council for Higher Education, (2) Hard skills assessments according to the definitions of various labour market sectors, (3) Soft skills assessments by employers at a work place and self-assessments by the jobseekers.</p> <p>3) A pre-study, funded by the European Social Fund (ESF), is currently (February – June 2014) examining the broader issues regarding competency matching. The pre-study, which is led by Arbetsförmedlingen, explore the possibilities for agreeing on a de facto standard concerning a classification of skills and competencies. One of the starting points is ESCO, the multilingual classification of European skills and competences, qualifications and occupations. So called transversal skills, including soft skills, are a specific focus point. The pre-study will also look into the possibilities of using skills and competencies in the digital job-search-engine at the Arbetsförmedlingen.</p>	
<p>Web-links: Swedish Public Employment Service http://www.arbetsformedlingen.se/Globalmeny/Other-languages/Languages/English-engelska.html Swedish National Agency for Higher Vocational Education https://www.myh.se/In-English/Swedish-National-Agency-for-Higher-Vocational-Education/ The Swedish Council for Higher Education http://www.uhr.se/en Royal Technical Institute, Stockholm (KTH) http://www.kth.se/en</p>	

Title: Labour immigration reform	
Country: Sweden	Partner(s):
Thematic Area(s): Labour migration and mobility	Tags: Enabling regular migration, Legal frameworks on migration, Low and unskilled migration, Skilled migration
<p>Summary: Sweden reformed its labour immigration rules in 2008. The reform is designed to create a demand-driven, effective and flexible system which will make it easier for people to come to Sweden and work, and for Swedish companies to recruit labour from outside the EU/EEA area. The Swedish system recognizes that Sweden needs workers of all skill levels and in many different branches and sectors. There are labour shortages in Sweden that cannot be filled by persons living in Sweden or in other EU countries, i.e. Swedish employers have difficulties in finding employees with the right skills. The reform is therefore designed to allow workers of all skill levels to migrate to Sweden under one general framework and with access to a wide range of rights. The reform has been praised by the OECD as one of the most liberal among the organization's members.</p> <p>The Swedish system is entirely demand driven and not restricted to certain sectors or skill levels. It is the employers who assesses whether someone has the skills and competence required for the line of work in question. The authorities do not participate in the job matching process or assess employers' views in these matters. It is the immigration authorities' responsibility to assess the offered terms of employment and make sure that these terms are in accordance with Swedish standards. The occupation and skill level of the migrant are however important factors in this assessment and can be an indicator of a non-genuine job offer.</p> <p>Given the fact that the system has proved to be effective, flexible and open there are good reasons to maintain this approach to labour immigration while addressing the weaknesses and vulnerabilities that have been identified so far. Therefore, Sweden is currently looking into the possibility of introducing more control measures in work permit cases. These new stricter control measures aim to address misuses of the system by untrustworthy employers and to prevent workers from countries outside of the EU/EEA area from being exploited.</p>	
Web Links : Web Links : http://www.government.se/sb/d/14293/a/114169	

Title: Complementary education/bridging programmes	
Country: Sweden	Partners: Higher education institutions
Thematic Area: Labour migration and mobility	Tags: Capacity Building, labour market skills, skills matching
<p>Summary: Initiatives with the aim of integrating individuals with foreign degrees into the Swedish higher education system and labour market. For instance, the Government has allocated resources for complementary education, aimed at immigrants with higher education qualifications and degrees in law, medicine, nursing, dentistry and teacher education from a third country who need complementary education so as to engage in professional activities in Sweden.</p> <p>A large portion of the complementary education for academics with foreign degrees, provided by Swedish HEIs, is financed by special resources, which the Government allocates within so called 'integration bids'. For the budget year 2014, approximately SEK 70 million have been allocated for complementary education in law, teacher training, nurse training, medicine and dentistry.</p>	

Web links:**Title:** Independent Parliamentary Committee on Circular Migration and Development**Country:** Sweden**Partners:****Thematic Area:** Circular migration and development, Labour migration and mobility**Tags:** Temporary and circular migration, Legal frameworks on migration, Transfer of values, ideas, knowledge and skills, Remittances, Diaspora empowerment and engagement

Summary: In 2009 the Swedish government appointed an independent Parliamentary Committee on Circular Migration and Development, with the task to examine the link between circular migration and development by mapping circular migration to and from Sweden and identify factors that influence migrants' opportunities to circulate. The purpose of the Committee was to see how the connections between circular migration and development could be further enhanced. The committee's final report Circular migration and development - proposals and future perspectives (SOU 2011:28) was presented on 31 March 2011. The final report contains concrete proposals in several policy areas aimed at facilitating circular migration and promoting its positive effects on development, including a number of proposals for legislative changes as well as other recommendations targeting diaspora cooperation and remittances. All proposals are being reviewed within the Government Offices and several have already been launched. The legislative proposals are to be presented in a government bill to the Parliament in 2014.

Web links: Web Links: <http://www.government.se/sb/d/14297/a/167259>**Title:** Promotion of the legal mobility of highly qualified labour from Tunisia (July 2012-December 2013)**Country:** Tunisia/Germany**Partners:**

- Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Foreign Office
- ZAV (International Placement Services) of the BA (Federal Employment Agency)
- Tunisian employment agency ANETI

Thematic Area: Labour migration and mobility**Tags:** Labour-market matching Skilled migration, Enabling regular migration, Migration management Private sector, Transfer of values, ideas, knowledge and skills, Recruitment

Summary: Three years after the beginning of the „Arab Spring“, transformation processes are still under way in Northern African states. High unemployment rates prevail and especially young and highly qualified Tunisians suffer from a lack of professional perspectives. The pilot project, which was carried out by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in cooperation with the International Placement Services (ZAV) of the Federal

Employment Agency (BA), was financed by the German Federal Foreign Office with the aim to contribute to the transformation process in Tunisia by offering a perspective to unemployed Tunisian engineers. At the same time German companies, which are faced with increasing labour shortages, were offered the opportunity to fill their open positions with highly motivated Tunisian engineers.

After the completion of a 5-month linguistic and intercultural qualification phase in Tunisia and Germany, the Tunisian participants completed a 6-months internship within a German company. In 2013, 100 Tunisian engineers arrived in Germany. Given their excellent qualifications and language skills about 70 participants (as of February 2014) received a work contract immediately after their internships. Most of the young Tunisians have found a professional perspective in Germany, others in German companies in Tunisia where they profit from enhanced skills and newly acquired professional experience.

Weblinks: <http://www.giz.de/en/worldwide/21831.html>; <http://www.giz.de/en/worldwide/19727.html>; <https://www.facebook.com/pages/Pilotprojekt-Mobilit%C3%A4t-Tunesien/523528494354148?ref=hl>

Title: Pilot Project – Qualifying Labour from Viet Nam to Geriatric Nurses	
Country: Viet Nam	Partners: <ul style="list-style-type: none"> - Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the Federal Ministry of Economics and Technology (BMWi) - International Placement Services (Zentrale Auslands- und Fachvermittlung; ZAV) of the German Federal Employment Agency (Bundesagentur für Arbeit; BA) - Viet Nam’s Ministry of Labour, Invalids and Social Affairs (MOLISA)
Thematic Area: Labour migration and mobility	Tags: Labour-market matching, Skilled migration, Enabling regular migration Migration management, Migration and Health, Recruitment
<p>Summary: According to experts demographic change will cause an increasing number of people requiring care in Germany from a current level of 2.3 million to approx. 3.4 million in 2030. A new direction is needed to face this change; otherwise about 500,000 nursing positions will remain unfilled. The German Federal Employment Agency is already observing a severe shortage of trained geriatric nurses today and has warned of an acute crisis in care provision. A recent study published by the German Federal Ministry of Economics and Technology (BMWi) states that skilled labour from other member states of the European Union (EU) will not be able to cover this shortage. This means that in the foreseeable future, for countries with a similar demographic trend as Germany, there is no alternative as to recruit skilled labour from third countries.</p> <p>Objective and description of the project: Against this backdrop, the BMWi pilot project will give 100 young people from Viet Nam the opportunity to train as geriatric nurses in Germany. Participants from Viet Nam with the appropriate prior qualifications in healthcare will be eligible to attend an accelerated two-year programme. The training will ensure that the nurses will be well integrated and that they will acquire the German nursing standards from the beginning, which will open up long-term employment prospects for them in Germany. Due to its very young population (60 % of the Vietnamese population was born after 1975), the country has a large workforce. The</p>	

Vietnamese Government actively endorses the employment mobility of health care professionals and is aware of the benefits of job experience acquired abroad (know-how transfer, remittances, etc.). The prospective findings from the pilot project regarding the opportunities and obstacles in recruiting labour force from third countries to train them in Germany will serve as a model for the German health care sector for hiring foreign skilled workers. During the entire project, all processes, ranging from the quality of the geriatric nursing training to the cost efficiency, will be continuously monitored.

Web Links:

Title: National Qualification Authority	
Country: United Arab Emirates	Partners:
Thematic Area: Governance of migration and coordination of dialogue, Labour migration and mobility	Tags: Capacity Building, Labour-Market Matching, Mainstreaming Migration into Development Planning, Migration Management, Policy Coherence
Summary: The UAE's National Qualifications Authority, still faces the challenge of appropriate assessment tools to verify migrants' qualifications, because of the proliferation of individual certification systems in the many countries of origin of its foreign contract workers.	
Web links: www.nqa.gov.ae/En/Pages/default.aspx#sthash.HWyuZLuj.dpuf	

Title: Private Employment Agencies – New Regulation UAE	
Country: United Arab Emirates	Partners:
Thematic Area: Labour migration and mobility, Rights of migrants	Tags: Labour-Market Matching
Summary: In January 2011 the UAE issued a new decree laying out stringent rules for granting recruitment and employment agencies licenses. The decree aims at promoting an efficient, transparent and equitable private employment intermediary sector that adds value to the UAE labour market, while extending full protection under the law to expatriate workers.	
Web links: www.mol.gov.ae/NewMolGateway/arabic/newindex.aspx http://gfmd.org/pfp/ppd/17#sthash.3VVJMwkt.dpuf	

Title: Promoting Decent Work through Improved Migration Policy and its Application in Bangladesh	
Country: Bangladesh	Partners:
Thematic Area: Labour migration and mobility, Policy coherence and mainstreaming, Rights of	Tags: Capacity Building, Labour-Market Matching, Protection, Empowerment and

migrants	Rights of Migrants
<p>Summary: The “Promoting Decent Work thorough Improved Migration Policy and its Application in Bangladesh” project was initiated on a request from the Government of Bangladesh to the International Labour Organization (ILO) to assist the Ministry of Expatriates’ Welfare and Overseas Employment (MEWOE) and the Bureau of Manpower, Employment and Training (BMET) to improve the overall management of labour migration and to ensure protection and decent employment conditions to the Bangladeshi migrant workers. The project outcomes were based on the recommendations made at the “Regional Symposium on Deployment of Workers Overseas, A Shared Responsibility” held in Dhaka in 2008, and designed in close consultation with all stakeholders and partners. The project aims to establish a policy to strengthen the governance of labour migration, including: a) improving national policy and institutional frameworks; b) improving the operational efficiency and effectiveness in overseas employment promotion, including recruitment regulation and awareness raising at central and local events, and; c) developing better information and assistance services for migrant workers while abroad and upon return.</p>	
<p>Web links: http://www.ilo.org/dhaka/Whatwedo/Projects/WCMS_205555/lang--en/index.htm Project latest NEwsletter: http://www.ilo.org/dhaka/Whatwedo/Publications/WCMS_233256/lang--en/index.htm http://gfm.org/pfp/ppd/87#sthash.tc3uknTY.dpuf</p>	

Title: The National Agency for the Promotion of Employment and Competencies (ANAPEC)	
Country: Morocco	Partner(s):
Thematic Area(s): Labour migration and mobility	Tags: Capacity Building, Protection, Empowerment and Rights of Migrants
<p>Summary: The National Agency for the Promotion of Employment and Competencies (L'Agence Nationale de Promotion de l'Emploi et des Compétences - ANAPEC) is a public service company that supports employers to achieve their recruitment goals and job seekers looking into entering the labour market. It is an active intermediary in the labour market.</p>	
<p>Web Links: http://www.anapec.org http://institutionnel.anapec.org/</p>	

Title: Administration of Temporary Contractual Employment Cycle	
Country: India, Philippines, United Arab Emirates	Partner(s):
Thematic Area(s): Labour migration and mobility, Policy coherence and mainstreaming	Tags: Capacity Building, Legal Framework on Migration, Policy Coherence, Protection, Empowerment and Rights of Migrants, Regional Consultative Processes and International Regional Fora, Temporary and Circular Labour Migration
<p>Summary: The Governments of India, the Philippines and the United Arab Emirates launched a</p>	

pilot project to test and identify best practices in managing the temporary contractual employment cycle. The lessons learned from the pilot project will form the basis for developing a comprehensive regional framework that can be carried out on a much larger scale. The catalyst for this pilot project is the Abu Dhabi Declaration, a document that calls for a collaborative approach to better manage temporary labour mobility and maximize its benefits for foreign workers and the development of both countries of origin and destination.

Web Links: <http://www.iom.int/cms/en/sites/iom/home/what-we-do/labour-migration/labour-mobility-in-asia--managing-the-t.html>

http://www.iom.int/jahia/webdav/shared/shared/mainsite/published_docs/brochures_and_info_sheets/abu_dhabi_declaration_eng.pdf

Title: Enhancing Development in Colombia through Temporary and Circular Labour Migration to Spain

Country: Colombia, Spain

Partner(s):

Thematic Area(s): Labour migration and mobility, Strategies for minimizing costs/maximizing human development.

Tags: Legal Framework on Migration, Policy Coherence, Temporary and Circular Labour Migration.

Summary: This project promotes the regular migration of Colombian workers to Spain and enhances the impact of migration on development, particularly in local communities.

Web Links: <http://www.iom.int/cms/en/sites/iom/home/what-we-do/labour-migration/enhancing-development-in-colombi.html>

Title: Migration Information System in Asia (MISA)

Country: Bangladesh, China, India, Indonesia, Japan, Malaysia, Nepal, Pakistan, Philippines, Republic of Korea, Singapore, Sri Lanka, Thailand, Viet Nam

Partner(s):

Thematic Area(s): Data and research, Labour migration and mobility

Tags: Capacity Building, Data and Research, Labour-Market Matching, United Nations, International Organizations and the Global Migration Group

Summary: The aim of the Migration Information System in Asia (MISA) is to establish a regional database and a system for the reporting, updating and dissemination of government-generated international migration data. MISA is the only all-Asia migration information system and was established by the Scalabrini Migration Centre in Manila with ILO support.

Web Links: <http://www.smc.org.ph/misa>

Title: Strengthening the Development Potential of the EU Mobility Partnership in Georgia through Targeted Circular Migration and Diaspora Mobilization

Country: Georgia and Germany

Partners:

- Centre for international Migration and Development – CIM on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) and the European Commission (EC)
- Public Service Development Agency (PSDA) / Secretariat of the State Commission on Migration Issues
- Georgian Small and Medium-sized Enterprises Association (GSMEA)

Thematic Area: Labour migration and mobility

Tags: Brain drain, Capacity building
Diaspora empowerment and engagement
Diaspora investment and entrepreneurship, Enabling regular migration, Labour-market matching
Migration management, Policy coherence, Recruitment, Return and reintegration, Skilled migration, Temporary and circular labour migration
Transfer of values, ideas, knowledge and skills

Summary: The overall objective of the project is to strengthen Georgia’s capacities to harness the development potential of its Mobility Partnership (MP) with the European Union for the benefit of migrants, the sending and receiving country. This shall be achieved by means of activities in four components:

1) **Migration policy advice** with regard to a development-oriented and migrant-centred approach: providing expertise to relevant Georgian policy makers in form of placement of a long-term international expert; conducting workshops and events in order to allow for knowledge-exchange.

2) Developing and testing a **pilot scheme on skilled circular migration** that matches Georgia’s and Germany’s needs. Analysing labour market demands and identifying suitable occupational groups, subsequently placing up to 40 Georgians in education-oriented employment in Germany and offering reintegration arrangements to them.

3) **Mobilising diaspora** for return, employment and start-ups: Facilitating return-migration of up to 35 returning experts trained in Germany into the Georgian public or private sector and of up to 10 returning entrepreneurs into setting up small- or medium-sized businesses in Georgia; providing information on return migration/Georgian labour market opportunities and diaspora engagement opportunities.

4) Identifying project-related **best-practices and guidelines**: Producing a manual with guidelines for replication, detailing outcomes and best-practices of the action.

The project can be perceived as bundling the core expertise of CIM’s portfolio on migration and diaspora (returning experts, migrant entrepreneurs, diaspora cooperation) and has at the same time a strong pilot character in developing and testing a circular migration scheme in Georgia as well as developing a business start-up scheme.

The project’s duration is 36 months, starting in 2013. The project is funded by the EC (Thematic

Programme for Migration and Asylum (TPMA)) and the German Federal Ministry for Economic Cooperation and Development.

Web Links: www.cimonline.de/de/2312.asp
www.geschaeftsideen-fuer-entwicklung.de/die-laender/georgien/
www.returning-experts.de

Title: Language skills training for Thai overseas job seekers	
Country: Thailand (Department of Skill Development (DSD), Ministry of Labour)	Partner(s):
Thematic Area(s):	Tags:
Summary: Besides providing vocational training for Thai workforce, DSD also provides foreign language and cultural training courses for Thai overseas job seekers who registered with employment services centers, Department of Employment. In addition, DSD also provides special language training such as EPS program in cooperation with Korean Government and IM Japan program in cooperation with Japanese government.	
Web Links: http://home.dsd.go.th/it/ (the website is available in Thai only)	

Title: Skills demand analysis	
Country: Thailand (Department of Skill Development (DSD), Ministry of Labour)	Partner(s):
Thematic Area(s):	Tags:
Summary: The regional institute /provincial center for skill development under DSD have conducted the research/ employers' interview to identify high-level demand skills group in order to develop curriculum and provide various training programs such as Pre-employment Training, Upgrading Training and Tailored-made Training for Thai workforce.	
Web Links: http://home.dsd.go.th/it/ (the website is available in Thai only)	

Title: Labour Market Information	
Country: Canada	Partner(s): Federal, provincial and territorial governments
Thematic Area(s): Labour Migration	Tags: Legal Framework on migration; Mainstreaming

and Mobility	migration into Development Planning; Migration Management.
<p><u>Labour Market Information Tools:</u> Employment and Social Development Canada's (ESDC) Job Bank (www.jobbank.gc.ca) and Working in Canada (www.WorkinginCanada.gc.ca) Web sites help connect Canadians with available jobs. These sites will be merged into one (<i>new</i> Job Bank) in Winter 2014. By using Job Bank:</p> <ul style="list-style-type: none"> - Canadians looking for work can now compare how much they could earn in different parts of the country in the same job or how much they could earn with different jobs in the same location. - Employers can advertise their job vacancies. <p>All Job Bank features are available for free and in both official languages. Job Bank is the Government of Canada's one stop shop for job and labour market information. Job Bank includes the following features: Job ads from over 130,000 Canadian employers</p> <ul style="list-style-type: none"> • Search features so that Canadians can look for jobs any way they want. Canadians can search by <u>keyword</u>, <u>occupation</u>, <u>industry</u>, <u>location</u>, <u>skills and knowledge</u>, or by <u>field of study</u> • Wage and Job Market Demand tools • A Job Market trends section • A Job Alerts service which will send alert Canadians by email when a new job is advertised <p>Results</p> <ul style="list-style-type: none"> • In 2012, over 130,000 employers used Job Bank to post over one million jobs that are viewed by 6-8 million job seekers. • In 2013, 75,240,564 visited Working in Canada and Job Bank to view over 1.1 million jobs. Of those visits, 91.32% were from within Canada and 8.68% international. • 69,331,126 Job Alerts were sent to subscribers since between January 2013 and December 31, 2013. • As of December 31, 2013 there were 226,036 subscribers to Job Alerts. • In April 2013, job ads from private sector job boards Monster and Workopolis were integrated into Working in Canada (new Job Bank) adding 15-20,000 new jobs. In December 2013, job ads from Canada Post were added. <p><u>Canadian Occupational Projection System:</u> Employment and Social Development Canada develops projections of future labour demand and labour supply by broad skill level and by occupation, using the models of the Canadian Occupational Projection System (COPS).</p> <p>The COPS models are used to develop projections of both labour supply and labour demand, by occupational grouping, at the national level, over the medium term (10-year period). The COPS projections allow for identifying occupational groupings that may face a shortage or surplus of workers at the national level over the medium term. Users can search for occupational summaries, more detailed data and technical documents on the results or the methodology used to do the projections.</p> <p>In addition to assisting labour market and policy analysts, the COPS projections can be used in labour market information (LMI) products, such as Working in Canada, targeted at assisting Canadians in their education and career decisions.</p>	

Web Links: www.jobbank.gc.ca , www.WorkinginCanada.gc.ca http://www23.hrsdc.gc.ca/w.2lc.4m.2@-eng.jsp	
Title: Labour Mobility	
Country: Canada	Partner(s): Federal, provincial and territorial governments
Thematic Area(s): Labour Migration and Mobility	Tags: Legal Framework on migration; Mainstreaming migration into Development Planning; Migration Management.
<p>The Seasonal Agricultural Workers Program: The Seasonal Agricultural Workers Program (SAWP) is one component of Canada's Temporary Foreign Worker Program. It is an example of a successful, organized labour mobility program, allowing for the organized entry of agricultural workers from the Caribbean and Mexico to meet the temporary seasonal need for labour in the agriculture sector when Canadian workers are not available.</p> <p>The program's success flows from three specific characteristics of the program: it is seasonal; it answers a labour need in Canada; and, it benefits both Canadian employers who need labour and foreign workers who enjoy Canadian wage and labour legislation standards. The program is economically important for source countries because of the employment remittance payments it delivers. Source countries play a role in recruitment and monitoring under the program.</p> <p>Labour Migration: CIC has a number of programs, legislative and policy tools designed to help match supply and demand of labour migration.</p> <p>The Government of Canada is making transformative change to the immigration system, moving towards a fast and flexible system that responds to Canada's economic needs. The government will be launching an Expression of Interest (EOI) system by the end of 2014. Under EOI, employers and provincial and territorial governments will have a more active role in selecting candidates who can meet immediate and future economic needs.</p> <p>Permanent Migration: The Federal Skilled Worker Program (FSWP) responds to national and structural labour market needs by selecting immigrants based on their potential to become economically established in Canada.</p> <p>In response to a 2010 evaluation, recent research, and best practices in other immigrant receiving countries, changes to the FSWP selection criteria were introduced on May 4, 2013, giving more weight to traits associated with long term success and adaptability such as language proficiency, age, and Canadian work experience. In addition, the arranged employment factor has been streamlined to improve its integrity and labour market responsiveness and a mandatory third-party assessment of foreign educational credentials has been introduced.</p> <p>Ministerial Instructions are also applied to the FSWP, which acts as a tool to address pressures, such as labor market demand in Canada for specific occupations, by creating priorities for application processing.</p>	

Canada also introduced the Federal Skilled Trades Program in January 2013 to facilitate selection of skilled tradespersons' to address growing labour shortages in certain skilled trades, such as Electrical and Construction trades, or Maintenance and Equipment Operation trades. Among other things, applicants need to meet the mandatory language requirement, given the importance of language as a determinant of immigrant success and for occupational health and safety reasons; have either a one-year qualifying job offer or a Canadian certificate of qualification from a province or territory in a skilled trade to demonstrate that the person can be employed in Canada. They also need to submit proof of work experience as a qualified skilled tradesperson, and have education or qualifications that satisfy the employment requirement in Canada.

The Canadian Experience Class (CEC) allows applicants who have successfully worked in a skilled occupation in Canada and who have official language proficiency, to remain in Canada permanently.

Many Provinces and Territories use the Provincial Nominee Program (PNP) to facilitate the nomination of candidates in occupations in demand.

Temporary Migration: The Temporary Foreign Worker Program (TFWP) enables employers in Canada to hire foreign workers on a temporary basis to meet short-term skill and labour needs when Canadians or permanent residents are not available, based on a labour market opinion (LMO) rendered by Employment and Social Development Canada. However, foreign nationals can be authorized to work in Canada without requiring an LMO under certain circumstances. The exemptions provide for varied circumstances where the typical program labour market assessment is not applied, in recognition of the "net benefits" that the entry of these foreign nationals brings to Canada, including:

- Canada has a free-trade agreement with the United States and Mexico (NAFTA), and similarly with some other South American countries, which facilitate the movement of professional/high-skilled workers without the need for an LMO. Also, under the aegis of General Agreement on Trade in Services (GATS), a small number of types of professional may enter to work for short periods without an LMO.
- Canada also provides LMO-exempt work permits for intra-company transferees (ICTs) at the senior management and executive level or for ICTs who have specialized knowledge. These workers also do not require an LMO before receiving work permits.

Canada also has agreements with Mexico and several Caribbean countries (Seasonal Agricultural Worker Program) to facilitate the movement of seasonal workers in the agricultural industry.

The entry of temporary foreign workers in Canada is driven largely by employer demand. It is not necessary for Canada to enter into bilateral agreements to allow for the entry of temporary foreign workers. Employers may hire foreign nationals from any country to work in any legal occupation, provided that both the employers and the workers meet the requirements and regulations under Canada's *Immigration and Refugee Protection Act*. Recent changes have been made to strengthen the program, including to better align the program with labour market demand.

Canadians and permanent residents should be considered first for available jobs. The

Temporary Foreign Worker Program should only be accessed by employers only when no Canadians are available to fill a particular job(s). Employers who can demonstrate they are making reasonable and sufficient efforts to recruit and train Canadian citizens and permanent residents, and who face genuine temporary labour or skills shortages, will continue to have access to temporary foreign workers until they are able to transition to a Canadian workforce. Transition plans will generally include an employer’s intended activities to attract and retain Canadians, train a new or existing workforce, or support permanent residency for foreign workers.

Further changes are focused on protecting the integrity of the Canadian labour market and protecting foreign workers from abuse and exploitation. On December 31, 2013, regulatory amendments and Ministerial Instructions came into force granting new authorities to impose conditions on employers, conduct inspections to verify compliance with conditions, and impose consequences for not meeting conditions.

Web Links: <http://www.cic.gc.ca/english/immigrate/skilled/apply-who.asp>
<http://www.cic.gc.ca/english/immigrate/trades>
<http://www.cic.gc.ca/english/immigrate/cec>
<http://www.cic.gc.ca/english/immigrate/provincial/index.asp>
http://www.cic.gc.ca/english/department/media/releases/2014/2014-03-18.asp?utm_source=rss-media&utm_medium=rss-eng&utm_campaign=generic
http://www.esdc.gc.ca/eng/jobs/foreign_workers/agriculture/seasonal
http://www.cic.gc.ca/english/department/media/releases/2014/2014-03-18.asp?utm_source=rss-media&utm_medium=rss-eng&utm_campaign=generic
http://www.esdc.gc.ca/eng/jobs/foreign_workers/agriculture/seasonal

Title: Foreign Credential Recognition	
Country: Canada	Partner(s): Federal, provincial and territorial governments
Thematic Area(s): Policy coherence and mainstreaming.	Tags: Legal Framework on labour mobility; Mainstreaming migration into Development Planning; Migration Management.
<p>Summary: Through Canada’s <i>Agreement on Internal Trade</i>, federal, provincial and territorial governments agreed to eliminate inter-provincial barriers to the free movement of workers, goods, services and investments within Canada. In early 2009, all governments approved amendments to Chapter 7 of the Agreement to achieve full labour mobility for workers in regulated professions and red seal trades. The Chapter now requires that a certified worker in one province or territory who wishes to relocate to another province or territory to work shall, upon application, be certified for that occupation by the destination province or territory, unless there are pre-defined allowable certification requirements or noted exceptions due to public, consumer or environmental protection. Building upon these advances, Canadian federal, provincial and territorial governments recognize the collective need to move forward in addressing issues of foreign qualification recognition (FQR).</p> <p>In November 2009, the <i>Pan-Canadian Framework for the Assessment and Recognition of</i></p>	

Foreign Qualifications (the Framework) was launched as a joint commitment by federal, provincial and territorial governments to work together to improve FQR systems both in Canada and abroad. The Framework articulates a pan-Canadian vision for governments to take concerted action to improve the integration of immigrants and other internationally-trained workers (ITWs) into the Canadian labour market. The scope of the Framework spans the steps and processes that ITWs face as they move through the FQR system – from pre-arrival information supports to workforce participation – and aims to make improvements within each step. Specifically under workforce participation, governments aspire to provide ITWs and employers with access to required supports in order to bridge ITWs successfully into the Canadian labour market. Examples of such supports include – labour market and career guidance information available to ITWs early and throughout the immigration process; language upgrading, career advice, mentorships, internships and bridging programs; and tools and resources for employers to improve integration and retention of ITWs . A promising new initiative is the provision of information to immigrants on alternative career pathways to help redirect ITWs to occupations in related fields mainly in non-regulated occupations commensurate with their experience, training, and education.

Implementation of the Framework initially focused on the development of action plans with 14 target regulated occupations – Architects, Engineers, Financial Auditors and Accountants, Medical Laboratory Technologists, Occupational Therapists, Pharmacists, Physiotherapists, Registered Nurses, Dentists, Engineering Technicians, Licensed Practical Nurses, Medical Radiation Technologists, Physicians, and Teachers (K-12). The focus has been to make FCR processes more fair, consistent, timely, and transparent. These 14 regulators now assess an ITW's credentials within one year; the ITW is informed whether they qualify for licensure, whether upgrading or gap filling is needed, or whether they do not meet the Canadian requirements. Several regulators have also developed tools and systems to begin the assessment of credentials prior to a candidate's arrival in Canada. Future implementation will focus on advancing the Framework's commitment to examining FQR practices in skilled trades occupations.

Additionally, the Government of Canada has created successful partnerships with some employers to expand the Federal Internship for Newcomers (FIN) Program. Delivered by CIC, the Program provides eligible newcomers with the opportunity to gain valuable Canadian work experience within participating public and private sector organizations. The objective of the FIN Program is to assist with the integration of newcomers into the Canadian labour market by providing them with valuable Canadian work experience and enhancing their knowledge of Canadian workplace culture.

Web Links:

http://www.esdc.gc.ca/eng/jobs/credential_recognition/foreign/framework.shtml

<http://www.cic.gc.ca/english/newcomers/work/fin.asp>

http://www.esdc.gc.ca/eng/jobs/credential_recognition/foreign/framework.shtml