

Projet de document de travail TR 2.1

Accentuer les incidences de la migration de travail et de la mobilité circulaire sur le développement par le biais d'une adéquation plus systématique entre marché du travail et compétences

Résultats escomptés

Le résultat escompté de la présente table ronde serait une liste de mesures possibles et de considérations visant à permettre à l'adéquation entre marché du travail et compétences d'accentuer les incidences mutuelles du développement pour les hommes et les femmes migrants, de différents niveaux de compétences, dans les pays d'origine comme dans les pays de destination.

Historique et contexte

Cette Table ronde repose sur les travaux entrepris depuis la Conférence du FMMD de Bruxelles en général, ainsi que sur les récentes discussions de Puerto Vallarta, Genève et Port Louis en particulier. La Table ronde devrait s'intéresser aux évolutions récentes et éviter de reprendre les débats des sessions passées du FMMD, c'est-à-dire des examens génériques d'accords de travail bilatéraux.

Afin de clarifier les liens/complémentarités avec les autres Tables rondes, il conviendrait d'éviter les chevauchements comme les questions plus générales de planification du développement (1.1), de retour temporaire des diasporas (2.2), de droits généraux des migrants et les questions d'autonomisation (3.1.) ou encore le recrutement éthique, la circulation des cerveaux dans le domaine de la santé et de l'éducation (3.2). Des complémentarités pourraient être recherchées dans les travaux préparatoires de la Table ronde consacrée au secteur privé.

Principaux domaines abordés

Cette Table ronde a pour objectif de tenir un débat approfondi sur les preuves des incidences du développement à partir de complémentarités accentuées du marché international du travail par le biais d'une adéquation plus systématique entre compétences et besoins du marché du travail. La notion sous-jacente est qu'une adéquation facilitée du marché du travail et des compétences, une reconnaissance mutuelle améliorée des compétences (y compris des qualifications), des références et des coûts de recrutement réduits renforceront les résultats positifs mutuels pour le développement. L'importance croissante des formes temporaires et circulaires de la mobilité nécessiteront une approche qui prend en compte tous les acteurs concernés. Il est important de couvrir les régions développées comme en développement et de refléter le fait que la plupart des pays sont à la fois des lieux d'origine, de transit et de destination pour les migrants.

Traiter les pénuries du marché du travail et l'adéquation des compétences

La migration et la mobilité sont de plus en plus importantes pour les marchés du travail nationaux. Des complémentarités améliorées avec les marchés du travail subrégionaux, régionaux et internationaux peuvent apporter une croissance économique ainsi que de nombreux autres avantages. Les gouvernements et les autorisés spécialisés, les employeurs, les associations professionnelles, les établissements d'enseignement et les autres parties prenantes doivent prendre en compte un certain nombre d'aspects importants lorsqu'ils travaillent ensemble. Les politiques peuvent faciliter la mobilité afin de répondre en temps opportun et avec précision aux pénuries actuelles, à l'excédent d'offre ainsi qu'aux décalages du marché du travail. Les débats sur l'adéquation entre main d'œuvre et compétences doivent être plus adaptés et différenciés en fonction des caractéristiques des migrants (genre, âge, compétences, qualifications, etc.), des différences sectorielles et de pays (pays développés dont la population active diminue, marchés émergents, pays en développement aux vastes secteurs informels) et des modèles politiques (modèles dirigés par le marché ou les employeurs, approches du capital humain, prévisions du marché du travail, application d'outils généraux de mise en adéquation de l'offre et de la demande). Ces différences pourraient être illustrées par des exemples. Afin de clarifier le terme « décalage de compétences », notons qu'il peut faire référence à une pénurie de main d'œuvre - une pénurie absolue de main d'œuvre. Cette situation est prédominante dans les secteurs/régions qui ont tendance à employer un grand nombre de personnes peu qualifiées. Le décalage de compétences peut également désigner une pénurie de compétences - situation prévalant lorsqu'il y a des travailleurs hautement qualifiés sans emploi dont les diverses compétences ne correspondent pas aux emplois à disposition.

Il faut étudier dans quelle mesure les différents systèmes d'adéquation de la main d'œuvre se sont révélés efficaces et opérants et comment ils peuvent être améliorés. Lorsque l'on aborde la question de l'efficacité, il est pertinent de discuter de la manière de l'évaluer et de voir si elle concerne l'efficacité pour les gouvernements, les employeurs et les migrants. Il est souvent nécessaire d'améliorer la cohérence entre les politiques d'emploi, de formation et de migration de la main d'œuvre pour améliorer l'adéquation de la main d'œuvre et des compétences dans les pays d'origine comme de destination.

Une analyse plus approfondie et sensible aux genres peut être réalisée en se concentrant sur un nombre restreint de secteurs clés, dont les secteurs de mobilité des travailleurs hautement qualifiés (science et technologie, ingénierie, technologie de l'information, santé) ; les métiers spécialisés (industries de l'extraction comme le secteur minier, pétrolier et gazier) ; la construction et l'hôtellerie ; la pêche et l'agriculture ; les soins à domicile. Les questions et pénuries spécifiques à un secteur pourraient être recensées et mises en évidence, telles que les goulots d'étranglement et les questions administratives associées. La mobilité temporaire et les formes circulaires de mobilité sont plus répandues dans certains secteurs que dans d'autres. Les pénuries dans certains secteurs dépendent du cycle économique et des écarts d'ajustement temporaire. Dans d'autres secteurs, ils traduisent l'absence générale de changement structurel, la polarisation du marché du travail et l'absence de développement des compétences ou le vieillissement de la population. Dans tous ces cas, il est important d'identifier les endroits où les pénuries sont susceptibles de survenir et, si possible, de les quantifier. Il est également important de définir la mesure dans laquelle la migration devrait compléter d'autres instruments politiques visant à traiter ces pénuries à court et moyen termes.

Les exigences en matière de compétences varient à travers ces secteurs et il est pertinent d'étudier les méthodes d'évaluation des formations (professionnelles) et/ou de l'expérience, des certifications (c'est-à-dire des diplômes) et des qualifications plus étendues ainsi que les manières de compléter ces compétences (par exemple au moyen de formations supplémentaires) d'une façon qui puisse préparer les migrants à l'intégration au marché du travail à l'arrivée. L'analyse et des exemples illustratifs pourraient couvrir les méthodes visant à valider et à reconnaître les références et qualifications à la fois dans le pays de destination ainsi qu'avant le départ et indiquer comment la non-équivalence des normes est gérée. Des exemples de coopération en matière de reconnaissance mutuelle, également pour les niveaux de compétence faibles et moyens, pourraient être tirés d'expériences régionales, comme celles de l'UE et l'ASEAN ou d'accords bilatéraux. Les États membres de l'ASEAN, par exemple, visent à mettre en place la libre circulation de la main d'œuvre qualifiée d'ici 2015 et ont formalisé un cadre d'accord de reconnaissance mutuelle de l'éducation et des compétences dans certains domaines prioritaires. Il existe également une coopération interrégionale centrée sur la validation et la reconnaissance des références et qualifications dont on pourrait tirer des enseignements.

L'adéquation entre offre et demande de main d'œuvre peut être améliorée lorsque les gouvernements travaillent avec les autorités d'accréditation et les formateurs, en impliquant le secteur public comme privé. Les liens entre reconnaissance des compétences, références et éducation pourraient ainsi être gérés. Le cas des programmes qui permettent aux employeurs d'évaluer les compétences des migrants et l'équivalence des aptitudes, y compris par le biais d'outils en ligne, en constitue un exemple. Le rôle de la formation en matière de langues et de compétences pour une portabilité améliorée des compétences pourrait également être étudié, en mettant en lumière le rôle des employeurs, y compris leur coopération avec les gouvernements.

La mobilité internationale des étudiants est pertinente en ce qui concerne l'accès au marché du travail pour obtenir l'expérience professionnelle connexe. De nombreux pays ont fait en sorte que les étudiants étrangers puissent rester dans le pays plus facilement et accéder à son marché du travail après l'obtention de leur diplôme. La coopération entre les établissements d'enseignement en matière d'équivalence de diplômes, de programmes de formation professionnelle pour les jeunes et de stages ainsi que le rôle du secteur privé pourraient constituer des sujets pertinents dans ce domaine.

Une approche holistique du cycle de la mobilité

Que les gouvernements parviennent à des complémentarités du marché du travail mutuellement bénéfiques au-delà des frontières dépend de facteurs relevant de l'ensemble du cycle de mobilité. Cela englobe des mesures dans la phase de création de compétences, pendant les préparatifs qui précèdent le départ, au moment de l'évaluation et de la reconnaissance des compétences, pendant la période d'emploi et de développement des compétences dans le pays de destination. À cette fin, une intégration efficace dans le pays d'accueil constitue la clé pour garantir que les migrants comme les sociétés qui les accueillent tirent profit du potentiel de la migration, y compris par le biais de communautés de diasporas et d'entrepreneurs migrants plus forts. Pour les migrants qui rentrent, la reconnaissance et la réintégration dans le marché du travail lors du retour au pays d'origine sont également importantes afin de garantir que les nouvelles compétences renforcées sont démultipliées pour servir le développement.

Les gouvernements qui déploient un grand nombre de migrants à l'étranger doivent prendre en compte la préparation au risque et la gestion des risques dans le processus de recrutement et de recherche d'adéquation du travail, comme les changements de conjoncture économique du pays de destination. De la même manière, les pays d'accueil de travailleurs migrants doivent se préparer à une intégration durable, à des périodes de chômage et de sous-emploi élevés (un choix entre des mesures spécifiques aux migrants et des mesures générales visant toutes les personnes sans emploi) ou au retour de la main d'œuvre migrante.

Les mesures visant à prévenir et à remédier à la migration irrégulière, en particulier à l'égard du processus de recrutement et les façons de prévenir les abus et les violations de droits sont intéressantes à étudier. Des exemples tirés des marchés du travail informels et des canaux informels de recrutement sont pertinents à cet égard. Les aspects de la politique migratoire doivent prendre en compte les responsabilités du pays de destination en matière d'aide aux migrants, de protection de leurs droits et obligations et les responsabilités du pays d'origine en termes de prévention de la migration irrégulière, tout en améliorant le retour et la réintégration de la main-d'œuvre migrante. Dans le cadre d'une approche holistique du cycle de la mobilité, l'analyse pourrait également envisager une aide à l'installation plus étendue accessible aux travailleurs migrants pour les aider à s'intégrer socialement dans le pays d'accueil (comme établir des liens avec les communautés et des formations linguistiques).

S'agissant des risques et conséquences de la fuite des cerveaux, il pourrait être mis en lumière comment ces tendances pourraient être inversées en un « gain de cerveaux ». De plus, les pays d'origine qui reposent sur une émigration substantielle de la main-d'œuvre peuvent également tirer parti de l'amélioration de leurs modèles de reconnaissance des compétences et des mesures d'assistance afin de garantir que les migrants qui rentrent au pays puissent contribuer au marché du travail de leur pays d'origine par le biais d'une utilisation adéquate de leurs nouvelles compétences, qualifications et expérience professionnelle acquises à l'étranger.

Partenariats pour promouvoir des résultats mutuels pour le développement

Pour les migrants et pour le développement, les résultats peuvent varier en fonction de la manière dont les gouvernements impliqués parviennent à mettre en œuvre les conventions internationales pertinentes, à garantir les cadres juridiques et les droits nationaux, à promouvoir un recrutement éthique, la protection et le travail décent, à prévenir la migration irrégulière et l'exploitation, la déqualification et la sous-utilisation des compétences et à traiter les aspects de l'intégration et de la réintégration à court et long terme. L'idée sous-jacente est que les migrants qui jouissent d'une portabilité améliorée des compétences et se déplacent dans des conditions justes, peuvent mieux contribuer au développement dans le pays d'origine comme de destination.

Étudier de plus près le secteur du recrutement et du déploiement ainsi que son rôle dans la recherche d'adéquation des compétences, évaluer l'efficacité de la réglementation et surveiller les recruteurs et les autres intermédiaires constitueraient des éléments clés à cet égard, en examinant les approches gouvernementales comme celles adoptées par le secteur privé (par exemple codes de conduite du secteur et audits sociaux). Cette approche devrait traiter la question de la coopération internationale multi parties prenantes sur les manières de réduire les coûts de recrutement, d'améliorer la transparence du processus de recrutement ainsi que l'accès aux informations pertinentes pour les migrants comme pour les employeurs. Par exemple, l'OIM et l'OIE avec des partenaires désignés du gouvernement, du secteur privé et

de la société civile ont lancé *l'Alliance publique-privée pour un recrutement juste et éthique* afin de développer des outils opérationnels comme le *Système IRIS (International Recruitment Integrity System - système international d'intégrité du recrutement)*, un système d'accréditation mondiale volontaire pour les intermédiaires de recrutement.

Le taux de surqualification élevé dans de nombreux pays doit également être traité. Il conviendrait de discuter respectivement du rôle des pouvoirs publics dans la reconnaissance des compétences (dont les accords bilatéraux de reconnaissance mutuelle), du rôle des associations professionnelles et des organismes de réglementation qui définissent les professions et les normes professionnelles connexes, les descriptions de postes, les exigences en matière de certifications et de qualifications (par exemple pour les architectes, ingénieurs) et du rôle des employeurs. Le rôle des pouvoirs publics et des employeurs dans la mise en place de formations linguistiques dans ce but, à la fois avant le départ et après l'arrivée, devrait également être débattu. En outre, des outils spécifiques dans certains pays, comme des cartes d'aptitudes et de compétences pourraient être étudiés plus avant. Les exemples de réduction des coûts de recrutement pourraient s'inspirer des travaux actuellement réalisés par la Banque mondiale et le BIT pour KNOMAD sur les coûts de recrutement à travers trois couloirs de migrations.

Les partenariats publics-privés devraient être explorés en tant que solution clé, en évaluant l'état de disposition des acteurs du secteur privé ainsi que les moyens de décupler l'intérêt du secteur privé à pourvoir les postes vacants. Les partenariats public-public ou gouvernement-gouvernement devraient également être étudiés, y compris les agences publiques pour l'emploi ainsi que la coopération entre ministères du travail et d'autres ministères. La manière dont les gouvernements partenaires pourraient conjointement gérer l'adéquation de la main d'œuvre par rapport aux cycles économiques changeants constitue un autre domaine d'intérêt.

Le rôle des technologies de l'information pour atteindre les employeurs est important à étudier, comme des sites Internet d'employeurs destinés à favoriser l'adéquation aux postes vacants offrant un accès aux demandeurs migrants. Les agences publiques pour l'emploi travaillent ensemble au-delà des frontières dans certains cas fort intéressants. Le rôle des technologies de l'information pourrait également être étudié comme un moyen de fournir aux migrants avant le départ des informations sur les marchés du travail, sur l'évaluation et la reconnaissance des qualifications ainsi que sur l'adéquation des compétences.

Les résultats pour le développement varient également en fonction de facteurs spécifiques à une région. Des modèles de coopération intergouvernementale sur la mobilité du travail, ainsi que des cadres interrégionaux et internationaux en place dans différentes régions pourraient être étudiés. Les exemples de migration et de coopération Sud-Sud, par exemple dans la région de l'Afrique orientale (CEDEAO), ou de coopération interrégionale comme le Processus de Rabat (UE et pays de l'Afrique du Nord, de l'Ouest et d'Afrique centrale) présenteraient un intérêt tout particulier. Tirer des enseignements de la coopération Nord-Nord est également source d'intérêt.

Les questions clés à aborder

- Comment les pays concernés peuvent-ils œuvrer ensemble dans les principaux secteurs connaissant une pénurie de main d'œuvre, dans lesquels la mobilité temporaire ou permanente peut répondre aux besoins du marché du travail ?

- Comment la reconnaissance des compétences (acquises de manière formelle ou informelle), y compris la reconnaissance des qualifications étrangères, peut-elle être améliorée ? À cet égard, comment le taux élevé de surqualification parmi les migrants dans certains pays peut-il être réglé ?
- Comment les partenariats publics-privés en matière d'adéquation de la main d'œuvre peuvent-ils parvenir à une meilleure utilisation des technologies de l'information et des centres de ressources d'informations ? Sur ce point, comment l'utilisation des TI peut-elle promouvoir les bonnes pratiques de recrutement ?
- Comment les compétences linguistiques peuvent-elle être améliorées et comment les partenariats privés-publics peuvent-ils contribuer à proposer des formations linguistiques adéquates et opportunes et encourager les employeurs à investir dans des formations linguistiques et de développement de compétences pour les migrants ?
- Comment les migrants qui rentrent peuvent-ils contribuer dans leur pays d'origine au marché du travail grâce à de nouvelles compétences et expériences professionnelles acquises à l'étranger et quelles sont les mesures d'assistance pertinentes à cette fin ?

Les mesures possibles

Mesures possibles à prendre pour permettre à l'adéquation entre marché du travail et compétences d'accentuer les effets mutuels du développement pour les hommes et les femmes migrants, de différents niveaux de compétences, dans les pays d'origine comme dans les pays de destination.

1. Développer la coopération internationale en matière d'éducation, de formation et de reconnaissance des qualifications en travaillant, par exemple, avec des établissements d'enseignement et les employeurs et par le biais d'accords bilatéraux de reconnaissance des qualifications.
2. Améliorer la reconnaissance des compétences, en particulier afin de faciliter la contribution des migrants qui rentrent au marché du travail de leur pays d'origine par le biais d'une utilisation adéquate des nouvelles compétences et expériences acquises à l'étranger, par exemple par l'intermédiaire d'un système de certificats de compétences acceptés dans les pays d'origine.
3. Travailler plus étroitement avec le secteur privé afin de déterminer et de discuter des besoins des employeurs ainsi que des opportunités de formation pour les migrants.
4. Fournir, par exemple par le biais d'outils de TIC, des informations fiables sur les possibilités d'emplois et les exigences en matière de compétences, dans les pays de destination comme dans les pays d'origine après le retour.
5. Prendre les mesures nécessaires afin de promouvoir la transparence dans le processus de recrutement, tout en évaluant l'efficacité de la surveillance et de la réglementation des recruteurs et des intermédiaires.
6. Traiter le problème des taux élevés de surqualification parmi les migrants dans de nombreux pays, par exemple, grâce à la promotion des formations linguistiques, mais également en impliquant les pouvoirs publics responsables de la reconnaissance des compétences ainsi que les associations professionnelles qui définissent les professions et les descriptions des postes et qualifications associées à ces dernières.

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 PpP 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

<p>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.</p> <p>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.</p> <p>Web Links: www.legal-in.eu</p>
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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

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.

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.

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

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.

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: <ul style="list-style-type: none"> - 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
<p>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:</p> <ol style="list-style-type: none"> 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. <p>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.</p> <p>The project’s duration is 36 months, starting in 2013. The project is funded by the EC (Thematic</p>	

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.
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Labour Market Information Tools: 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 (*new* Job Bank) in Winter 2014. By using Job Bank:

- 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.

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

- Search features so that Canadians can look for jobs any way they want. Canadians can search by keyword, occupation, industry, location, skills and knowledge, or by field of study
- 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

Results

- 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.

Canadian Occupational Projection System:

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).

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.

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.

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