Vocational skills, non-formal and informal learning, migration
The case of the Republic of Moldova

by Siria Taurelli
OVERVIEW

- The context of EU policy making and instrument
- Skills’ validation for returning migrants: what’s at stake
Migration: Home Affairs and External Relations


- **2006-2007** three EC Communications pave the way to cooperation with non-member countries in the areas of migration and asylum => **formulation of Mobility Partnerships**

- **2008** MP agreements signed with Cape Verde and the Republic of Moldova
Stockholm Programme and Eastern Partnership

The priorities for justice, freedom and security 2010-2014 and the external dimension to six countries of Eastern Europe

- High level meeting in January 2011 on customs and police cooperation, criminal and civil law, mobility, migration and asylum, human rights
- Recommendations on Mobility and Security
- Among others: recognition of skills and qualifications in context of labour and return migration, using the example of Moldova (MDA)
- Security and Mobility part of EaP Platform 1
EU-MDA Mobility Partnership

“managing migration in a coordinated and responsible way, to better equip both the Union and its partners to meet the challenges posed by migration and take full advantage of the opportunities it offers”

- Provide a single framework for movement of persons, legal migration, development
- Improving MDA’s ability to manage migration
- Better inform, integrate and protect migrants and returnees
- Promote development

Signed in June 2008 by MDA, 15 MS and the EC
The Labour Market Component

- “Strengthening the Moldovan Capacity to manage labour and return migration in the context of the Mobility Partnership”
- The National Employment Agency, 12 MS and ETF
- ETF works on transparency of skills and qualifications
- Other parties: ETF involves the Ministry of Education and actors in the labour market namely employers and employees, at sector level
ETF study 2007

Potential migrants - Most Likely Destination

<table>
<thead>
<tr>
<th>Country</th>
<th>EU</th>
<th>Non-EU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albania</td>
<td>81.4</td>
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<td>Moldova</td>
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</tr>
<tr>
<td>Tunisia</td>
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EU vs Non-EU
Potential migrants - Working Status

<table>
<thead>
<tr>
<th></th>
<th>Employed</th>
<th>Unemployed</th>
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</thead>
<tbody>
<tr>
<td>Albania</td>
<td>54.8</td>
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<tr>
<td>Moldova</td>
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</tr>
<tr>
<td>Tunisia</td>
<td>49.3</td>
<td>50.7</td>
</tr>
</tbody>
</table>

% Employed | % Unemployed

Legend:
- **Employed**
- **Unemployed**
Level of Education:
- Low = ISCED 1-2
- Medium = ISCED 3-4
- High = ISCED 5-6
Returning Migrants - Education

Level of Education:  
Low = ISCED 1-2  
Medium = ISCED 3-4  
High = ISCED 5-6
Returning migrants

Returning Migrants
Pre-departure training

<table>
<thead>
<tr>
<th>Country</th>
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<th>25%</th>
<th>50%</th>
<th>75%</th>
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</tr>
<tr>
<td>Tunisia</td>
<td>25%</td>
<td>50%</td>
<td>75%</td>
<td>100%</td>
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</tbody>
</table>

Returning Migrants
Study or training abroad

<table>
<thead>
<tr>
<th>Country</th>
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<th>50%</th>
<th>75%</th>
<th>100%</th>
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<tbody>
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<td>Tunisia</td>
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<td>72.0</td>
<td>94.9</td>
<td>93.5</td>
<td>81.2</td>
</tr>
</tbody>
</table>
Returning Migrants

Most useful experience abroad (%)

- **Tunisia**
  - Experience in general: 85.7%
  - Skills learned at work: 12.2%
  - Formal education / training: 2.1%

- **Egypt**
  - Experience in general: 55.9%
  - Skills learned at work: 40.5%
  - Formal education / training: 3.6%

- **Moldova**
  - Experience in general: 67.9%
  - Skills learned at work: 30.3%
  - Formal education / training: 0.9%

- **Albania**
  - Experience in general: 53.6%
  - Skills learned at work: 42.3%
  - Formal education / training: 2.1%

Legend:
- **Other**
- **Experience in general**
- **Formal education / training**
- **Skills learned at work**
RETURNING MIGRANTS: MOST HELPFUL EXPERIENCE ABROAD

Experience in general | Skills learned at work | Formal education/training | Other
--- | --- | --- | ---
ALBANIA | 53.6% | 2.1% | 2.0%
MOLDOVA | 67.9% | 1.8% | 30.3%
EGYPYT | 55.9% | 3.6% | 40.5%
TUNISIA | 85.7% | 2.1% | 12.2%
UKRAINE | 42.9% | 6.2% | 20.9%
Returning Migrants

Awareness of return schemes

<table>
<thead>
<tr>
<th>Country</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
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<td>Albania</td>
<td>1.6</td>
<td>98.4</td>
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<tr>
<td>Moldova</td>
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Purpose and context of the ETF project

- A basis for transparency of skills and qualifications that are relevant for Moldovan migrants

- Information is open and available to the actors in the labour market (demand and offer)

- Elaborated a format for occupational standards

- 3-year project integrated in the Mobility Partnership
  - within the EU ‘Labour and Return Migration’ project (success factor)
Three dimensions of the transparency

- What skills at which levels are demanded by EU labour markets

- What is the content of Moldovan «qualifications»
  - formal and non-formal

- In which sectors of the Moldovan labour market can the skills acquired abroad be of value

→ Occupational standards reference for comparison
ETF project approach

- Work with one leading counterpart (Ministry of Labour/NEA) along with Ministry of Education and social partners
- Operational team made of ETF and Moldovan experts
- Building capacity for transparency and labour matching: sector committees, skills’ needs assessment, interface
- A new format for occupational standards elaborated
- Methodology for validation of skills builds on occ. stand.

⇒ Involvement of social partners crucial
Policy lessons and implications

1) Decent jobs and labour conditions in the countries of origin: parallel investments in education and labour market reforms for economic development;

2) Education/skills dimension part of labour migration management: human capital benefits origin and destination countries;

3) Skill shortages very often the result of emigration (e.g. Moldova, Armenia, Ukraine);

4) Circular migration may address skill shortages: to combine government policies and a vibrant economy;

5) The absence of mechanisms for validation of non-formal learning is one obstacle to circularity/return.