



International Organization for Migration (IOM)



Co-funded by
the European Union

Skills2Work

Valuing Skills of Beneficiaries of International Protection

Elena Imberti

18 April 2018

INTERNATIONAL CONTEXT

258 MILLIONS

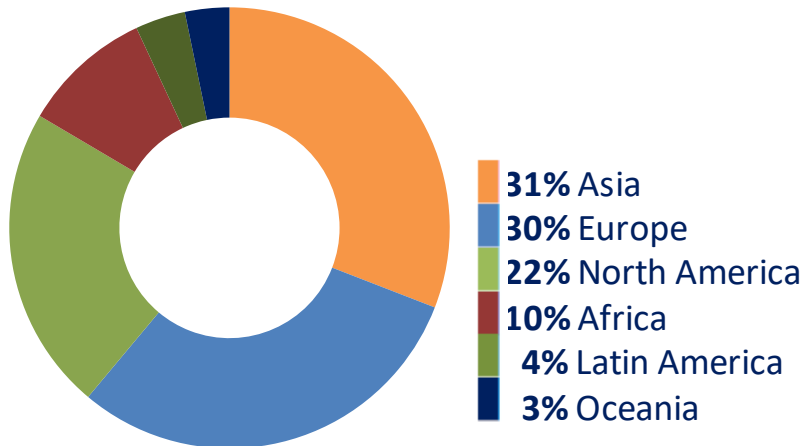
INTERNATIONAL MIGRANTS (2017)

Resident in a different country from their country of birth.

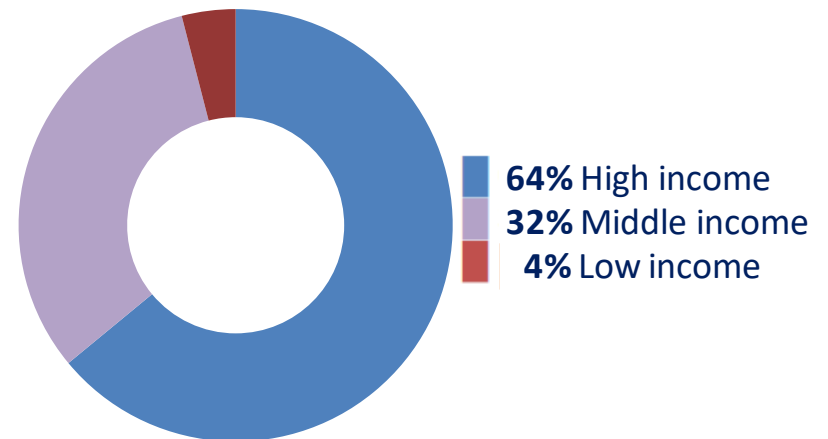
3.4% of the world population.



Destination areas



Destination countries



MIGRATION IN ITALY

**5 MILLION
FOREIGN
RESIDENTS
(2017)**

Main nationalities



Romania
1.2 million



Albania
448 thousand



Morocco
421 thousand



China
282 thousand



Ukraine
234 thousand



Philippine
166 thousand

Demographic indicators (2016)



Birth rate

Italians 7.3 (for thousand inhabitants)
Foreigners 13.8



Death rate

Italians 11.0 (for thousand inhabitants)
Foreigners 1.3



Average age

Italians 45.2 years
Foreigners 33.1



NATURAL BALANCE (births – deaths)

Italians - 227 thousand
Foreigners +66 thousand

MIGRATION BALANCE (arrivals – departures)

Italians - 72 thousand
Foreigners +205 thousand

NEW ITALIANS (citizenship acquisition)

2016 201 thousand
2006-2016 991 thousand (60% adults)

LABOUR MARKET

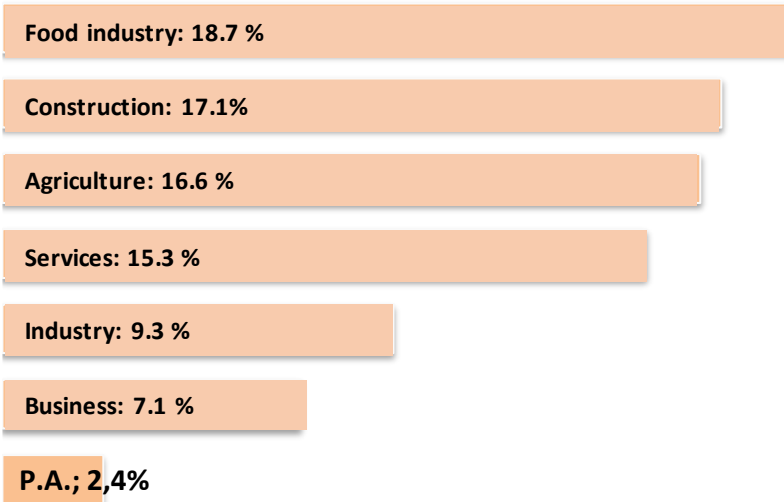
2.4 MILLIONS

EMPLOYED MIGRANTS (2016)

10.5% of employed people

47.8% of migrants

Percentage by industry sector



Employment rate (15-64 years)

Italians 57.0%

Foreigners 59.5%

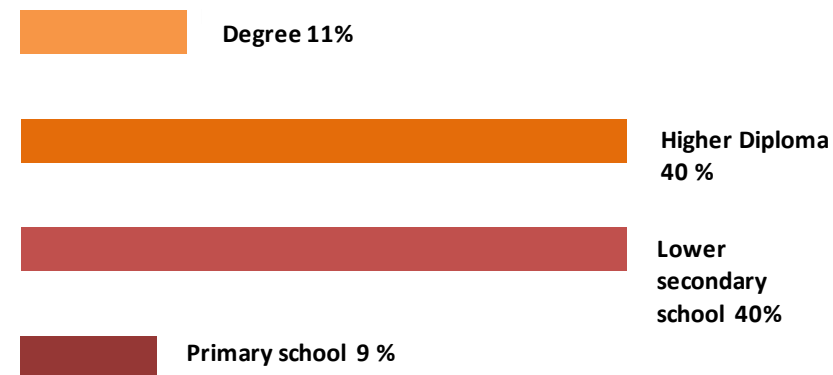


Unemployment rate (>15 years)

Italians 11.2%

Foreigners 15.4%

Education



ECONOMIC CONTRIBUTION



8.9%
of Italian GDP

131 Billion Euros
Added value from migrant employees

(SOURCE ISTAT 2016)



7.2 Billions
IRPEF

3.6 million foreign-born taxpayers (8,9%)

48,9 BILLIONS declared income

7,2 BILLIONS IRPEF tax payed

(SOURCE MEF, DICH. 2016, A.I. 2015)



+5 Billions

Social balance

INPS

11.5 Billion Euros

Social taxes from migrant employees

(SOURCE INPS 2016)



5,1
Billions

Remittances

From migrants in Italy

More than foreign aid (2.9 Billions)

(SOURCE BANCA D'ITALIA 2016)

WHAT IS IOM?



One hundred and thirty four Czech refugees depart Rome for Australia on 20 June 1962.

THE INTERNATIONAL ORGANIZATION FOR MIGRATION WAS FOUNDED IN 1951. IT IS A RELATED AGENCY TO THE UNITED NATIONS SINCE SEPTEMBER 2016.

IOM MEMBER STATES



■ Member States
■ Observer States

In 2016

166 Member States (from 67 in 1998)

8 Observer States

401 Field locations

WHAT IS MIGRATION?

IOM defines migration as the movement of a person or a group of persons, either across an international border or within a State from the habitual place of residence, regardless of:

1. the person's legal status;
2. whether the movement is voluntary or involuntary;
3. what the causes for the movement are; or
4. what the length of the stay is.



OUR MISSION

IOM is committed to the **principle that humane and orderly migration benefits migrants and society.**





KEY ACTIVITIES

MAIN AREAS OF PROGRAMMING:

- Refugee Resettlement
- Emergency, post-crisis and Disaster Risk Reduction
- Migrant Assistance
- Labour Migration and Migration & Development
- Immigration and Border Management
- Migration Health
- Migration Policy and Migration Law Research



Contributing to building inclusive societies



Inclusive societies cater to the needs of increasingly diverse populations, providing all (migrants included) quality services, especially at the **local level**.

IOM contributes to:

- **Building the capacity of local authorities and service providers**
- **Early skills profiling and recognition of qualifications**
- **Shaping the perception of migration:** IOM advocates for a more positive narrative on migration e.g. through '**I am a migrant**' global campaign.



latest story



"When the nation was good, I enjoyed it. Now that things are up and down, I have to stand by the people." -Favour, 4,922 kms

participate

Male Female

Name

Occupation

Current country

Country of Origin

Share your story

stories map



videos



featured stories

country of origin

current country



Grace, 6,838 km

"I think diversity is an exciting thing and makes a community stronger."
#iamamigrant



Christophe, 9,673 km

"I remained myself while adapting to the country codes. I act as a link for those two nations both in France and China."



Shakirat, 1,419 km

"The more you live, the more you learn. However, I wouldn't wish this kind of suffering upon anyone, not even my worst enemy." #iamamigrant



Sana, 4,331 km

"I feel optimistic about my future in Pakistan". #avrr

IOM IN ITALY



TERRA MUNDA



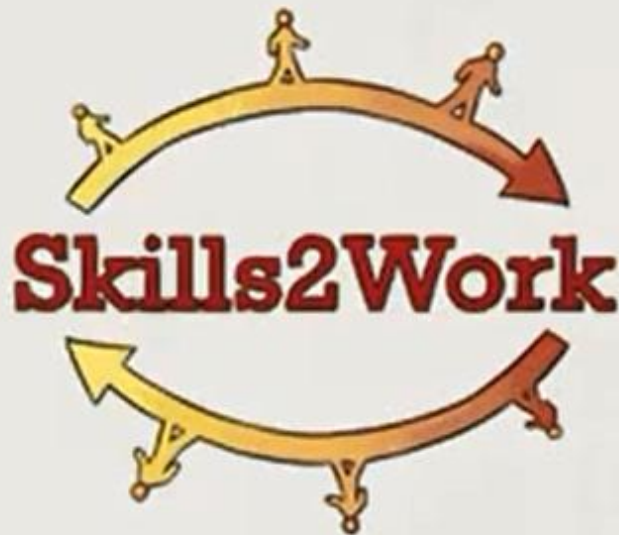
International Organization for Migration (IOM)

THE CHALLENGE OF SOCIO-ECONOMIC INCLUSION

WHAT ARE THE BARRIERS?
HOW TO OVERCOME THEM?



Let's find out together...



RECOGNIZING TALENT

SUCCESS STORIES FROM REFUGEES
AND THEIR EMPLOYERS

<https://www.youtube.com/watch?v=k-gbG2OXdjY>



Co-funded by
the European Union



International Organization for Migration (IOM)

LANGUAGE

RECOGNITION OF QUALIFICATIONS

INFORMAL SKILLS



BUREUCRACY

DISCRIMINATION

ACCESS TO INFORMATION



Contributing to building inclusive societies

Focus on 2 projects:

- **Skills2Work**
- **Skills Assessment Pilot** within the Complementary Measures in light of the Relocation Programme from Italy to Member States of Relocation

Skills2Work promotes
the inclusion of beneficiaries of international
protection
into **society** through **labour market integration**

HOW?

- Raising awareness of national and local **authorities**
- Increasing skills of **service providers** and **employers**
- Providing information to the refugees about paths for **labour market access**
- Orienting services to **recognition of formal and informal skills** of refugees



Co-funded by
the European Union



International Organization for Migration (IOM)



WHERE?

9 EU Member States:

Italy, Spain, Slovenia, UK,
Ireland, Netherlands,
Belgium, Slovakia,
Hungary

WHEN?

January 2016 – February 2018



Co-funded by
the European Union



International Organization for Migration (IOM)



Research

On **good national practices** about socio-occupational inclusion of refugees:

- Different experiences, territorial based
- Lack of private sector inclusion
- Connected to reception centers experience



Co-funded by
the European Union



International Organization for Migration (IOM)



Consultations

Meeting with institutional stakeholders, employers associations, local partners and refugees to gather:

- Best practices and labor market inclusion challenges at local, regional and national level
- Information on recognition and validation of formal and informal skills
- Insights on job supply and demand
- Created networks and partnerships to disseminate project results



Co-funded by
the European Union



International Organization for Migration (IOM)



Success stories

Gathered success stories of refugees and employers about access to work occupation paths



Co-funded by
the European Union



International Organization for Migration (IOM)



Pathfinder

Skills2Work digital platform www.fromskills2work.eu

It includes:

- national context of each participating State
- 3 sections:
 - ✓ information for refugees (looking for an opportunity)
 - ✓ information for employers (looking to hire a refugee)
 - ✓ information for intermediaries (looking to provide support to refugees).



Co-funded by
the European Union



International Organization for Migration (IOM)



Some findings from the Italian context:

Linguistic aspects: Language is perceived as very important by both beneficiaries and employers;

Internships are an important tool: they create a link between the beneficiary and the employer;

Vulnerabilities can affect labour market integration: it is important to raise awareness in employers in order to strengthen their intercultural competences.



Co-funded by
the European Union



International Organization for Migration (IOM)



How to provide labour market integration?

- ✓ Information
- ✓ Qualification and skill recognition
- ✓ Professional training
- ✓ Promotion of language knowledge
- ✓ Contrasting discrimination and social exclusion



Co-funded by
the European Union



International Organization for Migration (IOM)



Potential and complementarity



Co-funded by
the European Union



International Organization for Migration (IOM)



Resilience

Resilience is an important skill that employers recognize in refugees and migrants in general.



Co-funded by
the European Union



International Organization for Migration (IOM)

Skills Assessment Pilot – EU Relocation Scheme

The EU relocation scheme is an expression of internal EU solidarity, through which people in need of international protection are transferred **from Greece and Italy to another Member State of Relocation (MSR)**, where their asylum application will be processed.

Only those nationalities for which the EU average recognition rate is above 75% are eligible.



Co-funded by
the European Union



International Organization for Migration (IOM)

Skills Assessment Pilot – EU Relocation Scheme

Once beneficiaries have been accepted for relocation to a MS, IOM provides **pre-departure assistance** including:

- **Pre-departure health assessments**
- **Pre-departure orientation**
- **Movement management**, including possible escorts on flight and transit assistance.

Since **July 2017**, IOM is carrying out a **Skills Assessment pilot** for selected MSR.



Co-funded by
the European Union



International Organization for Migration (IOM)



Health assessment ©IOM



Pre-departure orientation session ©IOM



Movement management ©IOM

Skills Assessment Pilot – EU Relocation Scheme

What is a Skills Assessment?

IOM is using the **EU Skills Profile Tool for Third Country Nationals** developed by the European Commission to:

- Gather information about the background, experiences and skills of relocation beneficiaries in the pre-departure stage
- Provide targeted orientation services in the MSR

The screenshot shows the 'EU Skills Profile Tool for Third Country Nationals' interface. At the top, there is a blue header with the title. Below the header, there is a section for 'UPLOAD A PHOTO' with a placeholder image. The main content area is divided into several tabs: 'PERSONAL INFORMATION', 'EXPECTATIONS', 'SKILLS IDENTIFICATION', and 'OVERALL APPRAISAL'. Under 'PERSONAL INFORMATION', there are sub-tabs for 'GENERAL INFORMATION', 'CONTACT INFORMATION', and 'MIGRATION INFORMATION'. The 'GENERAL INFORMATION' sub-tab is active, showing two input fields: 'Family name' and 'First name'. Both fields have red error messages below them: 'The family name is required. / The family name is required.' and 'The first name is required. / The first name is required.' respectively. There is also a blue '+' button below the 'First name' field.



Co-funded by
the European Union



International Organization for Migration (IOM)

Skills Assessment Pilot – EU Relocation Scheme

Pre-departure phase

IOM meets beneficiaries to collect information on their background, skills, expectations after relocation. The questionnaire is saved on a flash drive and given to the beneficiary.

Post-arrival phase

IOM contacts the beneficiaries and provides orientation to available opportunities in the MSR.

The screenshot shows the 'EU Skills Profile Tool for Third Country Nationals' interface. At the top, there is a blue header with the title. Below the header, there is a section for 'UPLOAD A PHOTO' with a placeholder image. The main content area is divided into several tabs: 'PERSONAL INFORMATION', 'EXPECTATIONS', 'SKILLS IDENTIFICATION', and 'OVERALL APPRAISA'. Under 'PERSONAL INFORMATION', there are sub-tabs for 'GENERAL INFORMATION', 'CONTACT INFORMATION', and 'MIGRATION INFORMATION'. The 'GENERAL INFORMATION' sub-tab is active, showing two input fields: 'Family name' and 'First name'. Both fields have red error messages: 'The family name is required. / The family name is required.' and 'The first name is required. / The first name is required.' respectively. There is a blue '+' button below the 'First name' field.



Co-funded by
the European Union



International Organization for Migration (IOM)

Skills Assessment Pilot – EU Relocation Scheme

Target countries

Portugal

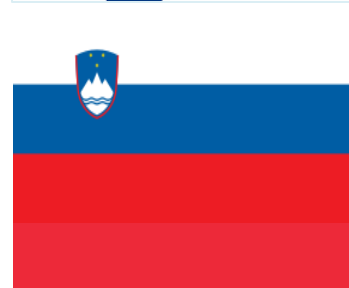
Spain

Estonia

Finland

Slovenia

Luxembourg



Co-funded by
the European Union



International Organization for Migration (IOM)

Thank you!



Elena Imberti
International Organization for Migration (IOM)
Casale Strozzi Superiore
Via L. G. Faravelli snc
00195 Rome
www.italy.iom.int
eimberti@iom.int