



Adapting skills-based labour migration programmes for people with international protection needs: Creating more flexible, inclusive, and appropriate labour migration systems for all

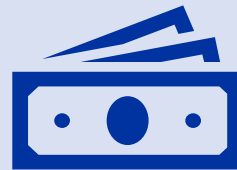
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Global challenges: Aging economies, labour shortages, increased displacement



Aging economies in high- and middle-income countries in Global South and North



Structural labour shortages cost countries **1.3 trillion** US dollars a year

(BCG/IOM 2022)



37 million people are estimated to be outside their home country in need of international protection

(UNHCR 2023)

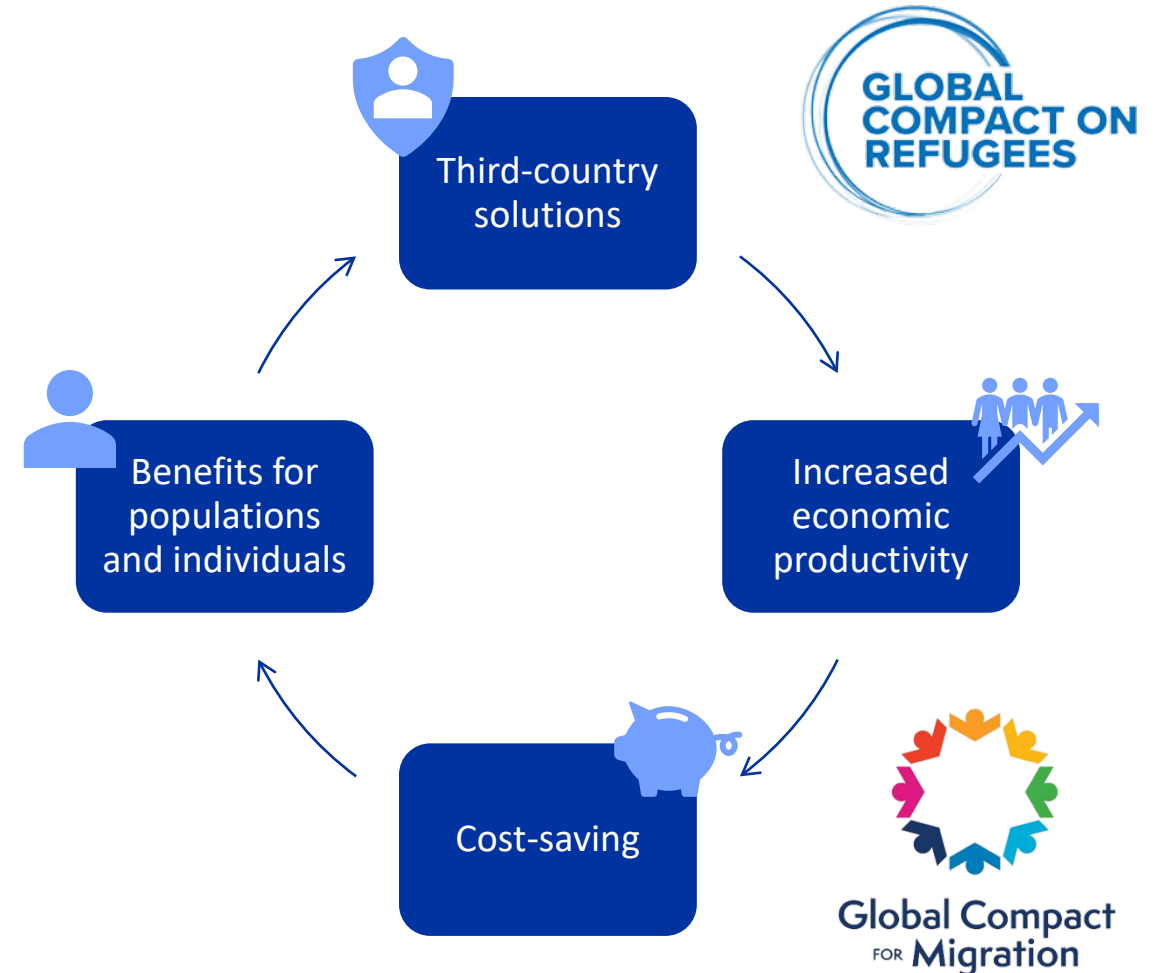


Leveraging existing labour mobility pathways for populations in need of international protection

Making skills-based labour migration programmes accessible to and inclusive of populations with international protection needs: Rationale and opportunities

Adapted labour mobility pathways can contribute to and support:

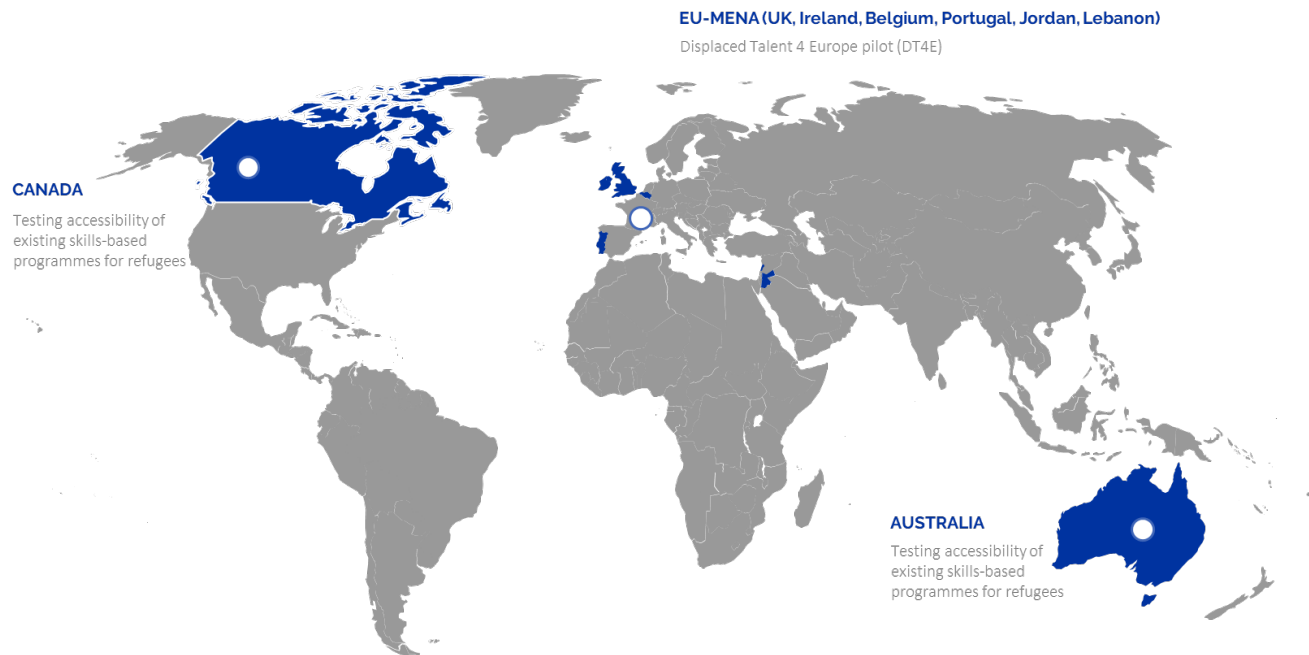
- **International protection:** can offer people in need of international protection alternative pathways to potentially durable (third-country) solutions in addition/complementary to traditional resettlement processes
- **Global development:** can contribute to greater productivity and prosperity in countries of destination by helping ensure that skills and human capital are used
- **People seeking safety:** offers an opportunity to realize their full potential while finding lasting solutions to their (and their families') international protection concerns



Translating the approach into reality: Lessons learned

Making regular pathways more inclusive and accessible

Ongoing pilots test and adapt existing employer-led pathways



Structural barriers



Admission and stay (lack of documentation, fear of forcible return)



Information, awareness of regular migration programmes



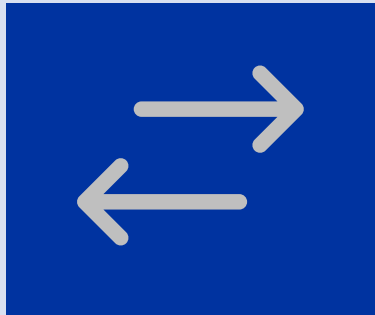
Job-matching and skills-recognition (lack of data on skills and employment)



Early integration services (esp. language training) and **employer reluctance** to fund integration

Scalable solutions and policy coherence

✘ Adapted skills-based labour mobility programmes should not:



Negatively affect or **replace existing pathways** but bolster needs- and vulnerability- based resettlement programmes



Undermine the integrity of the programme by creating pull factors with non-humanitarian candidates



Adversely **impact local efforts to integrate** populations with international protection needs



Unintentionally **create conflict** over competition for perceived scarce international migration opportunities

Next steps for IOM

Broaden engagement beyond the traditional humanitarian and resettlement sector and finding ways to scale this approach.



Refine approach

Develop IOM's offer to support Member States, based on strong operational and capacity development footprint



Broaden engagement

Mapping intergovernmental, private sector, employer, and non-governmental networks in the non-humanitarian space



Build knowledge

Learning events
Knowledge management and sharing lessons learned to pilot new innovative models and improve those already created



Promote growth

Initial assessment of existing and planned efforts
Identifying entry points for advocacy and engagement

Recommendations for Member States

Ensure that skills-based labour migration pathways and programmes work for every category of population on the move – including the most vulnerable.



Advocate for the creation of further innovative pilots.



Promote dialogue among interested government, civil society, and private sector partners about this new approach, including risks and opportunities.



Raise awareness of the approach among governments and private sector actors.



Thank you

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