![GS4S logo] GS4S
Global strategy for skills migration and development

Global Strategy for Skills, Migration and Development (GS4S)

The first annual GS4S meeting with the Social and Scientific Advisory Board (SSAB)

September 19th, 2024

Location: online

Welcome
SSAB
members!

The role of SSAB in the GS4S project

Last week, SSAB members received **guidelines** outlining information about the project and SSAB involvement. While your participation in GS4S activities is optional, **we kindly invite you to take part and engage with our research!**

Main roles of the SSAB are:

1. **Providing guidance and reflections on the scientific quality of project activities by:**
    o   Taking part in **annual meetings**
    o   Providing specific feedback or insights, for example as **a reviewer of GS4S deliverables** (the coordination team will contact you if needed, but **feel free to 'volunteer'** if you are particularly interested in some aspects of our work)
    o   Occasionally taking part in GS4S Scientific Lab Sessions (contact us if you'd like to join)
2. **Facilitating the knowledge exchange with relevant stakeholders by:**
    o   **Sharing information about our project and research** when you deem appropriate
    o   **Taking part in our communication and dissemination activities** (e.g., podcasts, webinars or the final conference)

Presentation structure

01 The background

02 The project

- Focus, Objectives and Research questions
- Work Packages (WPs)

03 Project updates per WP

04 Q&A

1. The Background

- With an aging workforce and the challenging digital and energy transitions, **the EU faces a shortage of relevant skills**. Yet, these are also global challenges, requiring **global strategies**.

- <u>Call</u> HORIZON-CL2-2023-TRANSFORMATIONS-01

  - 13 proposals were submitted to help the EU innovate and shape **forward looking, inclusive and resilient societies and economies.**

  - The call particularly recognized **migration, mobility, technology, education, demographics and globalization** as key **drivers of change** on the path to sustainable development.

2. The project

Sectoral and regional scope

3 SECTORS

DIGITAL SECTOR

(Green) CONSTRUCTION SECTOR

CARE SECTOR

6 REGIONS

EU, EEA, Western Balkans, Middle East and North Africa, West Africa and South/South-East Asia

GS4S Objectives

1. Help address skills shortages in selected sectors by building on existing and developing new knowledge on qualifications and workforce availability globally. GS4S aims to provide innovative analyses at the intersection of MEDT policy fields (i.e., migration, education, development and trade).

2. Develop new knowledge exploring labor migration and **alternative ways to fill labor shortages** from a **business perspective** at macro, meso and micro levels.

3. Design practical tools for policy makers, businesses, educational institutions and skilled workers in EU/non-EU countries and regions **to better meet labor market needs through skilling and upskilling, mobility, and other alternative policy responses**

Multinational enterprises

Small-business enterprises
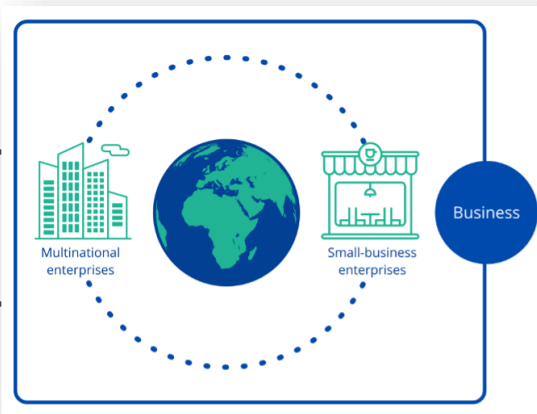
Business

Overarching Research question:

What **skilled migration schemes or alternatives do businesses prefer** to address their skilled labor shortages and **what types of public/private policies are needed** to facilitate addressing (future) skills needs in a **sustainable** way?

1. **How, what forms of, and under what conditions can skills partnerships help address shortages** in selected sectors (digital, care and construction) and contribute to skills development globally, drawing lessons from business?

2. **How do skilled migration partnerships fare in relation to other types of interventions and innovations** in relation to skills development (engaging six alternatives) in interaction with a variety of intersecting multi-level policy fields?

3. **How can sustainable transitions in EU and non-EU countries be realized, safeguarding ethical recruitment and (migrant) worker rights** and considering a general objective of societal well-being?

| Labor migration	
1. Education and (re)skilling		
2. Labor mobility of migrants already present		
3. Trade in service /posting		
4. Automation	5. Remote work	6. Partner-shoring

GS4S Consortium

10 Countries   **14** Partners

Netherlands	**Radboud University (RU), Coordinator**
Belgium	Migration Policy Institute Europe (MPI Europe)
Switzerland	University of Geneva (UNIGE)
Italy	European University Institute (EUI)
Austria	Vienna Institute for International Economic Studies (WIIW)
Netherlands	SEO Economic Research Foundation (SEO)
Italy	Centro studi Luca d'Agliano
Italy	International and European Forum on Immigration Research (FIERI)
Egypt	The American University in Cairo (AUC)
United Kingdom	ODI
Nigeria	The Nest Innovation Technology Park Limited (The Nest)
Bangladesh	Ovibashi Karmi Unnayan Program OKUP (OKUP)
Estonia	Global Skills Network (GSN)
Netherlands	University of Groningen (RUG)

GS4S Structure
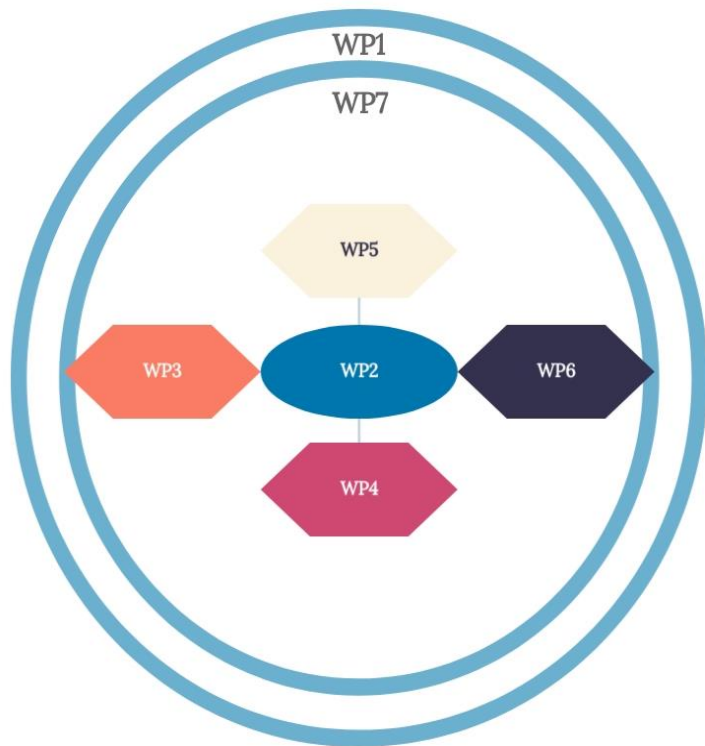
WP1: Management (RU)

WP2: Migration & Skills Mobility Governance (lead: MPI Europe)
In addition to research activities within WP2, this WP also brings together insights from other research-focused work packages.

WP3: Shortages and responses: a macro-perspective at sector and occupation level (lead: EUI; WIIW, RU)

WP4: Lessons from business (MNEs and SMEs) on filling skill shortages (lead: RU; MPI Europe, UNIGE, SEO, AUC, RUG)

WP5: How to make the most of migrants' skills (lead: FIERI; RU, UNIGE)

WP6: Evaluating the impact of reskilling/upskilling on local development of countries of origin (lead: AUC; ODI, Nest, AUC, OKUP)

WP7: Communication, dissemination, exploitation and Impactful Storytelling with Data CDES (lead: GSN)

3. Project updates per Work Package

WP1: Management

(RU), M1-36

> As the coordinator of the GS4S project, RU is responsible for proper and timely implementation of project activities. RU supports project partners by completing **managment-and-reporting-related activities**, providing **guidelines/advice in relation to ethics and data management**, and **answering financial or other questions**.

In **Year 1** of the project, main activities and accomplishments in WP1 include:

- **Ethics and Data Management Plan** (D1.1), and ethics approval by the Ethics Assessment Committee at RU
- **Project Action Plan**, including Quality Assurance & Scientific Review Guidelines (D1.2)
- Established **cooperation with sister projects** Link4Skills and Skills4Justice (**Milestone 1**, also in T2.1)
- **Kick-off meeting in Nijmegen** (February 5th-7th, 2024)
- Monthly **GS4S Scientific Lab Sessions**
- **First meeting with the SSAB** (**Milestone 2** of the project)

Next steps:
- Organization of the **webinar** on November 12th. Title: **"Migration more important than ever: reflecting on the situation in Bangladesh, its relationship with Italy, and insights for EU policy"** (Participants: RU, ODI, FIERI, OKUP, MPIE, the European Commission)
- Preparation of the first **General EC Policy brief**
- Preparation of the **first financial report** (M13)
- Ethics and Data Management plan will be updated (M13)

Registrations open soon, stay tuned!

WP2: Migration and Skills Mobility Governance
(lead: MPI Europe, partners: all), M1-36

Task	Key achievements and next steps
T2.1 **Conceptualization of the notion of wellbeing** in a Global Strategy for skills (M1-M36)	• Internal memo on the cooperation with sister projects Link4Skills and Skills for Justice (**Milestone 1**) • Next: drafting a proposal for a **co-edited volume** towards the end of the project (D2.1)
T2.2 **Mapping** mobility schemes, partnerships, and alternatives to mobility for addressing shortages (M1-15)	**This task involves most project partners** (see next slide). **It will result in:** two **working papers** (D7.3), **one policy brief** (D2.3), and **8 internal country reports** on the intersection of MED policies in Bangladesh, Egypt, Estonia, Nigeria, Germany, Switzerland, the Netherlands, Italy and Serbia
T2.3 **Trade in Services and skills recognition** (M6-M30)	UNIGE is preparing a **database of all labour mobility provisions in EU trade agreements concluded between 1960 and 2023**; including MS' sector-specific provisions (D2.2). UNIGE will also prepare **a working paper** (D7.3) resulting from the database, as well as **internal country reports on skills recognition**.
T2.4 Assessment of potential designs for **B2B global skill partnerships** (M6-M12)	T2.4: This task (resulting in a working paper) is looking at how a B2B setup could be designed to function well to meet policy goals, highlighting important factors in regulating or designing a B2B partnership; so far, **the potential challenges in a basic but widely applicable B2B scenario have been mapped out and discussed**, and currently this scenario is being further developed by **investigating supporting literature.**
T2.3 **Policy Lab** Co-creating strategies for addressing shortages (M6-M36)	This task includes a wide array of activities and deliverables: • **Policy brief series** coming from WP2 and other WPs (D2.3) • **Policy lab** featuring **6 webinars**, **3** online **roundtables** (30-35 people), and **3 policy workshops** (10-15 people) • A co-created **decision-making tool** for policymakers (D2.5) • **A final policy report** (D2.4)

T2.2: Mapping mobility schemes, partnerships, and alternatives to mobility for addressing shortages

Crucial mappings laying the groundwork for the unique approach of the GS4S project.

Lead: MPIE; M1-15

45 Policy interviews and desk research to map the intersection of MEDT migration, development and education policies and practices at EU and country level

- **8 internal country reports** on: Bangladesh, Egypt, Estonia, Nigeria, Germany, Switzerland, the Netherlands, Italy and Serbia **(ongoing)**

- Result? **Comparative working paper** (D7.3) featuring EU and country-level findings

T2.2.2

T2.2.1

T2.2.3

Desk research and legal and policy analysis of grey literature (MPIE)

- **a typology of mobility schemes and partnerships** that builds on recent and historic examples **(literature review completed)**

- **An in-depth analysis of 3 selected schemes** (ongoing)

- Deliverables: policy brief (D2.3) and a working paper (D7.3) featuring also findings in T2.2.3.

Who moved? Under what conditions? What are their contributions to addressing skills shortages and/or skills development? (MPIE)

- Contributing to limited evidence

T2.3: Database of Mobility Provisions in EU/EFTA/UK Trade Agreements (EUMOTA) (lead: UNIGE, partner: RU)

Part I: Main Treaty text valid for all EU MS (or EFTA or UK)

94 EU/EFTA/UK PTA containing provisions regarding the mobility of natural persons signed between 1960-2021 (target: 2023)

Technical Variables

- Year, Name, Parties...

General Mobility Provisions

- Own chapter, regulatory cooperation, fees limitation, information requirement, visa or work permit facilitation...

Specific Mobility Provisions

- 11 Categories of persons (BV, IP, ICT, CSS, Trainees, Installers, Investors, Managers, Executives, Specialists, Business sellers)
- 15 Provisions (Economic needs test, quota, duration, experience, skills, sectors, spouses, pre-employment...)

Part II: Schedules/Annexes Country-specific provisions

61 of these PTAs contain relevant provisions in the schedules/annexes

Entry **Country** **Sector**

11 Categories of persons (see Part I)

27 EU-MS
4 EFTA
UK

Care
Construction
ICT

(according to CPC/ ISIC/ NACE)

27 Provisions
Authorization, duration stay share foreign employees, economic needs test formal degrees, professional experience, language, national licence, nationality requirement, pre-transfer employment, quota, reciprocity, residence, specific skills, validation, work permit

WP3: Shortages and responses: a macro perspective at sector and occupation level
(lead: EUI, partners: wiiw, RU), M1-16

4 working papers (D7.3), **2 policy briefs** (D2.3), **1 database** (D3.1)

T3.1: Shortages by sector and skill level in non-EU countries (EUI, due M9), including a readily updated cross-country **database of skill-differentiated estimates of vacancy rates per sector, including 28 ETF partner countries** (incl. Maghreb, Mashriq and Western Balkan countries)

T3.2: Impacts on sectors of **addressing shortages through migrant labour vs. alternative responses** in the EU (EUI, M10-M16)

T3.3: Skills-oriented migration in the Western Balkans: linking **workers' migration aspirations to skills shortages in destination and origin countries** (wiiw, EUI, RU; M3-M9).
- **Working paper is already published**, in English and Serbo-Croatian
- Policy brief: upcoming

T3.4: Migration vs. automation as answer to shortages: **firm-level analysis for Austria** (wiiw; M12), exploring how robots replace migrant workers in Austrian firms, and firms' hiring and investment decisions

Research work package

WP4: Lessons from business (MNEs and SMEs) on filling skill shortages (lead: RU, partners: SEO, MPIE, FIERI, UNIGE) M8-M33

This WP started its work **ahead of schedule. It (I) identifies and develops a conceptual framework of MNE and SME approaches to filling skill shortages** through migration, automation, off-shoring and skill development, **(ii) assesses these approaches in selected EU countries and analyzes trade-offs** between them, **(iii) identifies multiple configurations of conditions to facilitate policymakers' decision-making** and (iv) makes available a **shortage model based on MNE/ private sector practices** in order to assist SME and public entities involved in migration and skills development to design skills partnerships.

Currently, following an extensive literature review, interviews and consultations among partners, WP4 is finalizing the questionnaire adapted to enterprises in selected EU countries (T4.1).

Next steps include:
- piloting and conducting surveys on MNE and SME responses to skill shortages (T4.2) and preparation of databases with multi-sectoral and cross-national responses (D4.1).
- A comparative analysis, resulting in a policy brief (D2.3), an animated video presenting fs/QCA results (D4.2) and a dartboard tool of fs/QCA results (D4.3).

Research work package

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WP5: Making the most of migrants' skills
(lead: FIERI, partners: FIERI, RU, UNIGE) M3-M24

01 **Research Question**

What is the current state (governance, implementation, shortcomings) **of up-/re-skilling programs for (also not exclusively) migrants and refugees** in Target Country X

02 **Research Question**

(**Normative**, based on experts' and stakeholders' perceptions): **Which are the most effective models of up-/re-skilling programs for migrants and refugees in Target Country X?** At which conditions could such "functioning practices" be disseminated and upscaled?

- **T5.1 Identifying main explanatory factors of migrant skill waste in the EU on the basis of existing data** (M3-M9)
  - Quantitative
  - Deliverables: working paper (D7.3) and an interactive dashboard (D5.1) - **soon to be submitted**
- T5.2 Preparatory desk research and expert interviews (M3-M9)
  - Methodological workshop completed
  - **Currently: preparation of internal national reports** in Italy, the Netherlands, Estonia, Switzerland and Germany
    - Defining a list of stakeholders
    - Desk review
    - Interviews (approx. 35 in total)
- T5.3 **Analysing attitudes of migrant workers in the EU** towards their professional future and assessing their propensity towards skills development programmes (M10-M24)
  - **Focus groups** (6 per country) **with migrant and non-migrant workers** (8-10 per focus group), resulting in internal national reports and a **comparative report** (D5.2)

Research work package

WP6: Evaluating the impact of reskilling/upskilling on local development in countries of origin
(lead: AUC, partners: RU, ODI, OKUP, NEST) M3-M33

Upcoming! Dina Abdel Fattah (AUC) will present research results in Block II of the meeting

Objectives:

- **Assessing the current structure of labor markets of the third countries** with regards to education systems, potential labor market skills needs and matching systems

- **Assessing/identifying current initiatives for skilling/upskilling/reskilling in non-EU states,** the extent of efficient matching in corresponding labor markets, and innovative programs for better market outcomes

- **Providing a detailed assessment and evaluation of the local labor markets of the countries of origin** by age group and gender to provide insights into the young labor force for both genders.

- **Identifying existing potential for attracting FDI** in non-EU countries **via skilling/upskilling/reskilling.**

T6.1: Identifying sources of national and regional-level data for the targeted geographical areas
M3-M12, **completed**
Main tasks: drafting **methodological guidelines** for fieldwork in T6.3 and T6.4 and organization of **one methodological workshop** (September 18th)

T6.2: Evaluating the efficiency of efforts/initiatives for skilling, up/reskilling in the countries of origin
M6-M12
- Internal national reports and a working paper with a focus on gender aspects (D7.3)

T.3: Analysis of worker's perspective of migration through Skills Partnerships led by ODI, studying aspirations of migrants, perceptions of Skills Partnerships and decision-making processes for migration and education / training (young adults of different skill levels, trained for skilled jobs in three non-EU countries: Egypt, Nigeria and Bangladesh.
M13-M24
- Survey, a cross-national comparative database (D6.1), comparative working paper (D7.3)

T6.4: Interview with national stakeholders
M13-M33
- Internal national reports and an integrated comparative report (D6.2)

Research work package

WP7: Communication, dissemination, exploitation and impactful storytelling with data
(lead: GSN) M1-36

Like WP1-Management, WP7 supports the project throughout its duration. The main activities in WP7 have been:

- **Creation of GS4S visual identity, website and social media accounts**

- Preparation of the **COP and EDPR plan (D7.1)**

- Tracking of communication and dissemination activities of partners via **tracking tables**

- Dissemination of deliverables (e.g. the Working Paper Series)

Next steps:

- preparation of podcasts (in coordination with RU)

- additions to the website

- preparation of infographics

- promotion of GS4S events such as **webinars**

4. Q&A session

Thank you for your attention!

Please connect with us via the project website: