



**MOBILISING MIGRANTS' SKILLS FOR DEVELOPMENT
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**Euro-Mediterranean Labour Market Integration
without Free Movement of Labour?**

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THE EUROMED LABOUR MIGRATION PARADOX

- **In the EU, according to labour market projections (CEDEFOP), there will be an increasing demand for labour immigration in the coming decades, not only for qualified workers, but even for non-qualified ones (regardless of the crisis)**
- **In the Arab Mediterranean Countries, there is an structural incapacity to absorb their labour force and an increasing willingness to migrate. Governments are now keen to facilitate migration**
- **However,**
 - **Not only actual labour migration flows are relatively limited, in particular from Mediterranean countries,**
 - **and the EU is not attracting highly-skilled immigrants today,**
 - **but the instruments for legal migration put in place by European Member States and the EU, in particular for highly-skilled workers, are not appropriate to attract and facilitate legal migration on the required scale.**

Overdetermined by political and social considerations

HOW TO CIRCUMVENT THE EQUATION

INTEGRATED LABOUR MARKETS < FREE MOVEMENT OF LABOUR?

- **Adding more variables! FIVE MISSING LINKS:**
 - **Direct labour matching mechanisms**
(the missing link of labour market information)
 - **Training and Education Quality and Skills Enhancement Programmes** (missing link for migration for development)
 - **Recognition of university degrees and qualifications**
(missing link for skills utilization)
 - **Temporary entry of workers (« Mode 4-like »)**
(missing link FOR Euromed Free Trade Areas)
 - **Targeted Visa Facilitation and Legal Migration Schemes**
(the substitute for free movement)

DIRECT LABOUR MATCHING MECHANISMS

- **Labour Market Information Systems:**
1) development at national level and how to integrate them 2) bilaterally; 3) regionally to identify concrete job opportunities for concrete workers
- **Public Employment Services cooperation/integration**
(Pôle Emploi-ANETI, ANAPEC and ANEM)
- **Caveat 1:** a long record of frustrated experiences in candidate pre-selection (Tunisia-France, Tunisia-Italy, Egypt-Italy). There are key technical issues/obstacles beyond the political agreement
- **Caveat 2:** to manage labour matching so that it does not worsen the problem of brain drain

TRAINING AND EDUCATION QUALITY AND SKILLS ENHANCEMENT PROGRAMMES

- **Overwhelming consensus on how important this is; why not to integrate it as part of Mobility Partnerships, as a concretization of the “ethical clause” in the GAMM to “maximizing the development impact of migration and mobility” and all “efforts should also be made to counteract brain drain and brain waste and promote brain circulation” (in GAM 2005 mitigate)**
- **Skills Enhancement Fund (Regional Programme):**
Replenishment of the Fund through:
 - a) contributions from governments of EU Member States benefitting from graduate immigration, and
 - b) a percentage of expenses in the EU and Member States’ national budgets ear-marked for border management and security measures to prevent irregular immigration.

TRAINING AND EDUCATION QUALITY AND SKILLS ENHANCEMENT PROGRAMMES

- **Not a “training for migration” scheme, but**
 - A compensation to the countries of origin for a part of the resources they lose through migration, to mitigate the negative impact of that loss, and to ensure that migration is ultimately not detrimental to the human capital of the country
- **Ear-marked for cooperation programmes aimed at**
 - i) improving the skills of graduates staying in the country,
 - ii) improving the quality of university and VET programmes in the country (Tempus has not delivered the expected results so far)
 - iii) encouraging the return of highly-qualified migrants to their country of origin
 - iv) Programme of Apprenticeships across the Mediterranean (program already in place by GiZ in Tunisia-Germany)

TEMPORARY ENTRY OF WORKERS IN THE FRAMEWORK OF SERVICE PROVISION (MODE 4)

- **Mode 4 Protocol in the framework of GATS is ineffective (because of most favoured nation clause and lack of commitments)**
- **But temporary entry of workers in the framework of service provision is a key component of any comprehensive trade liberalization**
 - **Test for Deep and Comprehensive Free Trade Areas**
- **It often involves unskilled labour (filling the gap in legal migration schemes)**

HOW TO OPERATIONALIZE THOSE INSTRUMENTS? MOBILITY PARTNERSHIPS vs. REGIONALIZATION

→ **Mobility Partnerships are the really existing framework to concretize those alternatives since 2011 (Morocco, Tunisia, Jordan, not Egypt)**

– **Main elements:**

- Border management and security
- Job matching and visa facilitations for third country nationals
- Information on risks linked to irregular migration
- Support for transfer of remittances (migration and development)
- To maximize the positive impact on development of migration and mobility as operational priority (GAMM, 2011)

HOW TO OPERATIONALIZE THOSE INSTRUMENTS? MOBILITY PARTNERSHIPS vs. REGIONALIZATION

- **Main limitations of Mobility Partnerships:**
 - Political declaration, not legally binding
 - Readmission conditionality
 - Negotiated by the EU, but implemented by Member States: General Framework requiring bilateral agreements to be implemented
 - Largely limited to facilitate temporary migration and mobility, not permanent one
 - Not including Mode 4-line liberalization (temporary entry of workers)
- **Why not to regionalize the Mobility Partnership Approach?**

REGIONALIZATION OF MATCHING MECHANISMS

- The EU has already defined Euromed regional frameworks for the negotiation of liberalization processes (Roadmap for Agriculture Liberalization or Istanbul Framework Protocol for Service Liberalization)
- Take up Euromed Employment Ministers (Marrakech 2008 & Brussels 2010) and Migration Ministers (Albufeira 2007) Declarations
- Why not to be more ambitious and develop an Euro-Mediterranean Mobility and Migration Strategy translating the Global Approach to Migration into regional realities (GAMM → EMMMS)
 - Common challenges → Search for common solutions → Joint action

REGIONALIZATION OF MATCHING MECHANISMS

- **Study** “to quantify the costs and benefits for the EU and for partners with regard to labour mobility and possible labour-matching measures” (as for Eastern Partnership)
- **Feasibility Study of different components**
 - **Direct labour matching mechanisms**
 - More efficient at Bilateral level, but scope for regional
 - **Training and Education Quality Enhancement Programmes**
 - Regional/bilateral level
 - **Recognition of university degrees and qualifications**
 - More efficient at regional level
 - **Temporary entry of workers (« Mode 4-like »)**
 - More efficient at regional level
 - **Targeted Visa policy and Legal Migration Schemes**
 - Regional/Bilateral level