



CEDEFOP

**Relocation 2.0:
tying adult refugee skills
to labour market demand**

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European Centre for the Development of Vocational Training - Cedefop

- Decentralized EU agency based in Thessaloniki, Greece since 1995
- Supports the development of the vocational education and training (VET) policies and contributes to their implementation.
- Find more here:
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POLICY BACKGROUND

In this section

Adult refugee legal
cross-border mobility
for work: a paradox



Adult refugee legal cross-border mobility for work: a paradox



- ...in 2021 people forcibly displaced from their homes had increased yet again to **82 million globally**...
- ...**25 million of forcibly displaced people** sought protection outside their country of origin as refugees...
- ...**86%** of refugees are hosted by developing countries while **less than 500 000 in 2020** moves to countries of the EU...
- **Ukraine war:** UNHCR reports that in the first five weeks of the war, more than four million refugees from Ukraine crossed borders into neighbouring (EU) countries
- Despite recent attempts and the consensus on the need to trigger refugee mobility based on factors other than protection needs (such as employment), adult refugee mobility based on skills is considered a paradox.

Cedefop project in brief

- How a skills-based solution to protection looks like from a theoretical point of view;
- Explore how and if VET, skills and qualifications were used in the EU Relocation Programme, (2015 until 2017);
- What are the potential and interest of countries in further work on this skills-based solution to protection;
- Test the potential of skills-based mobility for refugees from one EU country to another in the form of intra-EU relocation.





EVIDENCE

In this section

**Intra-EU relocation
based on skills:
Greece and Portugal**

Refugee talent

The role of the employers



Intra-EU relocation based on skills: Greece and Portugal

Challenges faced

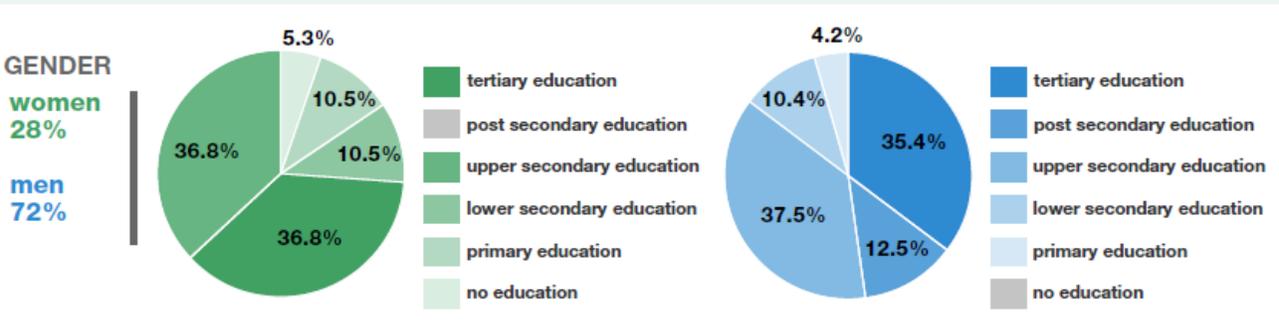
- **no freedom** to choose the country of destination
- ... refugees in Greece face significant **challenges in accessing the labour market...**
- They often become **completely dependent on aid** or the State social support services...
- ... question that is raised by Portuguese employers willing to fill job opening with untapped refugees talent in Greece, is about the **profiles and the talents of refugees...**
- ... refugees' social and professional **resources** are often **ignored and seldom assessed** upon arrival...



Work on the supply side

- Contact with an NGO: Solidarity Now.
- ...**67 refugees** without access to employment in Greece were selected and agreed to possibly be **relocated to Portugal in view of employment** as long as they keep the status and are protected against refoulment...
- ...roughly one-third (35% of men and 37% of women) had **tertiary education**...
- ...about 50% of men and 37% of women had **upper secondary or post-secondary education**...

Figure 1. Overview of education of the preselected 67 profiles of beneficiaries of international protection



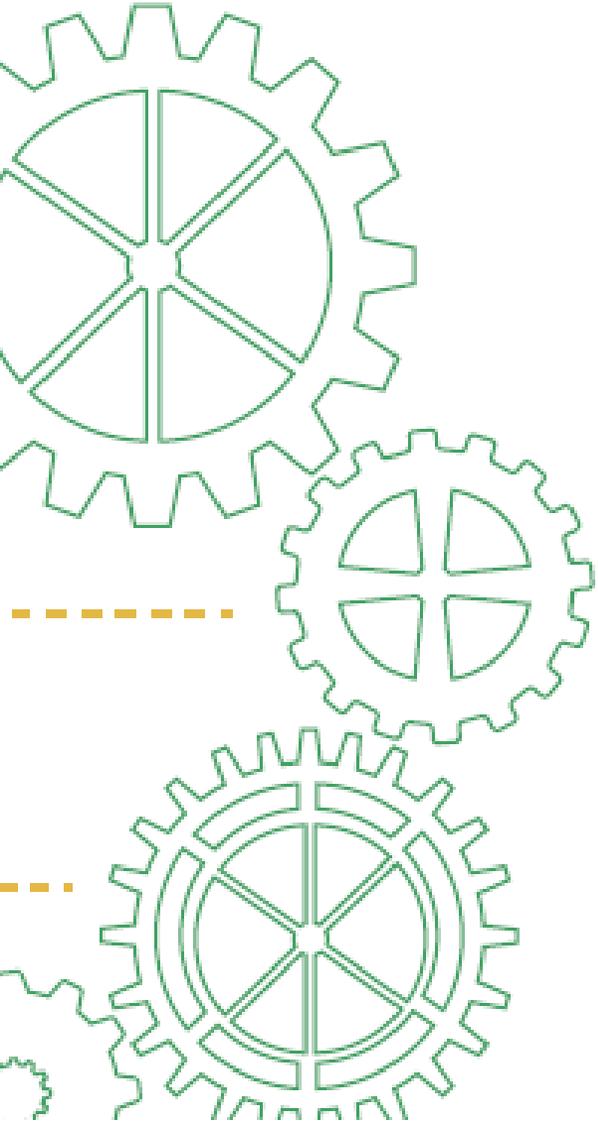
Source: Cedefop.

The role of employers

Work on the demand side

- The **private sector** is an important yet little-explored actor in asylum...
- ...employers miss an **intermediary link** between them and potential refugee hires...
- ... employers in Portugal are **seeking staff of basically all skill levels** and showed openness to hiring refugees if and when they have job openings...

SKILLS IN DEMAND



- **Low-skilled workers** are mainly sought for civil construction, such as bricklayers, bricklayer helpers and machine operators. For these positions, a minimum of intermediate knowledge of Portuguese is often required.
- **Medium-skilled workers** may not necessarily need to possess formal education, but knowledge of one or two languages is commonly requested. Some employers have openings for customer service support, in which the main requirements are knowledge of English or French and soft skills such as diligence and motivation.
- Other common positions are more administrative or operational and are related to sales, servicing clients, and dealing with suppliers. In these cases, knowledge of Portuguese may be essential.
- **High-skilled** workers in demand mainly refers to engineers and information technology (IT) specialists. Companies that hire for diverse positions, for which higher education, regardless of the area of studies, and an advanced knowledge of English is required.



CONCLUSIONS

In this section

**Putting the
pieces together**

**Six ways to make
progress on relocation**



Putting the pieces together

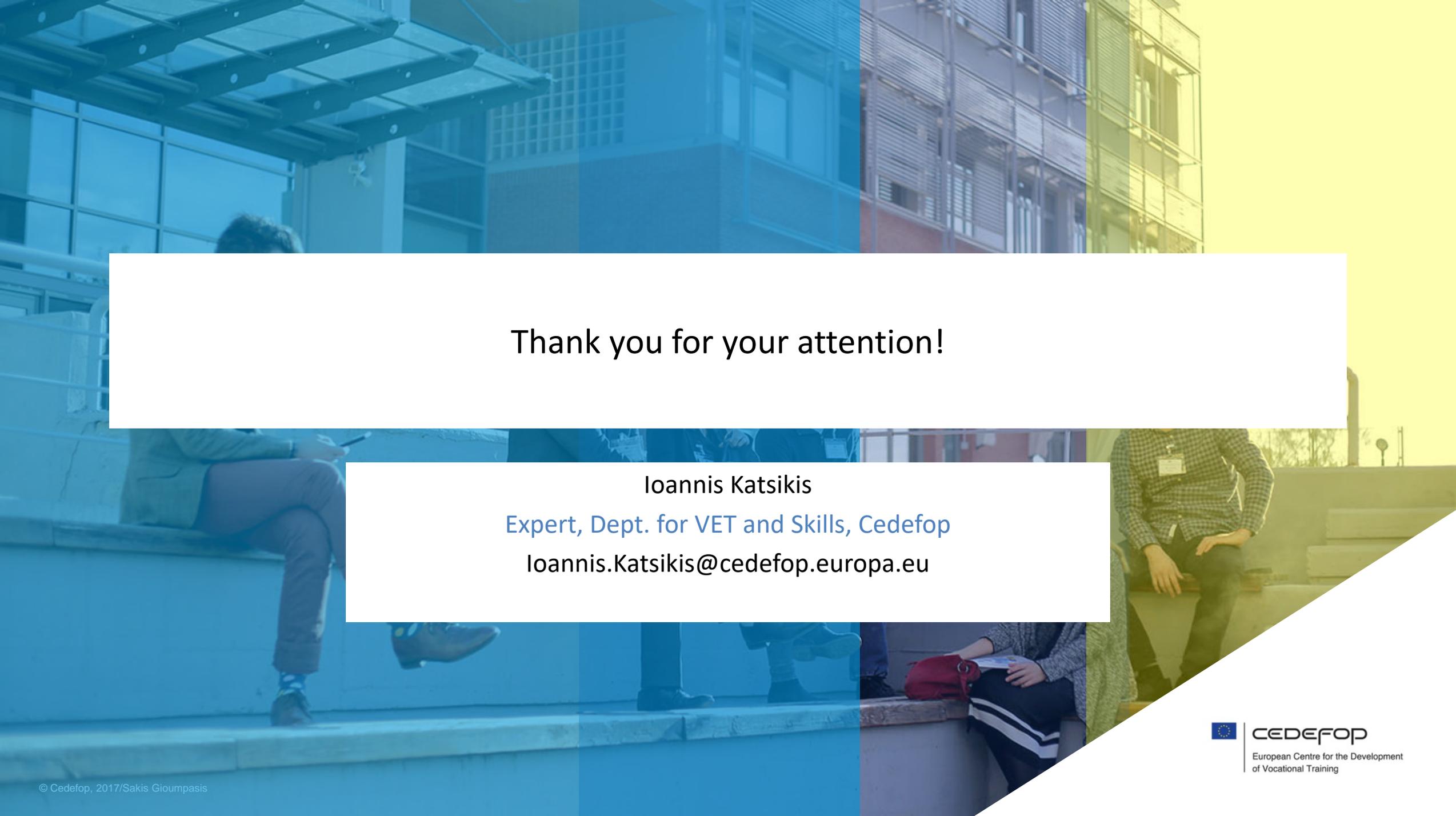
Governance in relocating countries

- ... a sustainable relocation policy requires the **trust of potential beneficiaries**, who start their future in a new country...
- ... networks **make visible** the **human and social capital of refugees** and **connect** them with employers in countries of relocation...
- ... **NGOs can better establish a relationship of trust** and transfer better understanding of the relocation process or of the destination country...

Six ways to make progress on relocation



- A **purposeful relocation** may lead to better results than random relocation approaches...
- A focus on **beneficiaries of international protection** may relieve the time pressure that is inherent if relocation concentrates on applicants for international protection.
- A mechanism that takes the **human and social capital** of refugees into account, as well as the labour market needs can provide a new impetus for this instrument...
- Viewing the **private sector as a valuable partner** can help policy makers to identify labour market demands and provide relocation places for refugees.
- Understanding **networks as key ingredients** for smooth relocation and working to strengthen these, can lead to better – and more sustainable – relocation results,
- Providing **funds for identifying and counselling refugees** in relocating countries, along with funds to establish networks of employers, are critical areas for investment.



Thank you for your attention!

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