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Welcome words by the Vice-President of WAPES



Ms Florence DUMONTIER

Vice-President WAPES - Europe Director of international affairs and relations, **Pôle Emploi**









Moderator



Susanne KRAATZ Senior Consultant, WAPES









International recruitment: Strategies and success factors



Mr Jonathan CHALOFF International Migration Division, **OECD**









INTERNATIONAL RECRUITMENT: STRATEGIES AND SUCCESS FACTORS

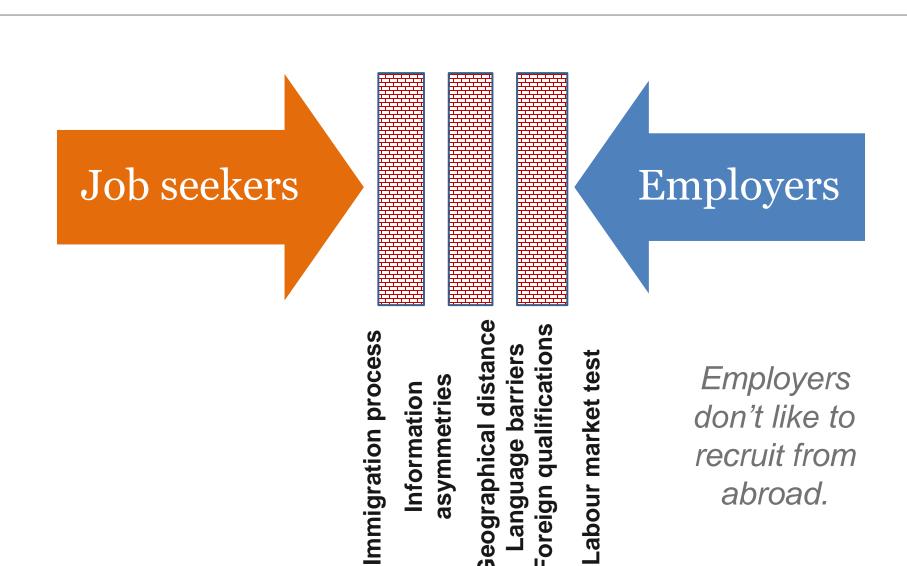
Jonathan CHALOFF International Migration Division Directorate for Employment, Labour and Social Affairs Jonathan.chaloff@oecd.org

20 November 2020 WAPES Event Skilled labour immigration: A new role for Public Employment Services?





International recruitment is complex



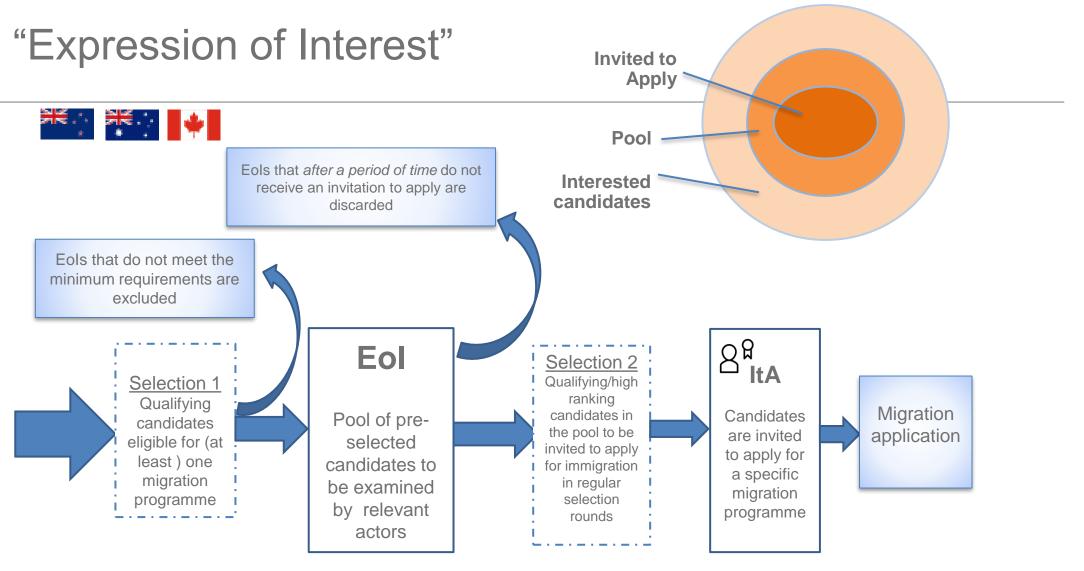


Matchmaking, Marketplaces and intermediaries

- Private on-line platforms
- Job fairs
- Informal and formal networks
- Private agencies and consultants
- Market size counts

 When linked with migration process, address cost, complexity, frontloads processes and increases credibility of RFQ, reduces risks...







Also used in Korea for low-skilled programme, with pool on language, age, basic skills, and selection by state and employers.



Three public attempts to integrate matching into the migration process

Migrants are already pre-qualified, included in a migration pool







"SkillFinder"
Separate
database, not run
by PES, used to
capture "intent";
immigration
services mediate
matching

SkillSelect

Employers had access to profiles in the SkillSelect database... until April 2018!

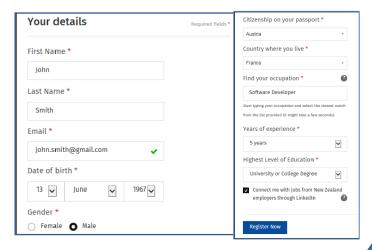
Introduced with a mandatory enrolment in PESrun national JobBank; not required from 2017

ExpressEntry





NEW ZEALAND **NOW**



www.newzealandnow.govt.nz/

Prospective migrants express interest, supply their occupation, experience and education



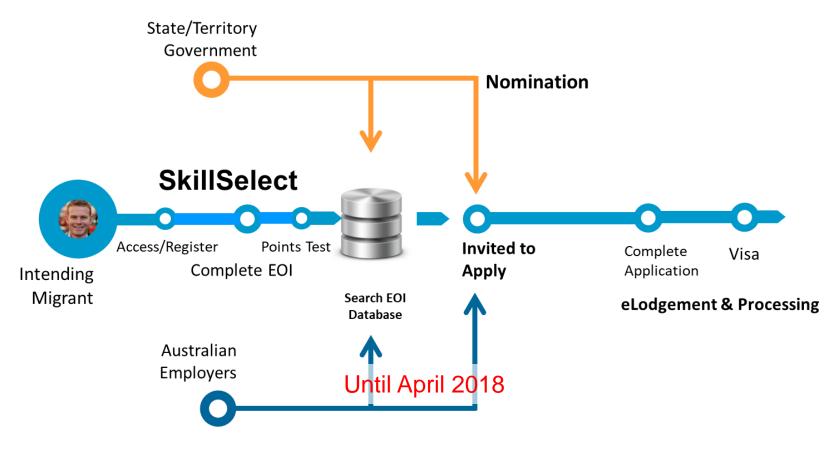
www.immigration.govt.nz/skillfinder

NZ employers and recruiters in areas of skills shortage search database by occupation, academic qualifications, residence and work experience and send an email inviting them to apply for a position

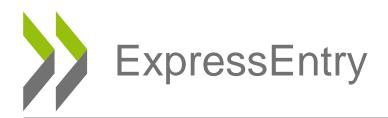


SkillSelect

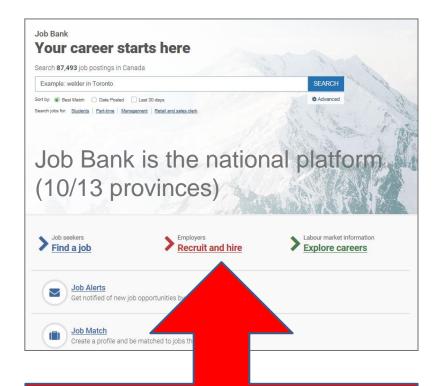




(Selected) Australian employers could access SkillSelect, review EOIs, and initiate contact with a prospective employee. The EOI candidates were eligible for one of two sponsor programmes (Employer Nomination; Regional Sponsored).

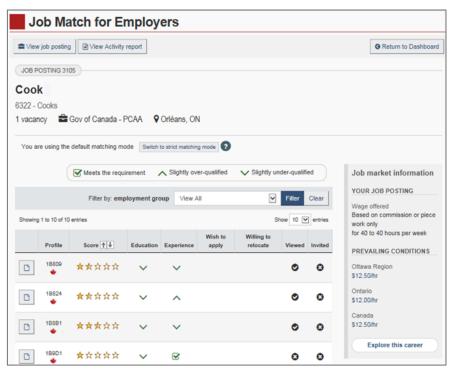






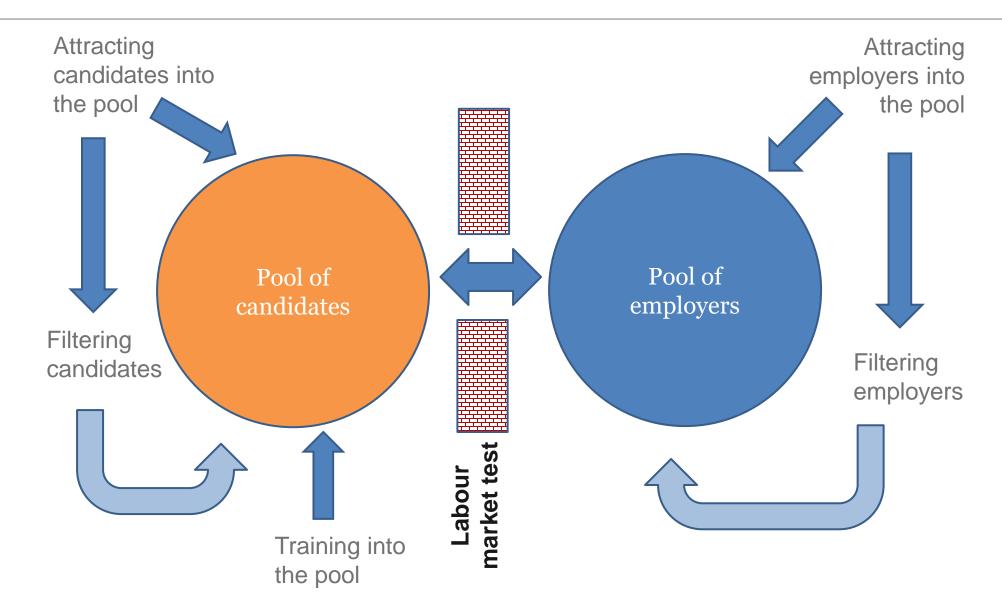
The Labour Market Test is integrated into the system: all employers wishing to recruit from abroad must post vacancies for 30 days, after which suitable listings are visible to EE applicants

Employers can use Job Match to view and contact candidates. Profiles are anonymous but Express Entry users are flagged.





Challenge to find the role of PES





More on PES and international matching...



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Building an EU Talent Pool A New Approach to Migration Management for Europe

doi.org/10.1787/6ea982a0-en





The role of PES and forms of bilateral collaboration for international recruitment



Alexander WII HEI M Director International Relations. Bundesagentur für Arbeit (BA)







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The German Federal Employment Agency (BA) – International Relations Alexander Wilhelm – Director International Relations I November, 20th 2020





Framework & background

BA's approaches in the field of migration

Labour migration intra-EU

 Cooperation in the PES- & EURES network to promote knowledge transfer and free movement of workers

Labour migration from third countries

- BA approval ("Arbeitsmarktzulassung")
- Bilateral cooperation (knowledge exchange / recruitment of skilled & seasonal workers)

Forced migration

 Integration Strategy of the Federal Government and the BA

Labour migration (non-EU): Approval of the German PES

Access to the German labour market is determined by the legal provisions of the German Residence Act (Aufenthaltsgesetz) and the Employment Regulation (Beschäftigungsverordnung). To get an employment visa for international qualified workers a **BA**'s formal approval ("Arbeitsmarktzulassung") is generally required.

In general, the approval is granted if:

- there is a concrete job offer (employment contract accepted as proof)
- the working conditions are comparable with those of domestic employees
- the professional qualification of the international qualified worker enables him/ her to perform the job ("recognition of foreign professional qualifications")

The approval can be obtained through an internal procedure between the visa centre in the country of origin or the responsible local immigration authority in Germany. The employment permission is granted along with the residence title.

Labour migration (non-EU): Bilateral Agreements

German Employment Regulation (Beschäftigungsverordnung – BeschV) issued by the Federal Ministry of Labor and Social Affairs (BMAS - Bundesministerium für Arbeit und Soziales) authorizes only the BA to carry out and conclude bilateral agreements with PES of other nations.

Forms of bilateral agreements

- ✓ **General ("umbrella") agreements (MoU)** = define the baseline for BA´s overarching bilateral cooperation with selected Partner-PES in the field of knowledge exchange and / or deployment of international workers.
- ✓ Placement Agreements (skilled workers) = legal framework for demand-oriented, targeted and easy access job placement in various professions in Germany in accordance with Section 16d (4) BeschV.
- ✓ Specific recruitment agreements in the health care sector = allows recruitment / deployment of health care professionals (e.g. nurses) in line with international regulation on the recruitment of health care professionals (WHO codex). Due to German regulation (§38 BeschV) only the BA is allowed to recruit health care professionals from countries on the so-called WHO list.
- ✓ Placement Agreements (seasonal workers) = legal framework for recruitment / deployment of un- / semiskilled workers for seasonal employment (e.g. in the agricultural sector). Due to German regulation (§15a 1 BeschV), only the BA is authorized to enter into agreements with PES of other nations that allow and define the access for un-/ semi-skilled seasonal workers to the German labour market.

Bilateral placement agreements for the acceleration of the employment of skilled workers



Application of the equivalence assessment must be made <u>from abroad</u>

Long & complex procedure for the application of foreign skill approval (waiting time up to 4 month plus process time)*

Bilateral Placement Agreements

"Vermittlungsabsprachen)



+ International partners

Entry without existing equivalence assessment and application/proceeding of the recognition process*

<u>Acceleration</u> of the entry process and shorter time between recruitment and employment

New:

Residence of up to three years for recognition of foreign professional qualifications is possible



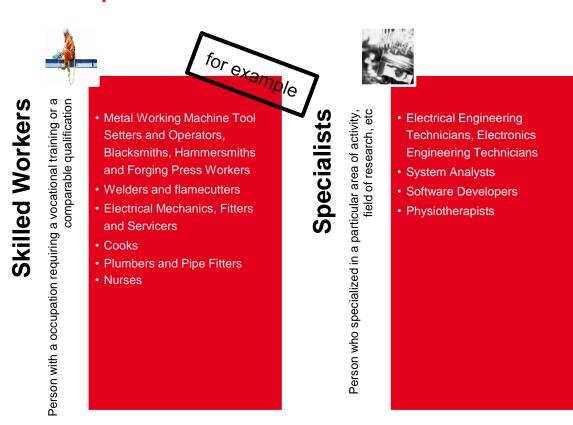
^{*} Currently there is no information about the precise procedure of the recognition process



Our Process

Needs Analysis: Identifying shortages of skilled labour

The BA has defined clear priorities for its international recruitment activities on different professional levels of skilled workers.





Experts

person with a high degree of skill in or knowledge of a

Mechanical Engineers

• Electrical Engineers, Electronics Engineers

 Systems Analysts, Software Developers, Computer Network Professionals

Systems Analysts

Software Developers

• Generalist Medical Practitioners

Pharmacists

Potential Analysis: Focus countries for recruitment

Indicator-based analysis of countries

Assessement through partners on site

In-depth analysis of selected criteria

Willingness to cooperate

- Analysis of immigration potential and affinity to Germany on the basis of sociodemographic data
- Objective: short list of for qualitative assessment
- Evaluation of selected countries with regard to labour market situation, political situation, etc.
- First assessment of occupation-specific potentials
- partner structure and interest educational system
- recognition capacity / vocational training standards
- labour market situation

 Assessment of interest to cooperate on behalf of the partner PES/ government









Steps of cooperation

Step 1:

Identification of domestic needs and possible partner countries Step 3:

MoU BA-Partner-PES as a framework for future cooperation (Capacity building / knowledge exchange; cooperation in the context of recruitment for labour migration)

Transparent and ongoing exchange with the responsible ministries

Step 2:

Assessment of interest to cooperate on behalf of the partner-PES/ government

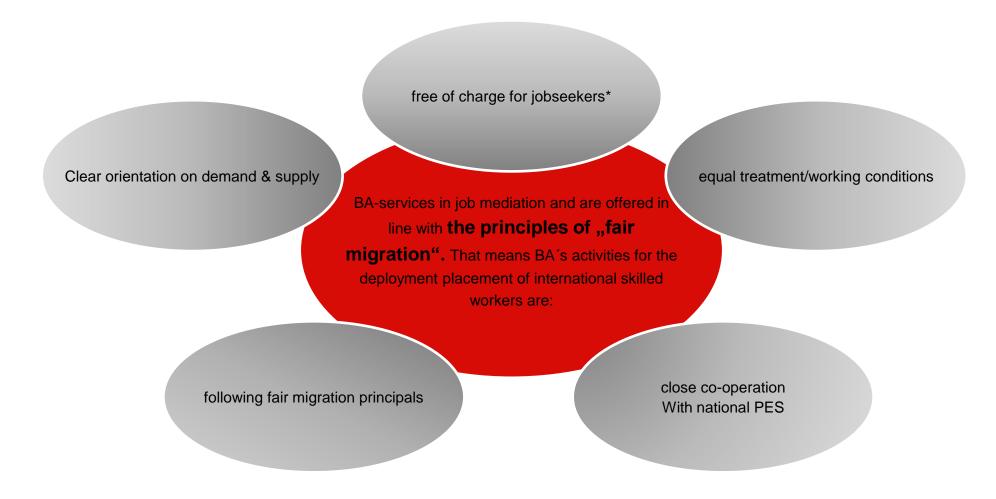
Step 4:

(Optional) Placement agreement(s) for skilled workers in selected professions / seasonal workers



Our values

Fair migration is key: BA's guiding principles in international recruitment



^{*} There may remain costs for jobseekers and / or employers that can not be covered by the BA, e.g. for the aquisation of sufficient language skills, visa procedures, travel arrangements or costs of living. These vary from candidate to candidate and between the different projects.

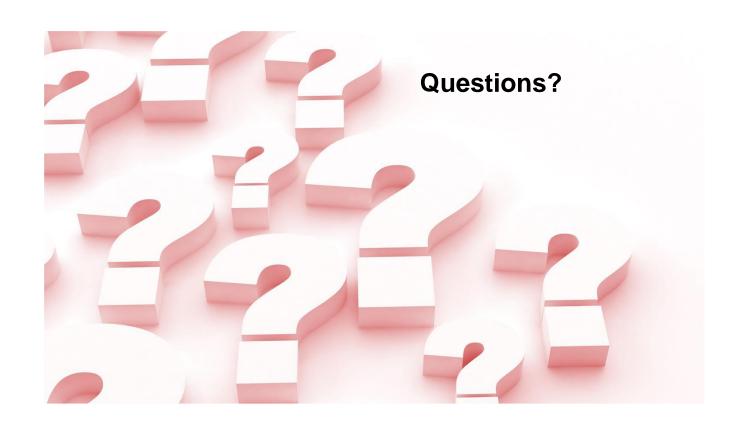


BA's cooperation with PES in third countries

We offer more than just agreements on labour migration.

- ✓ Capacity building and organised exchange of best practices with partner PES (basis: MoU)
- ✓ Support for the establishment and expansion of foreign employment services (e.g. EU Twinning projects)
- ✓ Collaboration with, and involvement in international organisations and networks (e.g. WAPES)
- ✓ Organisation and monitoring of expert **exchanges** (peer reviews) on labour market policy issues, labour migration, etc.
- ✓ Targeted support for partner countries with EU accession candidate status (e.g. Serbia, Montenegro)
- ✓ Cooperation with German government initiatives on the promotion of (dual) vocational training.

Thank you for listening!



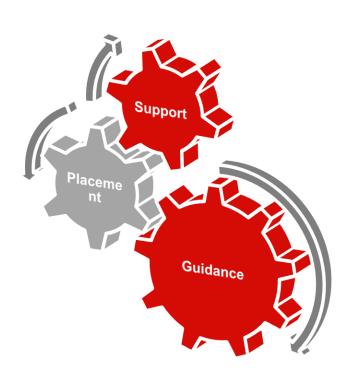


Backup

Challenges from the perspective of the BA

Successful and sustainable integration requires activities on the part of many actors (e.g. federal and regional politics, chambers, social partners) Language skills before the entry Recognition of foreign professional qualifications Recruitment related costs & process time **Network partners (structure & capability)** Offers for small and medium-sized companies Discrepancy: target region and need for skilled workers

BA's services for international skilled personnel and companies in Germany



- The International Placement Services (IPS) advise and liaise with skilled personnel abroad interested in migrating on employment-related migration opportunities
- The Employer Services (AG-S)
 are the central contact partners
 for employers. They advise
 interested companies in Germany
 and advertise vacancies for
 international applicants.
- AG-S and IPS offer these services together. This way, companies use alternative staffing strategies for jobs without or with insufficient domestic applicant potential

The Central Service Centre for professional recognition is responsible for the following tasks



Deepened individual consultation before the application



Compilation / review of the documents



Transfer of the documents to the responsible certification authority



If necessary, accompaniment through the further recognition procedure



Counselling takes into account conditions of residence law



Reference consultation for ongoing needs



Initiatives for international recruitment



Mr Nicolas SIMON Head of Department International labour mobility, Pôle emploi







Pôle emploi Direction Europe et Relations Internationales



Initiatives for international recruitment 20th of November 2020

Nicolas SIMON





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- 1 International activities for Pôle Emploi
- 2 International labour mobility for Pôle Emploi
- **3** Supporting international labour mobility
- Attracting talented workers
- 5 Insights for the future





1 – International activities for Pôle emploi

Europe and international relations direction

Florence DUMONTIER

International cooperation departement

Benchmark and communication Unit

International labour mobility department

7 international mobility teams

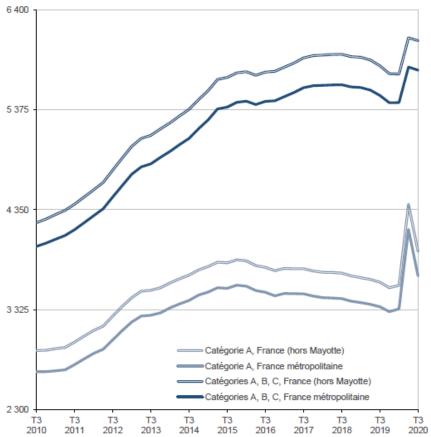
7 managers, 62 advisors



2 – International labour mobility for Pôle emploi

Demandeurs d'emploi en catégories A et A, B, C

En milliers, données corrigées des variations saisonnières et des jours ouvrables (CVS-CJO)



At the end of the third quarter of 2020, the number of jobseekers registered, with an obligation to look for a job and without activities (A category) was

3 673 400

From the beginning of the year 2020, the number of jobseekers sent towards our international mobility teams was

12 167

Therefore international labour mobility is just a tiny part of our activity.





3 - Supporting International labour mobility

In 2019 we reinforced our labour mobility offer of services which is mainly based on career path guidance ajusted to international mobility and consists of:





3 – Supporting International labour mobility

During the second lockdown period that began in November, all of our agencies were and are still opened and offer guidance to jobseekers that may not be at ease with digital tools.



As the youngest jobseekers are the most concerned by the economic impact of the Covid crisis, we give priority to guide them in order to find a solution for a job.

Regarding the professional training, we managed during springtime to speed up the launch of the online offer of trainings.

When focusing on the offer of international services, as it is only delivered online it helps us to keep contact with the jobseekers during the lockdown period while our international mobility advisors are remotely working.



4 – Attracting talented workers

Event though we have a high rate of unemployment, many sectors in France have to cope with shortages (health, construction, industry, IT,...).

Regarding the fact that we still have a lot of jobseekers registered, our main answer consists in orienting the jobseekers towards those sectors and mobilising professional training and because of the impact it may have on public opinion, we do not publicly focus on attracting foreign talended workers.

Nonetheless, we have two actions that may help French employers:

Publication of job vancancies on the EURES portal

Every day, job vacancies corresponding to sustainable conditions are automatically sent through a single coordinated channel to Eures and published on its portal.

On the 14th of november we had 251192 job vancancies published

Designing a new offer of services for return mobility

We published in April 2020, a specific page dedicated to return mobility on our website.

We are experimenting webinars since
September 2020 and we are designing a specific support for incomers, we forecast to experiment it in january 2020





5 – Insights for the future

In the future, as long as the unemployment situation in France improves, we forecast to implement new actions such as:

- ✓ Internationalazing our website with pages translated in English, German, Spanish,...
- ✓ Strenghthening our collaboration with foreign countries in order to build actions towards our shortage sectors,
- ✓ Organizing online jobfairs for foreign jobseekers,
- ✓ Building of a marketing approach in order to highlight the positive aspects of living and working in France.





Skilled labour immigration: A new role for Public Employment Services?

Employment Permit System for foreign worker of the Republic Korea



Mr Daniel CHOI
Manager, HRD,
KEIS





www.wapes.org



@wapesorg





Employment Permit System for foreign worker





Contents

Overview of the EPS

Key Statistics

Challenges and Issues

Key Achievements



Overview of the Employment Permit System



History and Principles

History

Year	Program	Details				
1991	Introduction of the Overseas Investment Firm Skill Trainee System(November)	6 months of training, Can be extended for another 6 months				
1993	Introduction of the Organization-recommended Industrial Trainee System(November)	As many as 10,000 trainees for small and medium businesses in 10 manufacturing sectors				
2000	Introduction of the Training Employment System(April 1st)	1 year of employment permitted after 2 years of training				
2003	 Abolished Industrial Trainee System, announced plans to implement the Employment Permit System for foreigners (March 29th) Fact on the Employment of Foreign Workers Announced (August 16th) 					
2004	Enforcement of the Employment Permit System(August 17 th)	Initial Entry of 92 workers from the Philippines, Employment Management System made to operate under the Employment Permit System for Special Cases				
2007	Abolished the Industrial Trainee System, merging it with the foreigner Employment Permit System (January 1st)					

Basic Principles

- 1. Rules for Transparency of Selection, Importation and Sojourn Support
- 2. Rules to Prevent Obstruction of Industry Restructuring
- 8. Rules to Prevent Infringement on Korean Job Opportunities
- 4. Rules to Prevent Discrimination between Koreans and Foreigners and Ensure Equal Treatment
- 5. Rules to Prevent Long-Term Settlement of Non-professional Workers



Main Changes of EPS and Designation of Countries for small-scale industries

Main Changes of EPS



Designation sending countries for small-scale industries

Industry	Country
Construction	Thailand, Vietnam, Cambodia, the Philippines, Myanmar, Sri Lanka
Agriculture/Livestock	Nepal, Vietnam, Thailand, Cambodia, Myanmar
Fishery	Indonesia, Vietnam, East Timor, Sri Lanka, the Philippines
Service	Mongolia, Uzbekistan



Process of EPS

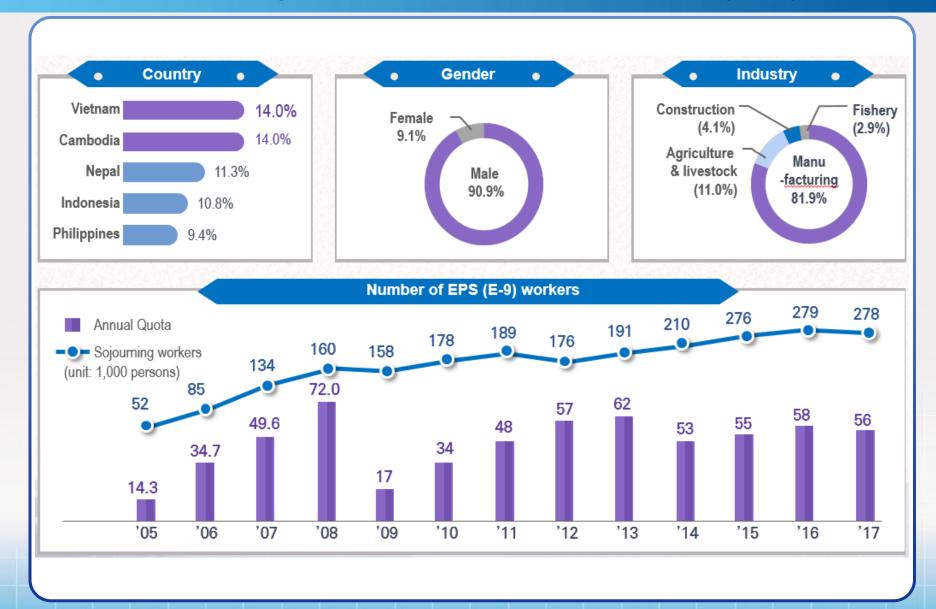
1.EPS Test of 3. Job 4. Signing Labor **Proficiency** in 2. Medical Check-up 5. Pre-departure Korean (EPS-TOPIK), application Contract **training** (Medical Center Skills Test, (Sending Agency ⇔ EPS-TOPIK **Competency Test** (Job seekers (HRD Korea ⇔ Workers) (HRD Korea Passers) ⇔ Sending Agency) ⇔ Sending Agency) ⇒ Job seekers) 10. Return 9. Sojourn 8.Employment 7. Entry of 6. Visa Support Support **Workers Training & Application Workers Delivery** & Insurance (HRD Korea (HRD Korea (HRD Korea (Training center ⇔ Sending (Sending Agency ⇔ Workers) ⇔ Workers) ⇔ Workers) Agency) ⇔ Embassy)



Key statistics of the EPS



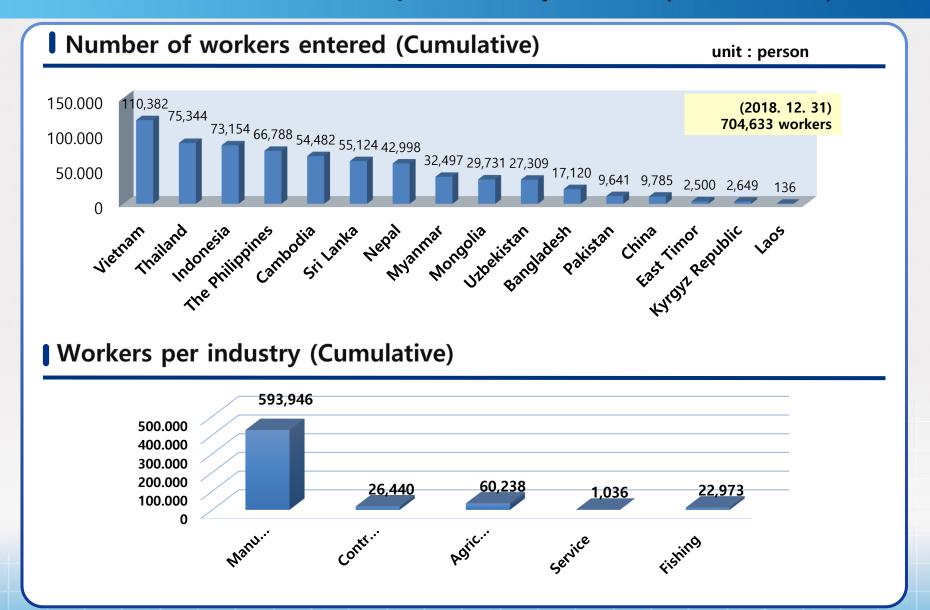
Status of foreign workers under the EPS (E-9)





51

Number of workers entered per country/sector (cumulative)





Quota and number of workers entered per year

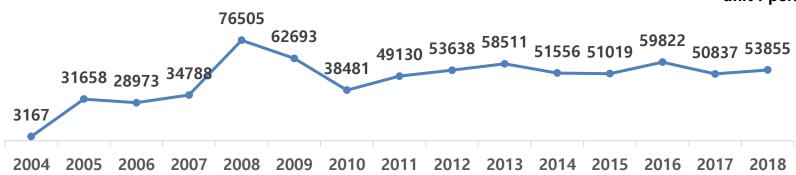
I Annual Quota

unit : person

Industry	200 4	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	25,00 0	14,300	34,750	49,600	72,000	17,000	34,000	48,000	57,000	62,000	47,400	55,000	58,000	56,000	56,000
Manufacturing	17,00 0	12,000	30,600	42,100	60,800	13,000	28,100	40,000	49,000	52,000	36,950	43,900	46,200	43,400	44,816
Construction	6,000	1,000	100	4,400	6,000	2,000	1,600	1,600	1,320	1,600	2,320	2,300	2,500	2,900	1,817
Service	-	300	250	200	400	100	100	150	135	100	90	100	100	100	90
Agriculture	2,000	1,000	1,500	1,900	4,000	1,000	3,100	4,500	4,780	6,000	5,850	6,000	6,600	7,000	6,534
Fishery	-	-	2,300	1,000	800	900	1,100	1,750	1,765	2,300	2,190	2,700	2,600	2,600	2,743

Number of workers entered per year



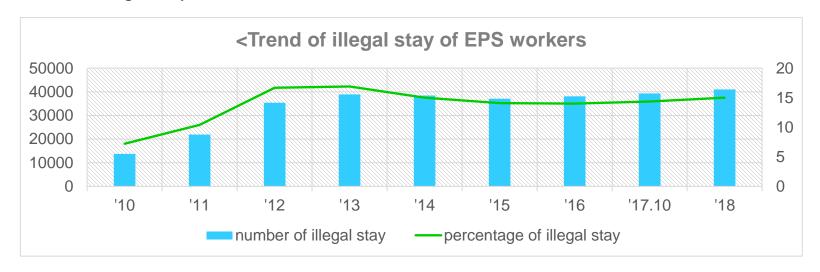




Issues and Challenges of the EPS

Trends

- ^o The rate of illegal stay of EPS workers is in decreasing trend since 2013 due to measures to prevent illegal stay, but slight rebounds are seen recently
- Rate of illegal stay(%): Y13:16.9→Y14:15.0→Y15:14.1→Y16:14.0→Y17:14.5 →Y18:15.0



<Status of illegal stay of EPS (E-9) workers ('18.Dec)>

Total	Legal	Illegal	Rate of illegal stay
273,802	232,811	40,991	15%



Trends

O (By industry) Rate of illegal stay is higher in fishery, service sector where working condition is relatively poor <Rate of illegal stay per industry (E-9)>

Category	Manufacturing	Agriculture/ Livestock	Construction	Fishery	Service	
Illegal workers	25,184	6,407	3,066	4,454	192	
Rate of illegal stay	11.8%	20.2%	23.7%	37.4%	70.6%	

^o (By country) Rate of illegal stay is high in Vietnam(32.7%), Mongolia(31.7%) but low in Laos(0.8%), Nepal(3.5%), Bangladesh(4.1%)

<Rate of illegal stay per country>

Country	Total	Vietnam	China	Mongolia	East Timor	Uzbekistan	Sri Lanka	Indonesia
Illegal workers	40,990	12,159	562	1,822	491	2,575	3,7147	474,747
Total	273,800	37,132	1,889	5,744	1,968	14,154	22,917	28,821
Rate of illegal stay	15.0	32.7	29.8	31.7	24.9	18.2	16.2	16.5

The Philippines	Kyrgyz Republic	Thailand	Cambodia	Myanmar	Pakistan	Bangladesh	Nepal	Laos
3,413	121	3,024	4,963	1,638	162	408	1,187	1
24,683	1,1696	24,974	38,154	24,746	3,219	9,835	34,265	133
13.8	10.4	12.1	13.0	6.6	5.0	4.1	3.5	0.8



Cause analysis of illegal stay

- (1) Employer's side
- ° (Economic incentives) It is easier to manipulate illegal worker's wage, hours using his or her illegal status as a disadvantage
- ^o (Limitations in crackdowns) Every year, relevant authorities conduct interagency crackdown and recruitment is restricted according to the results, but there are difficulties due to shortages of crackdown forces
- (2) Worker's side
- ^o (Economic incentives) Higher wage level compared to south east asia, more job opportunities, better living conditions trigger illegal stay*
- * According to the 2016 Foreign Workers Employment Survey(National Statistical Office), 81.7% of E-9 workers are willing to continue staying in Korea, and 14.5% have their partners in Korea as well
- There are continuous workforce deviation from agricultural/livestock/fishery sector due to lower wage and poor working condition, to manufacturing and construction sector with higher wage
- * Average wage level of foreign workers(E-9) (2017 Foreign workforce working condition survey) (Manufacturing) 2,008,400 Won, (Const.) 2,288,000 Won (Agriculture/Livestock) 1,680,400 Won (Fishery) 1,740,000 Won
- ° (Resettlement uncertainty) For long-term residents, their uncertainties in resettlement is also a cause for their illegal stay *
- * Workers meeting (2015) (Mongolia) If there are services provided for resettlement support, there will be less advantages for illegal stay (Vietnam) Workers are most afraid of resettlement uncertainties, if they are guaranteed employment, there is no reason to stay illegally



Tasks

- (1) Strengthening measures against employers hiring illegal workers
- ° Penalties to those with illegal hiring records when requesting for government loans, heavier fines
- (2) Strengthening management of committed/special re-entry workers
- o (Systematic strengthening of the return process) Extensive management of re-entrants with expiring duration of stay (9 years 8 months), with stronger incentives to stay illegally ('18 : 7,529 workers)
- o Implement return management process which guides workers to prepare for return from 3 months to 1 week prior to their return
- (3) Expanding workplace adaptation support
- ^o Preventing worker's workplace leave and prevent illegal hiring practices by strengthening early stage visit monitoring, improving services of foreign workers support center and trainings, training on and promotion of preventing illegal hiring practices
- (4) Reinforcing substantiality of cooperation with sending countries
- $^{\circ}$ (Increasing the evaluation ratio of illegal stay rate in sending country evaluations) When determining quotas of sending countries, sending country's illegal stay prevention measure monitoring results will be given more weigh in the evaluation criteria (10 \rightarrow 15%)
- ^o (Promote sending country-led returns) Share return results of sending countries with higher number of those who did not return (twice/month), preparing sending country's own measures to promote voluntary return to boost rate of return
- Share best illegal stay prevention practices such as return deposits during ambassadors/labour attaches meeting, promote those practices to other sending countries



Key achievements of the EPS



Key achievements

Enhancing transparency of overall sending process

- Mitigated burdens for workers
- Provided fair employment opportunities
- ° Significant decrease of average recruitment cost ('02 ITS \$3,509 → '17 EPS \$ 950)

| Protection of foreign worker's rights throughout the entire process

(Entry) Fair, transparent
employment opportunity
Transparent selection process,
Computer-Based-Test infrastructure
Provision of pre-departure training

(Employment) Create supportive
sojourn environment
Application of identical labor law
Sojourn support services provided
such as counseling

(Return) Support smooth
resettlement
Employment/Start-up training
for return preparation
Job placement in home country

Support economic growth of EPS sending country and Korea

- ^o Provided jobs for 280,000 workers from 16 countries
- Resolved manpower shortages of 55,000 businesses in Korea



EPS in an International Point of View

Sep, 2010 ILO Strengthening Labour Migration Governance Pacific

- ^o Pioneering a system of migration management in Asia
- Minimal conflict between employer and worker through basic language tests
- Efforts of protecting labor rights by the enrollment of foreign worker insurances
- Supply of repatriation programs as in vocational training

| 2011 UN Public Service Awards

- ^o Preventing and combating corruption in the public service 1st place
- Applying same labor standards among foreign workers
- Actively solving workforce sending problems

Apr, 2017 World Bank – East Asia and Pacific Economic Update

- ^o A system of migration management recognized decent by the world
- user-friendly website with information available in their native language
- Sanctions and incentives work together to encourage voluntary departure
- EPS workers can receive free vocational training and job counseling

2017 Professor Sano (Japan)

- ^o No bad influence on the unemployment rate, little discrimination exists but the income gap is reasonable, employ period is limited and transparent
- ^o Presented by a labor policy researcher of an independent administrative firm with the topic of a field study of EPS(Oct. 30, 2017)



Thank you





Skilled labour immigration: A new role for Public Employment Services?

Closing



Ms. Susanne KRAATZ Senior Consultant, WAPES





