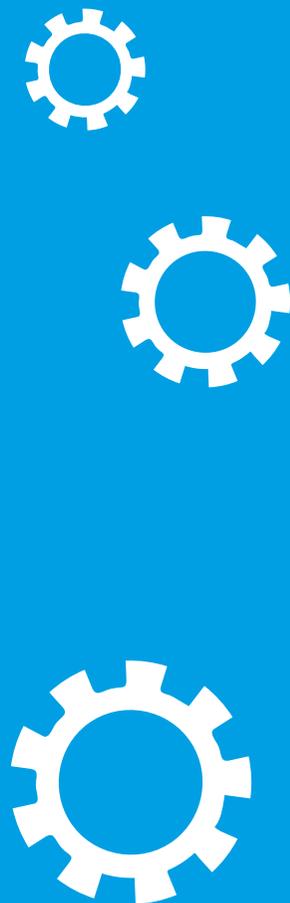


## How can my organisation take part?

There are several ways your organisation can engage with the project:

- we would like to present the project, to discuss with you the conceptual framework for the design of skills-based complementary pathways as a concrete proposal for lawful and safe pathways to protection of adult refugees, based on matching their skills with labour market needs, and to answer your questions;
- we would like to discuss with you the next steps of the project;
- we hope to convince your organisation to become actively involved in developing a country-specific, skills-based complementary pathway;
- our ultimate goal is to pilot a country-specific pathway.



## Refugee skills and labour market needs

### How matching can support lawful adult refugee mobility

#### Contact details

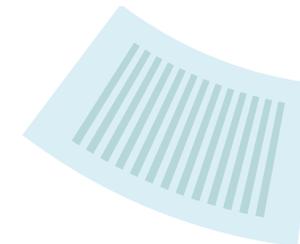
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[www.cedefop.europa.eu/en/events-and-projects/projects/adult-refugee-legal-mobility](http://www.cedefop.europa.eu/en/events-and-projects/projects/adult-refugee-legal-mobility)

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## Refugee skills and labour market needs

### How matching can support lawful adult refugee mobility

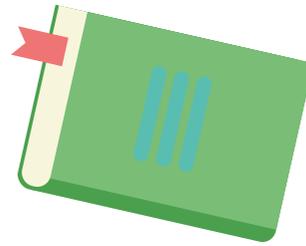


Q&A

## What is the project about?

Most refugees live in developing countries of asylum, struggling to prove themselves in economies which are unable to absorb and make full use of their labour market potential. As a result, their skills often remain unused and become obsolete over time. Key challenges for Europe include sharing the global responsibility for refugees fairly with major countries of asylum and meeting existing and future skill gaps and labour market needs.

The project seeks to contribute to these challenges by identifying and piloting a skills-based complementary pathway that allows lawful and safe pathways to protection of adult refugees by drawing on their human capital potential and labour market needs. The central element of this pathway is matching refugees' skills and qualifications to the labour market needs of a potential host country; this will allow refugees to move from a major country of asylum to a new destination country based on employment potential.



## Who is considered a refugee?

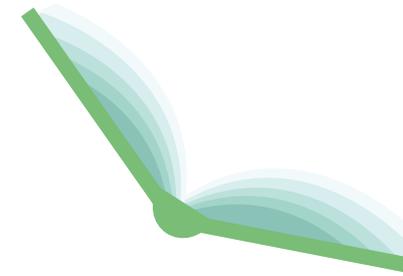
A refugee is a person who was forced to leave his/her country of origin because of persecution or war. In 2017, more than 20 million people were forced to leave their home country. About 80% stay in the region, mostly in developing countries. Only a comparatively small number of refugees arrive in the EU.

## Are refugees allowed to work in EU countries?

In the European Union, countries use an asylum procedure to determine whether a person qualifies as a refugee. During this procedure, access to the labour market is limited. Once recognised as a refugee, a person has full access to the labour market of the country in which he or she has been awarded international protection, enjoying almost the same rights as citizens.

## Why can refugees not ask for work permits like other migrants?

Refugees typically come from countries that require a visa for entering the EU. In assessing the admission of individuals with a job offer or seeking work in the EU, consulates are required to assess the risk of no-return, if a person drops out of work or is unable to find employment. In the case of refugees, the risk would normally be assessed as high, and visas be denied. In addition, immigration procedures usually require several documents, which refugees often do not possess. For these reasons refugees would need to be exempted from usual labour immigration rules or simply be admitted as refugees ('resettlement').



## What about refugees who already find themselves in an EU country?

Once refugee status is granted, refugees are in principle entitled to apply for residence permits for the purpose of working in other EU Member States. In practice, there is a series of practical and administrative obstacles preventing them from taking up work in another EU country.

## How does the project intend to connect employers with refugees?

Assessing and communicating refugees' skills to employers is a core challenge for the project, which can build on existing experiences and initiatives. There is already some experience in major host countries of asylum (Canada, Australia and the USA) in assessing refugees' skills and matching them with employer demand, but in Europe such an initiative is new.

## What is the starting point of the project: refugees' individual skills or concrete labour needs in European countries?

Both sides are important for labour matching. Matching could be approached either from the supply side (i.e. assessing the skills of refugees and making them accessible to potential employers) or from the demand side (assessing the skills demand in destination countries).

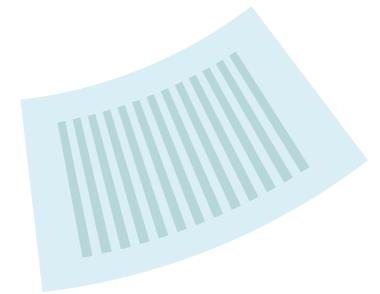
We are therefore looking for partners – employers, employer associations, relevant public agencies or NGOs – to support labour market needs identification in Europe.

## Why invest in employing refugees who are in faraway countries?

Investing in employing refugees has a threefold purpose: it allows refugees to make use of their skills and qualifications; it responds to the limited capacities of major countries of asylum to integrate refugees and offer them opportunities that would match their skills; and it allows employers in EU Member States to fill skills shortages through a humanitarian approach to a global problem.

## Which skills do refugees possess?

Refugees possess a variety of formally, non-formally and informally acquired skills and competences. However, even if skills and competences are formally validated through certificates and diplomas, it is inherently difficult to assess how they correspond to comparable qualifications and expected skills in destination countries. Highlighting ways in which identifying skills and competences can support movement is a central objective of the project.



## Is the project only targeting refugees in major host countries outside the EU?

The project considers both skills matching with refugees outside the EU and within the EU, particularly from countries at the EU external borders, such as Greece or Italy.