



Research Project Sustainable Labour Migration

Kosovo Parallel Country Workshop/Discussion

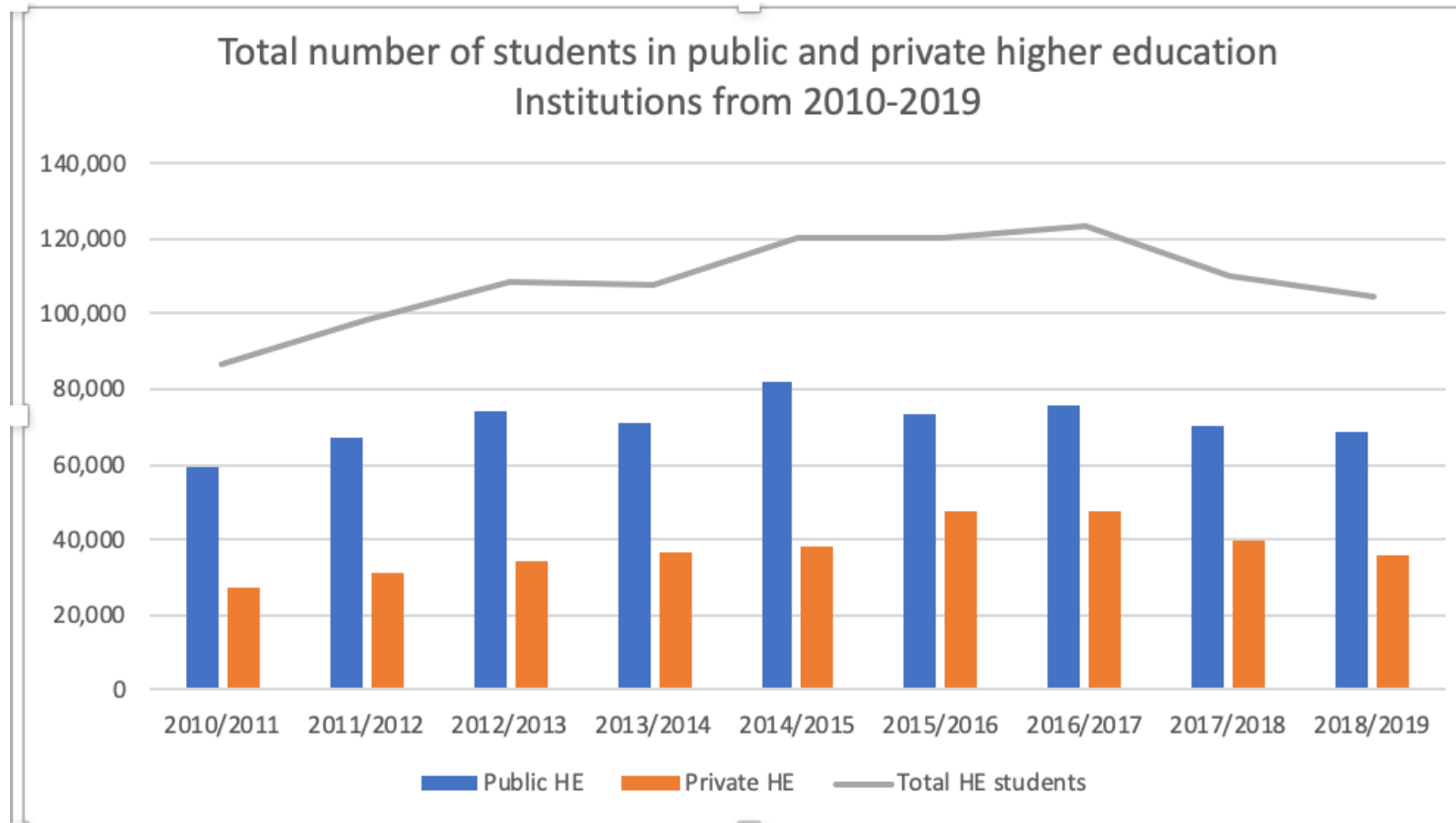
24.03.2022

Jehona Serhati



Source: pixabay

Country's higher education in numbers



Source: from the author KAS, 2010-2019

Country's VET in numbers

Share of students enrolled in VET schools by programme

ISCED Fields	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019
Arts and Humanities	951	1,143	1,323	1,558	1,448
Business, administration and law	13,855	13,627	13,550	13,817	12,381
ICT	5,260	5,104	5,460	5,299	4,772
Engineering, manufacturing and construction	13,514	13,754	15,342	15,288	14,534
Agriculture, forestry, fisheries and veterinary	1,473	1,716	1,301	1,824	1,541
Health and welfare	6,085	6,464	7,152	7,591	8,022
Services	1,057	1,165	1,258	1,306	1,087
Other	366	37	0	83	18
Total	42,561	43,010	45,386	46,766	43,803

Source: Table developed by the author based on MEST, Upper-Secondary Education and Kosovo Agency of Statistics (KAS) Data 2014-2019

Labour market needs (mis)match

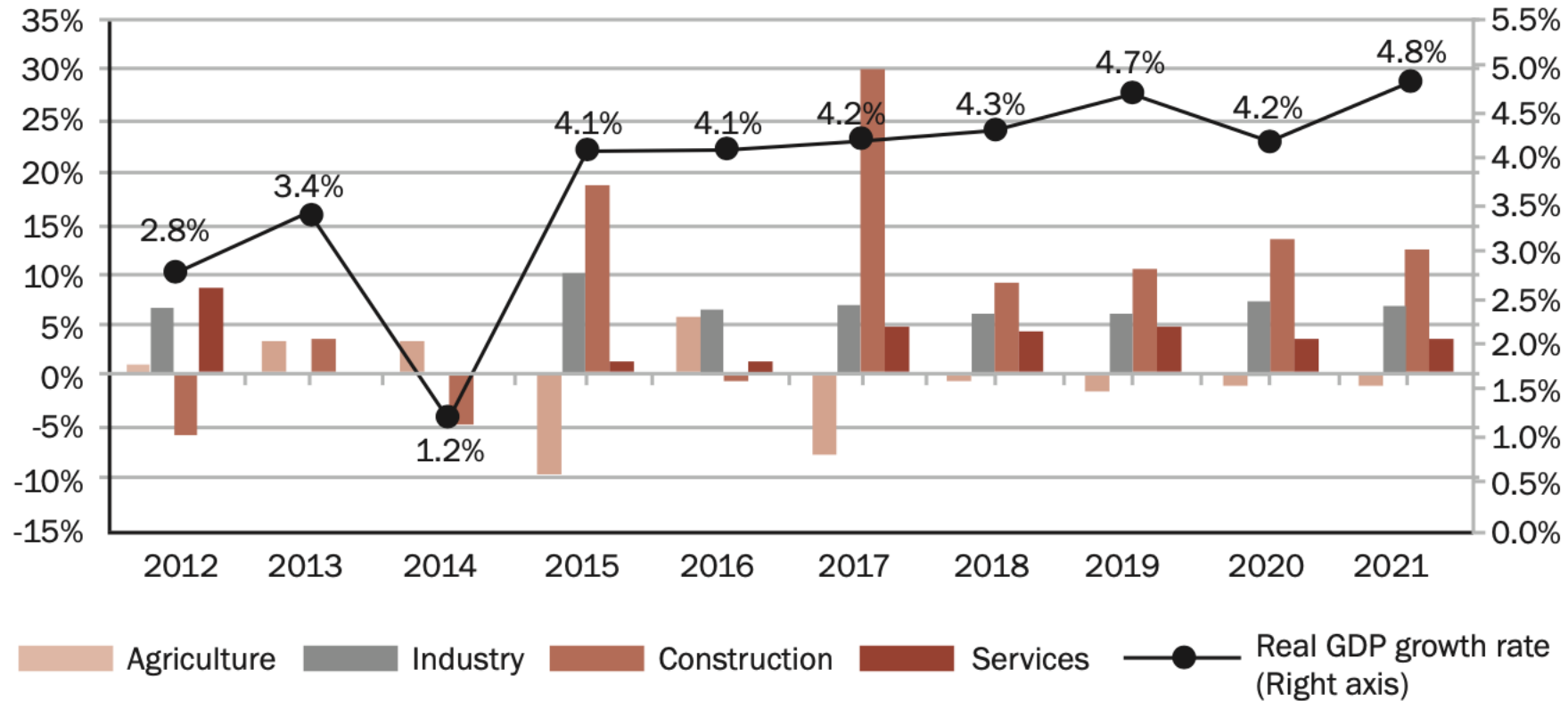
Arbeitsmarktindikatoren	Bildungsniveau/Einrichtung	2013	2014	2015	2016	2017	2018	2019
Arbeitslosigkeit (Alte: 15-64)	<u>Ohne Bildung</u>				47.2	41.7	57.7	46.2
	<u>Grundbildung (I-IX)</u>	30.2	27.8	26.7	32.6	36.5	39.8	34.5
	<u>(Berufs)-Ausbildung</u>	37.8	39.8	41.3	32.5	34.4	32.5	25.0
	<u>Gymnasium</u>	19.8	20.1	18.2	24.3	24.3	28.9	20.7
	<u>Hochschul(Tertiäre)</u>	10.6	11.1	13.1	18	26.8	19.2	21.8
Gesamt		30	35.3	32.9	27.5	30.5	29.6	25.3
Beschäftigungsquote	<u>Ohne Bildung</u>	0.5	0.3	0.1	2.6	3.6	3.2	5.9
	<u>Grundbildung (I-IX)</u>	19.0	17.9	15.0	13.6	12.8	10.0	11.4
	<u>(Berufs)-Ausbildung</u>	42.5	40.0	36.2	36.2	36.2	36.2	38.6
	<u>Gymnasium</u>	13.3	15.7	21.2	29.1	37.4	34.1	27.1
	<u>Hochschul(Tertiäre)</u>	24.7	26.1	27.5	57.1	55.7	66.0	63.5
Gesamt		28.4	26.9	25.2	28	29.8	28.8	29.8

Source: Table developed by the author based on KAS , Labour Force Survey of 2013-2019

Heißes Schweißgerät
sucht erfahrenen
Schweißer (m/w).



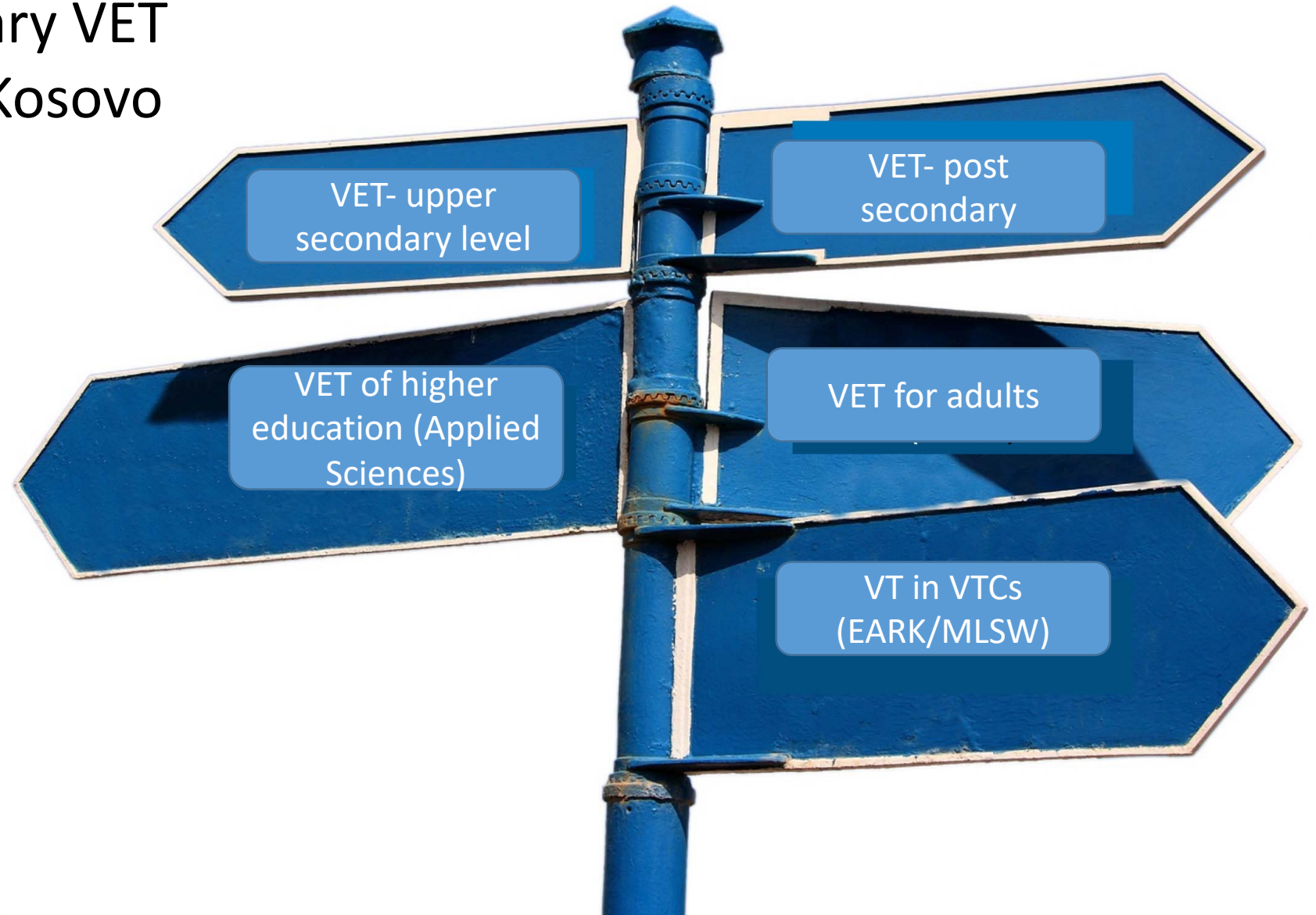
Sectorial contributions to GDP Growth (in % points)



Source: KAS and DEPP/Macroeconomics Unit calculations, based on ERP (2019)



Paths of upper secondary VET students/graduates in Kosovo





Kosovo's migration profile

Year	Total population	Immigration flows	Emigration flows	Net emigration flows	Net migration (percentage)	Net stock (Share of the population)	Asylum seekers in KS	KS Asylum seekers in EU-28 and Schengen area
2016	1,783,531	13.072	22.012	-8.940	-0.50	49.39%	307	9,410
2017	1,798,506	5.832	11.263	-5.431	-0.30	46.30%	147	5,455
2018	1,795,666	6.762	28.164	-21.402	- 1.19	47.67%	595	3,395

Source: GAM, Light Migration Profile 2018

Type of migration of Kosovars

- ❖ The type of emigration up until last decade : 92% of migrants had accomplished secondary education and only 5% had a bachelor's degree when they left Kosovo (WB, 2011)
- ❖ Massive wave of emigration in 2014-2015: in less than six months between end of 2014 and beginning of 2015, more than 100,000 Kosovo citizens migrated to other European countries (KAS, 2017)
- ❖ EU transitory and main destination countries declared Kosovo as a safe country of origin and sent back forcefully and/or voluntarily more than 50,000 Kosovars between 2014 and 2018 (GAM, 2019).
- ❖ Amid the dynamics of the EU labour markets, new demands for labour force and alternations in the legal frameworks of host countries → Kosovo's emerging type of migration and new emigrants' professional background
- ❖ WBR, Skilled Immigration Law, EU Blue Card - a shift from family reunification to regular low-skilled, middle-skilled and (at a slow pace) high-skilled labour migration characterizes Kosovars' nature of emigration since 2012, 2016 and 2020 (GAP & ECGFIM, 2020).



On

- ❖ Partnership
- ❖ Skills development
- ❖ Costs and benefits

1. How do stakeholders assess the partnership underlying the labour migration scheme?

Definition of common goals of all involved parties

Definition and determination of interests

Involvement in the partnership from the onset (beginning of partnership)

One-to-one implementation of each and every phase of the scheme

Intrinsic motivation i.e. improve the quality of Vocational Education and Training in Country of Origin, labour market in highly demanded occupations

Defining potentials of wins and contribution upon completion of the Apprenticeship/Ausbildung

Partnership motivation

- Trust – stated agendas – no hidden agendas – clarity/transparency of all participating stakeholders as a key motivation
- Emotional combined with rational will and confidence that it will function: “everybody felt and believed that it will function”!
- Potential/opportunity to have a German business partner (from the side of CoO)
- Intrinsic motivation (A Long-Run CoO perspective) i.e. improve the quality of VET and restructuring of labour market in highly demanded occupations,
- Diversification of Services/additional opportunities for unemployed
- The German benchmark – “German Style of Skills Partnership”

Enabling factors and potentials

- Political relevance (relevance of political agendas) of both countries (Migration Governance in CoO vs. Skilled Immigration in CoD)
- Judicial/legal opportunities allowed/enabled from the CoO and CoD institutions (e.g. support from the NQA, German Embassy, BIBB, GIZ bilateral projects, etc.)
- Increased common understanding of the private sector involvement in training provision in CoO – scaling up potential*
- Trust and the confidence that it will function!



Skills
Development

2. How do stakeholders assess the potential of Vocational Education and Training (VET) to make labour migration beneficial for all?

Initial VET and further VT adds value to the preparational phase of the scheme - the issue of “brain waste” not elaborated though

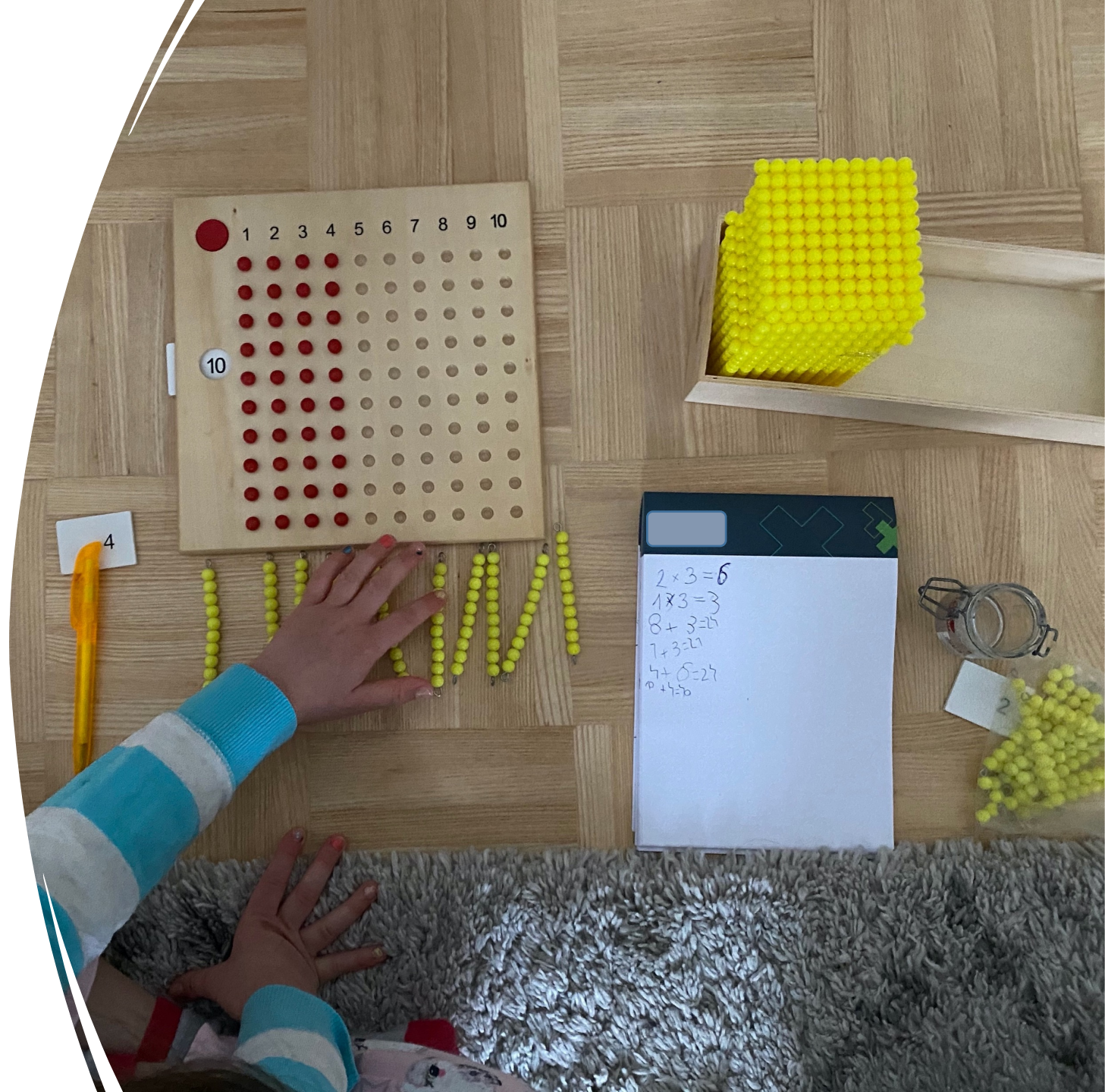
Academic Drift in the post-secondary VET Sector in CoO

Transferability of skills and in-company-focused 'dual system' in CoD not clear under the existing system in CoO

Expectations management regarding the return and CoO benefit from skills not considered

Reintegration - Application of skills, qualification and experience upon possible Return not elaborated

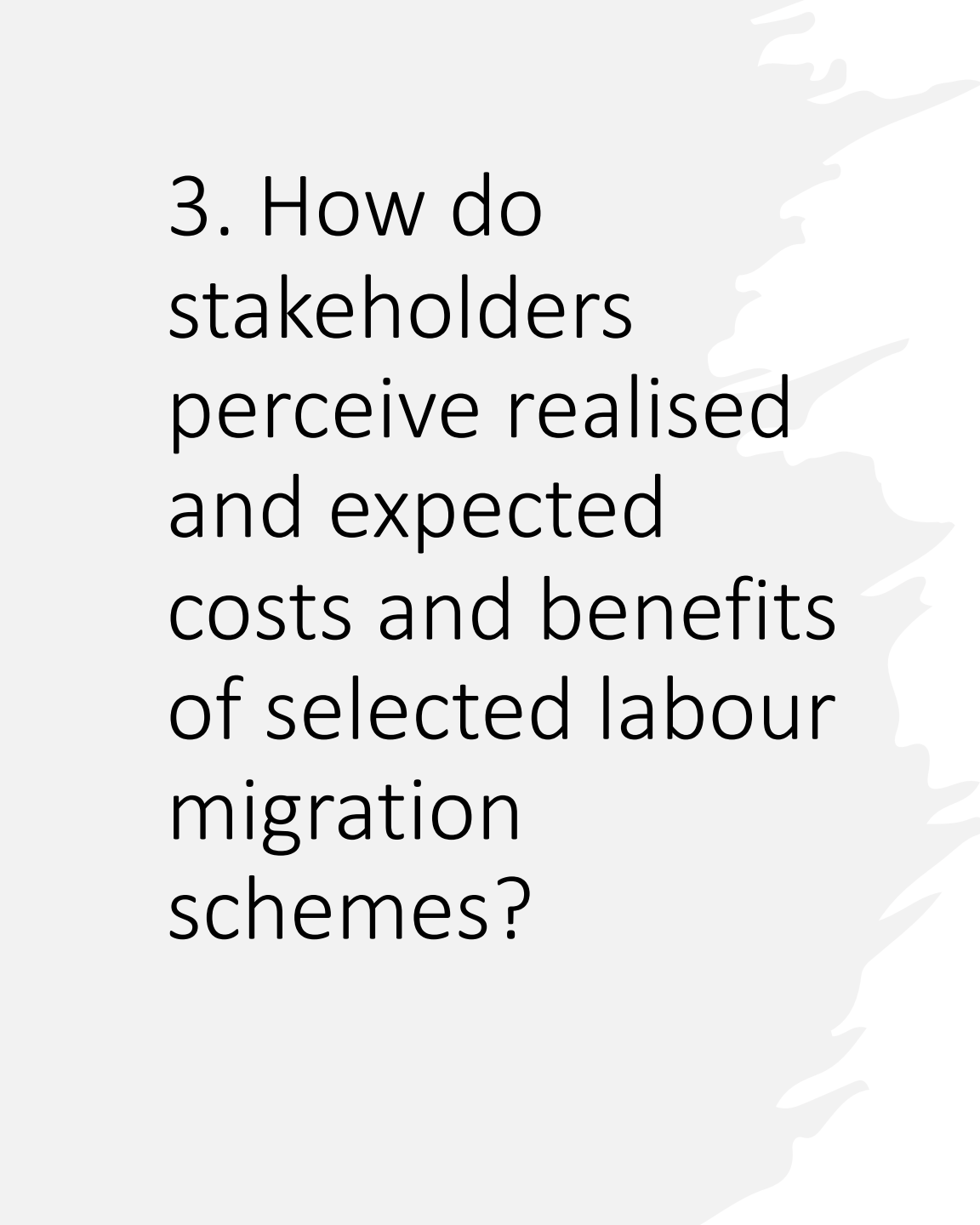
Costs and benefits



3. How do stakeholders perceive realised and expected costs and benefits of the Scheme?

Perceived Costs

- The tendency to count mainly the “Language courses/preparation” is strong - but also costing a large part of the entire scheme
- Costs of the CoO that are involved prior to the project implementation not a part of the “loss” of the CoO (e.g. Country’s cost of upbringing & education till the age of emigration – “The cost of youth emigration” – calculations developed by IOM in B&H)
- Socio-economic and Cultural preparation (Living and working in Germany): pre-departure and upon arrival - as highly important perceived
- Cost of occupational pre-departure preparation
- Cost of Apprenticeship in the CoD (the Ausbildungsprogramme, the cost of contract)



3. How do stakeholders perceive realised and expected costs and benefits of selected labour migration schemes?

Perceived benefits

For the CoD/Companies:

- Partly prepared trainees and filling the gaps of Labour force
- Bureaucratic hurdles taken care of from the partnership (support of pre-selection/preparation – pre-departure)
- “Free of charge” guidance and processes along the process of recruitment of international labour force

For the Migrants/Trainees/Apprentices:

- Less transaction cost; “automatic” social protection standards in CoD
- In-company integration/working habits and culture
- Regulated training / employment / social security conditions

For the CoO:

- Potential for diversification of VET/VT offer in CoO (possibly creation of new profiles through harmonization of Occupational Standards)
- New structures, procedures and services installed – ‘unintended’ capacity building/development for public institutions involved (EARK, AVETAE, CoCs...)
- Social remittances – partly mentioned – for the VET sector’s contribution
- Temporal return, virtual return

Partners to involve in the future

- VET schools from the onset (realized along the implementation process) with particular emphasis on the application and selection phase.
- Businesses/private sector of CoO – with particular emphasis on the preparation/lobbying/promotion of VET quality improvement (as an important aim of the partnership)
- Involvement of private sector/companies of both countries from the onset (CoO and CoD: KS and DE) (particularly relevant for the development of qualification standards and their harmonization with the system and requirements/preconditions of both countries)
- Diaspora organizations throughout the entire process
- Chambers (of commerce, industry, etc.
- MEST, NQA (particularly in the field of development and harmonization of occupational standards, recognition, etc.)

Initial vocational education and training (IVET) partnership – Preliminary results

“The interest, as I said once again, is for the young men and women who attend the program to return to us but I am saying once again that it is not in my domain to assign this to someone if he thinks that the best life is to continue there, but our interest is for them to come back here, the skills gained, business experiences and skills, that spirit, that practice, that methodology return to us and are implemented with us. This is of paramount importance” (DH)

Skilled Migrant/Diaspora

- Increased agency regarding qualified (temporary / virtual) return; higher remittance potential (economic/social)
- Other Financial and Social contribution (direct investment/know-how)

KS Economy/Society

- Economic and social remittances/return
- Investment/technology transfer/innovation/know-how

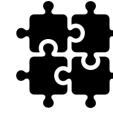
Challenges/Opportunities

- Expectations regarding knowledge and practice transfer not addressed
- No clear whereabouts and measures in terms of possible return and contribution paths
- Involvement of CoO businesses of crucial importance for defining the “wins” of all involved (common understanding among most of the stakeholders)

return & remit



reintegration



Returning Migrants

- Recognition of qualifications/skills
- No public system in place to transfer the skills, but rather irrelevant for private sector
- Greater career opportunities in the private sector

KS Society/ Economy

- Potential shift in allocation of remittances
- Partial acknowledgment of Trade-offs: social remittances (know-how), work ethic, capacity development, scaling up

Challenge/Opportunity

- Definition of opportunities already on the pre-departure encounter – smoother path and decision for return and reintegration
- Documentation of return and reintegration journey – including decisions and motivations

Migrants

- In-company integration/working habits and culture
- Regulated training / employment / social security conditions
- Socio-cultural integration

German Employers

- Regulated training / employment / social security conditions
- Opportunities for scale up (reference as a successful model)

Challenges/Opportunities

- Integration, family reunion and less opportunity to return
- Yet, strong connection with the CoO

living and working in Germany



pre-departure training

Potential migrants

- Language & occupation-specific preparation
- To increase the agency, lower occupational integration period and earnings in the near future
- Pre- Career guidance (testing and tasting) /information to decrease the drop-out rate

KS Society/Economy

- New country partnerships, economic partnerships
- Increase in VET attractiveness
- potential increased role and quality of VET - accelerating the importance of School-business cooperation to respond to the partnership and scale up to follow the dual model elements
- Increased cooperation with German companies

General Challenge/Opportunity

- Diversified offer/increased attractiveness of
- Employment offices and VET centers for job seekers/youngsters



onboarding



recruitment



Potential Migrant

- Less transaction cost; “automatic” social protection standards in CoO
- Smooth process – enabling focus on language and occupational preparation
- First-hand career/labour market information from employers during the recruitment process

KS Society/Economy

- Capacity development – learning procedures of partnership scheme implementation
- Installation of new services (EARK) to unemployed
- Networking/Contact/partnership and cooperation with German private sector -- bringing new potentials



Thank you for your attention!