

GFMD Business regional workshop for South America

(Argentina, Chile, Ecuador, Paraguay, Uruguay)

Business and migration: Strengthening the dialogue between the Private Sector and Governments

Skills Mobility and Development: business perspectives on assessment and
certification of skills

Thursday, 10 October 2019, Buenos Aires, Argentina

Venue : Buenos Aires Stock Exchange (Sarmiento 299)

Overview

The purpose of this regional workshop is to bring together governments and business representatives from Argentina, Chile, Ecuador, Paraguay and Uruguay to discuss the impact on businesses of migration policies in South America.

Regulatory frameworks on migration have a direct impact on businesses operations in a wide range of areas: skills mobility and the ability for a company to move skills across borders; skills recognition systems, including mutual recognition arrangements that should support employers' needs; skills assessment by employers to understand skills needs on labour markets; skills matching methodologies that prevent skills mismatches; skills development to ensure migrant workers are upskilled with competencies needed on the labour market. Safe and regular pathways responding to employers' needs will help reduce illegal activities, including corruption, human trafficking and people smuggling.

From the employers' standpoint, migrant workers contribute to their productivity and competitiveness through the key asset that individuals possess – their skills. Achieving a proper utilization of skills, while reducing the risk of mismatch between skills offered by migrant workers and skills demanded on the receiving labour market must be achieved. A mismatch may result in a loss of investment into training on the part of both individuals and the public authorities, and in lower productivity and competitiveness of employers and whole countries.

Therefore, the private sector is a valuable partner for policy-makers as they formulate national and regional frameworks which will ensure safe and regular migration, while promoting economic growth and social stability. This workshop in a roundtable setting will provide the platform for governments and the private sector to discuss in an informal environment and to work towards concrete outcome to be presented at the 2019 GFMD Summit in Quito, Ecuador.

Programme ⁱ

08:45 – 09:00 Registration

09:00 – 09:30 Opening:

- **Daniel Funes De Rioja**, Vice-President, Unión Industrial Argentina (UIA), President of the Inter-American Trade and Production Council and Honorary President of International Organisation of Employers (IOE)
- **Adelmo Gabbi**, President of the Buenos Aires Stock Exchange
- **Ambassador Santiago Chávez Pareja**, Chair, 2019 Global Forum on Migration and Development

09:30 – 12:30 Roundtable discussion on

1. Have business needs been met through skills recognition, certification and matching?
2. Has data collection on migrants helped promote skills mobility and curb irregular forms of migration?

Moderator: Manuel Terán Moscoso, External Advisor, Cámara de Industrias y Producción del Ecuador (CIP)

Stage-setting by:

- **Ana Ines Montanari**, Public Affairs Representative LATAM, Adecco
- **Hernán Sandro**, Vice President, Human Resources Association of Argentina (ADRHA)
- **Federico Solis**, Partner, Fragomen
- **Karen Coronel**, Business Manager, Manpower Group
- **Gerardo Corres**, Head of multilateral and regional affairs, Ministry of Production and Labour, Argentina
- **Claudia Amada Arguello**, Head of the Department of Regional Regulations, Ministry of Labour, Employment and Social Security, Paraguay

Guiding points for open discussions:

- Skills recognised in one nation are not necessarily recognised in other nations, what is the scenario in the region? Beyond recognition which additional barriers to labour migration exist?
- What is the certification process adopted in these countries, whether such certificates are accepted within the country and in the region?
- What are the steps taken to identify skills needed by the businesses? How are governments made aware of the skills needs and requirements within their country and in the region?
- Is the data collected on migrants being used to understand the skills availability based on different sectors and different skills levels?
- Is the information used as a guide to divert the skills to job markets as per the market requirement?
- Is the data analysis available for the businesses to understand skills requirement and accordingly plan for upskilling and further development to ensure easy mobility?
- Based on the information compiled, do governments see the need to engage with the businesses to enhance ways to ensure that regulatory frameworks are adapted to businesses' needs.
- Has the data been used to combat illegal activities, including corruption, human trafficking and people smuggling arising out of lack of regular migration pathways?

12:30 – 13:30

Networking Lunch

13:30 – 16:30 Roundtable discussion on

- 1. Do the migration policies address governments' and businesses' needs?**
- 2. How can public-private partnerships promote regular and orderly migration frameworks in the region?**
- 3. How to best leverage technology in addressing migration-related issues?**

Moderator: Leonardo Carvallo, Partner, South LATAM, Fragomen

Stage-setting by:

- **Daena Vida**, Senior Director Global Immigration, Oracle
- **Paola Casorzo**, Partner, Munita & Olavarria Abogados
- **Graciela Fresno**, President, Federación Empresaria Hotelera Gastronómica de la República Argentina ([FEHGRA](#))
- **Roberto Cancel**, Regional Labour Mobility and Human Development Specialist, International Organisation for Migration (IOM)
- **Adriana Hidalgo**, Technical Officer in Labour migration, International Labour Organisation (ILO)
- **Andrés Freire**, Executive Secretary, National Migration Board, Uruguay

Guiding points for open discussions:

- What are the drivers in formulating the migration policies and frameworks? How are the national policies playing up within the region? Are the businesses benefiting from these policies?
- Has any mechanism of regular consultation between governments and businesses been put in place to mutually benefit – the government with a possible robust economic development through promoting required skills for the businesses, and the businesses in turn promoting regular pathways for migration.
- Would such arrangement ensure that irregular migration and the ills of it, in the forms of illegal trade, corruption, slavery, human trafficking can be curbed?
- Are the states facing challenges in implementing the migration policies within the nation and in the region? Have the businesses shared their concerns, if any, with their governments and, if so, how do they propose to reach a win-win situation?
- What approaches to skills and qualifications can be identified? Are there best practices that are emerging at the national and/or regional level, which can be replicated?
- Have the possibilities of use of technology been explored in the implementation of migrations policies and frameworks?

16:30 – 17:00 Closing: Conclusions and Recommendations

- **Stéphanie Winet**, Head of Stakeholder Engagement, International Organisation of Employers ([IOE](#))
- **Ambassador Santiago Chávez Pareja**, Chair 2019 GFMD

ⁱ Morning and afternoon tea/coffee will be provided