



# Understanding the Current Labour Market Situation

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A high-angle, top-down photograph of a dense crowd of people, likely at a concert or festival. The image is heavily tinted with a dark blue color. The people are packed closely together, and many have their arms raised, suggesting they are dancing or cheering. The perspective is from directly above, looking down on the crowd.

# Introduction



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- 1. Challenges the EU is facing starting with a broader perspective on global talent shortages and zooming in on the European context**
- 2. How migrants can contribute to sustainable and effective solutions for the labour market needs**
- 3. essential roles played by both local workers and migrants while aligning with Europe's broader goals of economic resilience and social cohesion**

*Europe faces a crucial challenge: labour market imbalances*

*Goal: Craft solutions ensuring inclusivity, fairness, and economic resilience*

**IOM focuses on holistic approaches to labour migration**





# I. Global Talent Shortages Sectors in Demand



# I. Global Talent

- **82%** of companies report skill gaps (McKinsey, 2022)
- **75%** of employer struggle to find talent (ManpowerGroup, 2024)
- **Critical sectors:** Healthcare, ICT, Construction, STEM roles
- Europe's aging population intensifies demand for skilled workers







## 2. Migrant Contributions: Addressing Labour Gaps



## 2. Migrant Contributions: Bridging Labour Gaps

Migrants represent **3.6%** of the global population

- **Key sectors:** manufacturing, healthcare, IT (e.g., Ukraine-Poland case)
- **IOM's Strategic Objective 3 (SO3):** Facilitating pathways for regular migration
- **Essential:** Recognizing (foreign) qualifications, upskilling programs







# 3. A Changing World and the Need for Workforce Planning



# 3. Workforce Planning and Skills Development

- **Global megatrends**
- **90%** of workers need reskilling by 2030 (WEF).
- Green transition could generate **25M-300M** jobs (ILO/Deloitte)
- Collaboration with TVET institutions is essential for skills development







# 4. Inclusion and Retention Strategies



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- **Focus:** Language acquisition, housing, healthcare access
- Retention requires holistic integration efforts
- **Poland's DG REFORM project:** Tailored language/vocational training
- Integration enhances employability and social cohesion







# 5. Case Study: Ukrainian Refugees in the EU Labour Market



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- **IOM World Migration Report:** Key information on migration and balanced, evidence-based analysis of complex and emerging migration issues
- **Over 70%** employment rates for Ukrainian refugees in Poland/Estonia
- **Challenges:** Recognition of qualifications, childcare access
- Policy frameworks must support longterm integration for sustainable solutions





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# Conclusion



# Conclusion

1. Migration is part of the solution to labour shortages
2. Invest in upskilling initiatives for both migrants and local workers
3. Develop policies balancing migration with local workers







THANK YOU!

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