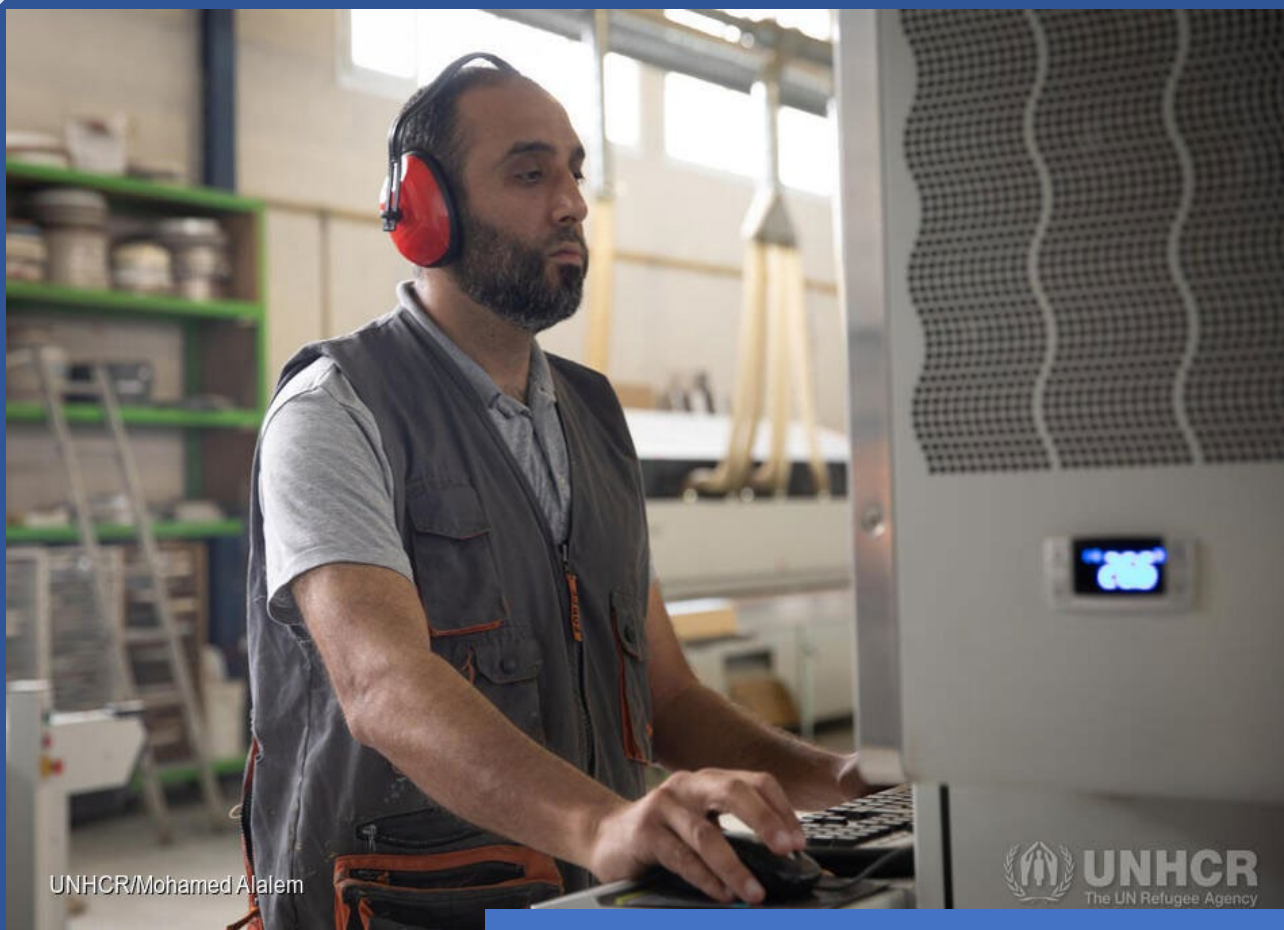


# Global Refugee Forum 2023 Pledges

Framework document



UNHCR/Mohamed Alalem

 **UNHCR**  
The UN Refugee Agency

**Complementary  
employment pathways**

*This document has been prepared by the Global Task Force on Refugee Labour Mobility and contains ideas for pledge building around complementary employment pathways. The list is by no means exhaustive and is meant to inspire actors interested in making a pledge.*



*You can express your interest in making a pledge or being connected with other actors through [this form](#) or by scanning the QR code.*

*If you have any questions, please contact [hqdiprcps@unhcr.org](mailto:hqdiprcps@unhcr.org).*

## OVERARCHING GOAL

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Grow safe refugee labour mobility pathways.

## KEY ELEMENTS

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- As much as possible through lifting barriers to refugees' use of existing migration pathways and exploring where new labour mobility opportunities should be created.
- By ensuring that refugees can access documents, ombudsman, complaints and other protection mechanisms.
- By including family unity provisions in the visas refugees use to access pathways.
- By ensuring refugees have access to needed support, facilitation, accompaniment and other resources to help them navigate the often long, complex, and costly immigration process.
- By giving refugees the right of return and other opportunities to step away from dangerous situations.
- Through encouraging and assisting employers to hire refugees through labour mobility pathways as part of their talent acquisition strategies.

# 1 LEGAL AND POLICY FRAMEWORKS

**Establish and adjust** legal and policy frameworks so they support entry, exit and right of entry.

# 2 TRAVEL DOCUMENT ISSUANCE AND ACCEPTANCE

**Grant** refugees access to and **accept** for visa applications machine readable, renewable travel documents that ensure protection against refoulement and right to re-entry.

# 3 RIGHT OF RETURN AND CONSULAR SERVICES

**Ensure** that travel documents include the right of access to consulates for the holders of travel documents issued by the country of asylum.

# 4 FUND GLOBAL ACCESS TO COMPLEMENTARY PATHWAYS

**Secure** funding to lift personal and structural obstacles to complementary pathways, for example by matching State pledges to issue travel documents with implementation funds and/or by creating and contributing funds available to refugees who need to travel (to pay for Travel Documents, visas, etc.)

# 5 IMPROVE THE DATA AND EVIDENCE BASE AND REPORT ON ACHIEVEMENTS AND IMPACT

**Create or support** data tracking, M&E, and reporting systems so that the use and impact of labour mobility pathways can be documented over time and lessons learned are incorporated. For example, States can contribute statistics earlier to OECD/UNHCR on complementary pathways tracking, so that trends and gaps are visible sooner.

## 6 DOCUMENT AND VERIFY SKILLS

**Support** the recognition, validation and accreditation of learning, skills and work experience.

## 7 FOSTER SKILLS DEVELOPMENT OPPORTUNITIES

**Foster** skills development opportunities for refugees such as language support, capacity building and livelihoods program support for refugees that is aligned to labour mobility opportunities.

## 8 SUPPORT SOCIAL INTEGRATION

**Include** people who arrive via labour mobility pathways in existing and developing social and community support structures and programmes.

## 9 SUPPORT ACCESS IN COUNTRIES OF ASYLUM

**Support** refugees who, because of local context or other factors, are unable to take such steps independently, including e.g., connectivity issues, access to language testing services and testing facilities; complications linked to in-country movement and travel arrangements; financial support

## 10 INCLUDE REFUGEES

**Hire** refugees and **include** them in professional development programmes as well as adopt or adjust hiring practices so that they are inclusive for refugees to access labour mobility pathways