



حوار أبوظبي بين الدول الآسيوية المرسلة والمستقبلة للعمالة
Abu Dhabi Dialogue among the Asian Labor-Sending and Receiving Countries

Pilot on Skill Development, Certification, Upgrading and Recognition

A Progress Report Submitted to the ADD
4th Ministerial Consultation



مركز حوار دول الخليج الآسيوية المرسلات والمستقبلات للعمال
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1. Pilot Project Background

Key Larger Questions

- Are there bilateral programs that the ADD member states can collaborate on to increase the benefits of labor mobility in the region?
- Are the following possibilities?
 - harmonizing skills standards
 - certification of skills and a skills passport
- Does upskilling of workers via training and other means impact the productivity, income potential, and happiness of workers, among other outcomes?

Objectives of Pilot Study

- Determine the impact of the training and skill certification on different outcomes (including productivity, income trajectory, happiness and others)

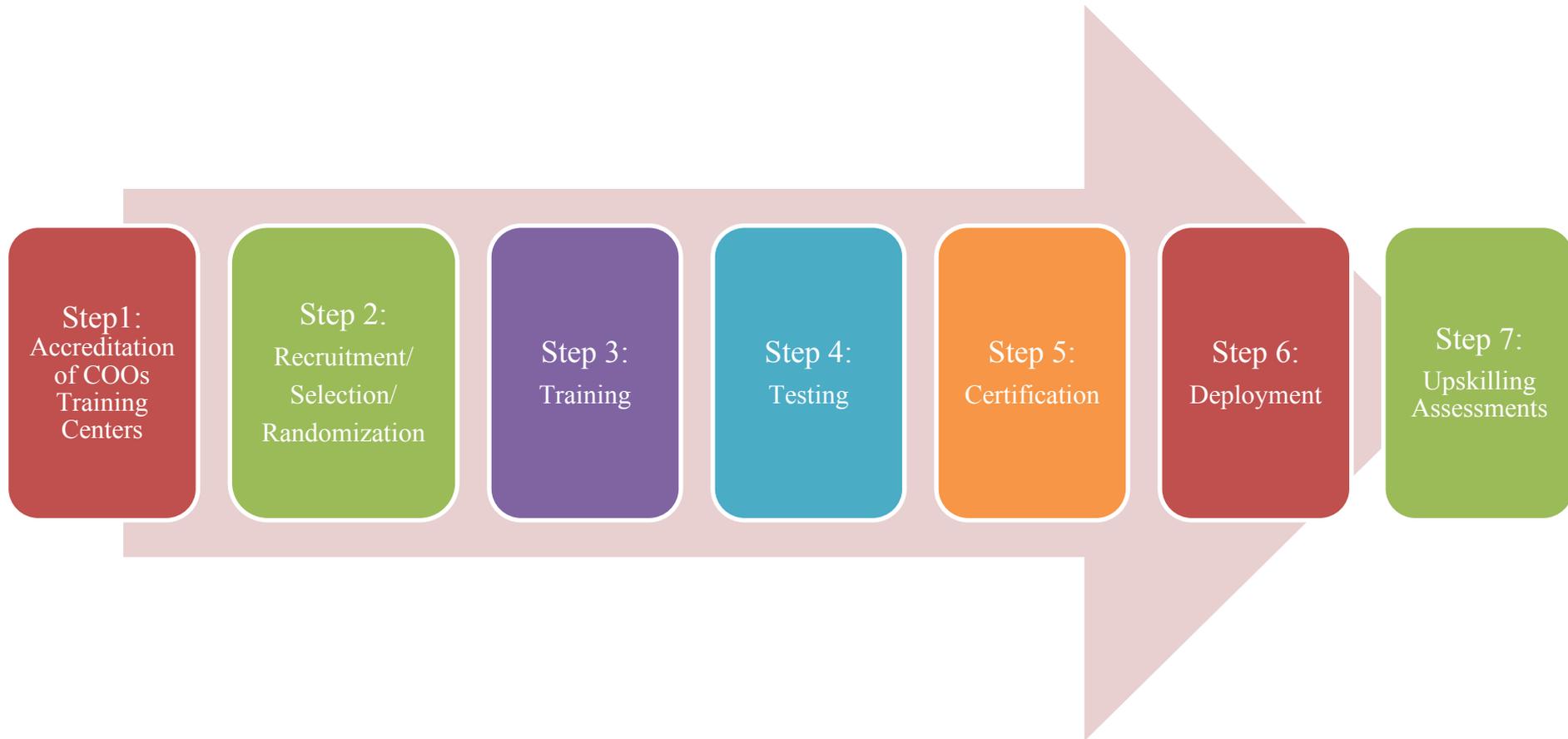
(a) Project Objectives

- Analyze the effects of the pilot skill training program on the outcomes of workers (including wages, productivity, subjective well-being) and the average length of their residence in the UAE
- Examine the type of spillover effects skill acquisition might have on co-workers of the workers who receive the pilot training program
- Conduct research on the skills training and certification project
- Determine the impact of cross-border labor mobility on the welfare of workers and their households
- Identify and recommend background information for policy recommendations

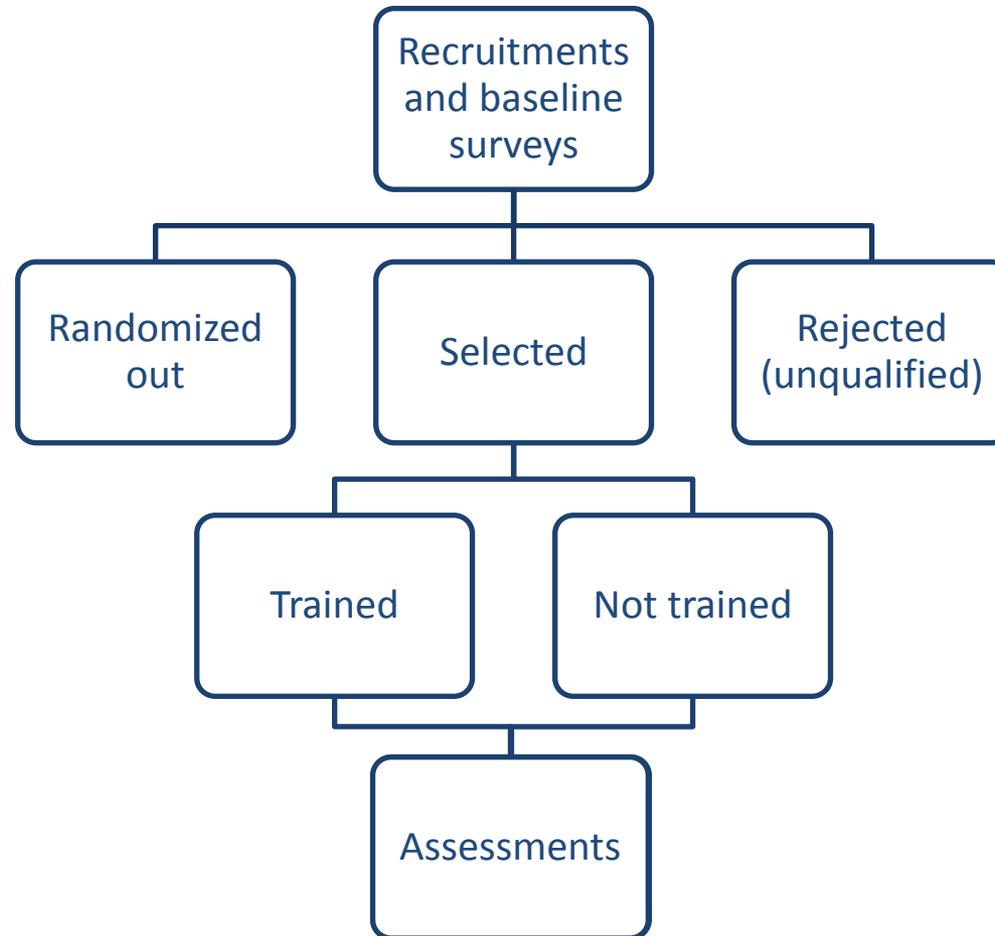
(b) Project Governance

Steering Committee	<p>Participating ADD governments: Kuwait, India, Pakistan, Sri Lanka, and UAE</p> <p>International Organizations: World Bank, ILO, IOM, and Swiss Agency for Development Corporation (SADC)</p> <p>Training/Certification/Assessment: Aspiring Minds</p> <p>Selected GCC Contractors/Employers</p>
Scientific Committee	<p>Dr. Yaw Nyarko, New York University-Abu Dhabi</p> <p>Dr. Mouawiya Al Awad, Zayed University-Dubai</p>
Project Management Team	<p>UAE MOHRE Senior Officials & Project Manager</p> <p>National Qualification Authority</p> <p>ADD Quality Conformity Council</p> <p>Federal Demographic Council</p>

(c) Process Flow of the Pilot Project



(d) Experimental design



(e) Pilot Phases

<p>Phase I</p>	<p>Identify, recruit, randomize, test, and certify pre-selected construction workers in origin countries (India, Pakistan, Sri Lanka) based on UAE NQA occupational standards and qualification criteria</p>
<p>Phase II</p>	<p>Conduct periodic test and certify for upgraded skills, while documenting their augmented skills throughout the employment Identify, monitor, and measure impact of pilot activities in terms of desired outcomes</p>
<p>Phase III</p>	<p>Create agreements with participating countries on the mutual recognition of upgraded skills Develop policy recommendations and inform stakeholders in the areas of labor admission and labor mobility</p>



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2. Project Activities to Date



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(a) Accreditation Status of Participating Training Centers

Participating Center	UAE NQA Accreditation Status
Chennai, India (one center)	Accredited
Pakistan (four centers)	Accredited
Sri Lanka (two centers)	Accredited

(b) Partnerships with SDC and Aspiring Minds

Actor	Description
Swiss Agency for Development Corporation (SADC)	The SADC has agreed to finance the training component for all participating Sri Lankan workers under the pilot project in Sri Lanka.
Aspiring Minds	The Aspiring Minds Team developed the Level II Upskilling Testing Materials, and will continue to provide assessment for pilot workers in the UAE.

(c) Selection of Participants

A group of NYU researchers, led by the Pilot Scientific Committee, has coordinated the selection and training randomization for 4098 pilot and non-pilot workers, as well as the collection of survey data about their socioeconomic background, employment history, productivity in India. These workers are categorized in three groups:

<p>SELECTED WORKERS</p>	<p>(a) Workers being trained under the pilot training program in the -UAE and are arriving in the UAE</p> <p>(b) Workers who are not receiving the pilot training but are arriving in the UAE (FIRST CONTROL GROUP)</p>
<p>NON-SELECTED WORKERS</p>	<p>(a) Workers who do not receive the pilot training and will not go to the UAE (SECOND CONTROL GROUP)</p>

(d) Sampling Description

Phase I (Feb – Dec, 2015)		Phase II (Sep 2016 – today and ongoing)		Total: Phase 1 + Phase 2	
FIRM	Number of workers	FIRM	Number of workers	FIRM	Number of workers
Company A	799	Company A	1296	Company A	2095
Company B	379	Company B	0	Company B	379
Company C	0	Company C	97	Company C	97
Company D	0	Company D	1153	Company D	1153
Company E	0	Company E	374	Company E	374
Total	1178	Total	2920	Total	4098



(e) Training Randomization of Sample

Firm	Trained	Not Trained	Total
Company A	703	705	1408
Company B	112	108	220
Company C	48	49	97
Company D	107	104	211
Company E	96	96	192
Total	1066	1062	2128

□ Training randomizations are still ongoing, which is why the reported total does not match the number of participants



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4. Preliminary Results to Date

Preliminary Survey

- The Scientific Committee team, led by NYU-AD researchers, surveyed and interviewed the participant workers. This is an ongoing process.
- Survey questions encompass the following variables: age, religion, current income, education, expected income in UAE, expected work in UAE.
- Questions related to future work include the following: happiness, competence, productivity.

Preliminary Conclusions

- The Scientific Committee has surveyed 3,179 workers (as of Jan 2017, 2017); field surveys are still in progress.
- The preliminary findings are being studied to determine the impact of the training program on the workers' productivity and performance; it is too early to draw definite conclusions
- We see evidence that education levels impact the probability of receiving a job offer even in the case of low-skilled labour

Preliminary Conclusions

- The goal of this study is to investigate whether the acquisition of new skills by low-skilled migrant workers through an accredited training program has an impact on various outcomes of migrant workers in the UAE
- The initial results do not give any conclusive evidence of an impact of the training program on the productivity of workers.
- However, these results are preliminary as more data is forthcoming and further statistical work and economic analysis is needed.

Preliminary Survey Data Results

Average Age of Sample	27.96 years
Average expected length of stay in the UAE (years)	3.3
Average expected working days per week in the UAE (days)	6.6
Expected occupation in the UAE	Carpentry: 20.97%
	Masonry: 22.79%
	Steel fixer: 15.32%
	Helper: 4.67%
	Other/unspecified: 36.25%



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3. Future Activities

(a) Future Activities

Action Plan	Involved Actors	Timeline
Activate the pilot initiative in Pakistan and Sri Lanka in collaboration with the Pakistani government	Pakistan Government, Sri Lanka Government UAE Government, UAE- based contractors	February 2017
Implement the Level II Upskilling Test for Pilot Workers in the UAE	UAE MOHRE, Q CC, NQA, Aspiring Minds, Employers	Ongoing
Issue skills passports for the participating pilot workers in the UAE	NQA	In Process

(b) Future Activities

Action Plan	Involved Actors	Timeline
Scientific Committee to implement a survey to determine the outcomes of the pilot workers who have reached in the UAE	UAE MOHRE	In Progress
Implement the Level II Upskilling Test for the purpose of measuring the workers' level of productivity and performance	UAE MOHRE, NQA, QCC, the Scientific Committee, Aspiring Minds	Ongoing