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PICTUREBOOK

Approach

Link4Skills is creating an inclusive, participatory policy decision-making environment by integrating a diverse range of stakeholders, including EU decision-makers, inter-governmental institutions, national and subnational decision-makers, employers organizations, employees organizations, and civic society co-development institutions.

Purpose

Focusing on Europe, Africa, Asia, and America, the project seeks to bridge the gap between skill supply and demand by supporting re/up-skilling, promoting automation, and encouraging migration as policy options.

Our mission

Link4Skills addresses the global challenge of skill shortages and mismatches through innovative, sustainable solutions that foster fair skill utilization and exchange across continents.

Key questions

Link4Skills addresses three main policy challenges:

1. How should the EU respond to skill shortages?
2. How can businesses and policymakers identify skills needed in changing labour markets more effectively?
3. How can the EU ensure that skills recruitment – both domestically and among the workforces of non-EU countries - is fair and effective?





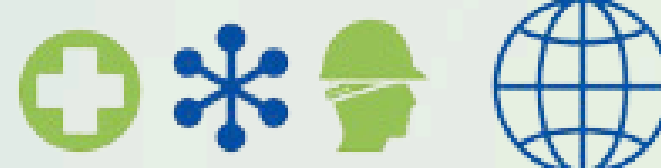
Jakub Bijak

Jakub BIJAK works as a Professor of Statistical Demography at the University of Southampton, UK.

He has background in economics and over 20 years' work experience in academia and international civil service.

His research focuses on demographic uncertainty, population and migration models and forecasts, and the demography of armed conflict.

He has been awarded the Allianz European Demographer Award (2015) and the Jerzy Z Holzer Medal (2007) for work on migration modelling. Recently, he led a European Research Council project "Bayesian agent-based population studies" (www.baps-project.eu), and a Horizon 2020 project "QuantMig: Quantifying Migration Scenarios for Better Policy" (www.quantmig.eu).





Gracia Liu-Farrer

Gracia Liu-Farrer is a Professor of Sociology at the Graduate School of Asia-Pacific Studies and the Director of the Institute of Asian Migration at Waseda University, Japan.

Her research has investigated post-war immigration to Japan and the country's transition into an immigrant society. She examines migration patterns, the economic activities of immigrants, their social integration, and their sense of belonging and identity in Japan. Another aspect of her work looks at the mobility of educational and labor migrants within and beyond Asia. She studies the actors and processes involved in shaping transnational labor markets as well as in assessing, utilizing and developing migrants skills in cross-border labor contexts. She has participated in various Japan- and EU-funded projects on education and labor migration and mobilities. Her publications, including books, book chapters, and journal articles, have brought Asian perspectives into discussions on international migration.

Her recent books include Handbook of Asian Migrations (with Brenda Yeoh, Routledge, 2018), Immigrant Japan: Mobility and Belonging in an Ethno-nationalist Society (Cornell University Press, 2020), Tangled Mobilities: Places, Affects, and Personhood across Social Spheres in Asian Migration (with Asuncion Fresnoza-Flot, Berghahn Books, 2022), and The Question of Skill in Cross-border Labour Mobilities (with Brenda Yeoh and Michele Baas, Taylor & Francis, 2023). Her article "The Social Construction of Skill in International Migration: Perspectives from Asia" will appear in Annual Review of Sociology in 2025.





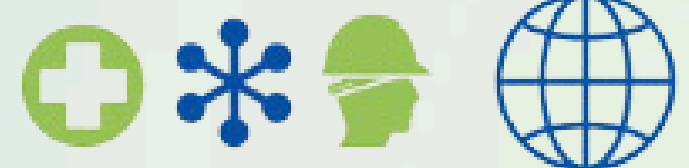
Myroslava Keryk

President of the Board of the Ukrainian House Foundation.

Historian, sociologist, and expert in Ukrainian migration to Poland. President of the Board of the Ukrainian House Foundation, project coordinator at the Institute of Philosophy and Sociology of the Polish Academy of Sciences (PAN), and editor-in-chief of the monthly magazine *Nasz Wybór* (*Our Choice*). In her daily work, she combines planning and implementing integration initiatives aimed at migrants in Poland with research projects in the field of migration studies.

She is the author of numerous articles and reports on the situation of Ukrainian migrants in Poland. She is also a member of the Migration Commission operating under the auspices of the Polish Ombudsman.

She has received the "Golden Fans" award from IOM Poland for her efforts in migrant integration, the Metropolitan of Lublin's Memoria Iustorum award for her work on Polish-Ukrainian dialogue, and the Honorary Badge of Merit for Warsaw.





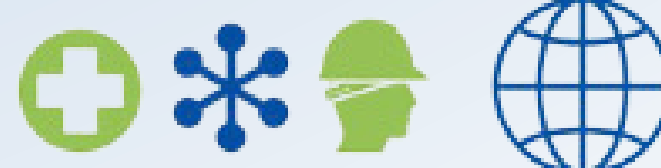
Monique Kremer

Monique Kremer is chair of the Advisory Council on Migration and endowed professor of Active Citizenship at the University of Amsterdam.

She has been affiliated with the Netherlands Institute for Care and Welfare, Utrecht University and the Scientific Council for Government Policy.

Her research focuses on the labour market, labour migration and the practice of the welfare state in the super-diverse city.

From 2004 to March 2020, Monique was senior research fellow at the Scientific Council for Government Policy. At the WRR, Monique contributed to the reports The welfare state reweighted, Identification with the Netherlands (2007), Less pretension, more ambition. Development aid that makes a difference (2010), Making Migration Work. The future of labour migration in the EU (2012), How unequal is the Netherlands? (2014), Mastering the Robot (2015), For the sake of security (2017), The Fall of the Middle Class? The stable and vulnerable middle (2017) and Better work. The new social mission (2020).





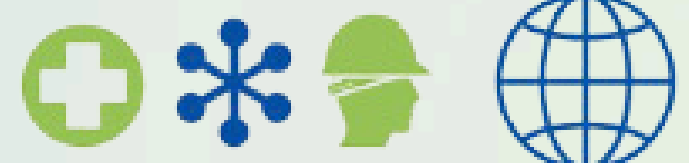
Charles Allan Kwenin

Mr. Kwenin is currently the Chief Executive Officer of the International Migration Policy, Recruitment and Advisory Centre (IMPRAC) a very reputable licenced Private Recruitment Agency in Ghana facilitating fair and ethical recruitment for decent work abroad.

Charles Allan Kwenin has over 30 years experience in migration policy and practice with the International Organization for Migration (The UN Migration Agency). Until his retirement in 2022, Mr. Kwenin served as the IOM Regional Director for Southern Africa providing strategic direction and policy support to 15 Countries in the Southern Africa Region as well as COMESA, IOC and SADC. He also served as the Senior Regional Advisor for Africa to the IOM Director General at its Headquarters in Geneva for 8 years. Prior to that Mr. Kwenin served as IOM Chief of Mission to Ethiopia and IOM Representative to the Africa Union Commission (AUC), UNECA and IGAD. He also served in various capacities in IOM in Kenya, Uganda and Brussels.

Mr. Kwenin was the lead Consultant for drafting the African Union Migration Policy Framework for Africa and the African Common Position on Migration and Development adopted in Banjul, The Gambia in 2006. Mr. Kwenin also pioneered the establishment of the Pan African Forum on Migration (PAFOM) a continental platform for inter-state and intra-regional consultations on Migration in Africa. Mr. Kwenin coordinated the drafting of the Bilateral Labour Agreement (BLA) between the governments of Ghana and Mauritius. Mr. Kwenin was very instrumental in the establishment of various Regional Consultative Processes for the African Regional Economic Communities including; ECOWAS, IGAD, COMESA, ECCAS and IOC. From 2022 – 2024, Mr. Kwenin was Co-Editor for the IOM Migration Policy and Practice and the Editor-in Chief for the Southern Africa Migration Report.

Prior to joining IOM, Mr. Kwenin worked for the Ghana Ministry of Finance and Economic Planning as an Economic Planning Office from 1985 until 1990. Mr Kwenin holds a Masters Degree in Public Administration and Management and a Post Graduate Diploma in Development Policy from the State University of Antwerp Belgium. He also holds a B.Sc (Hons) Degree in Development Planning from the Kwame Nkrumah University of Science & Technology (KNUST).





Tesseltje de Lange

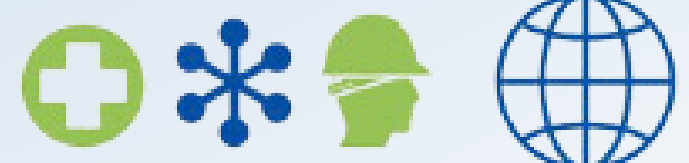
Tesseltje de Lange is a Professor of European Migration Law at Radboud University and the Director of the Centre for Migration Law (CMR)

Her expertise lies in the European regulation of economic migration and integration, and her research interests include intra EU-labour migrants, the rights of third-country national migration workers, migrant entrepreneurship, and the economic integration of refugees. Tesseltje's approach to research is fundamentally rights-based, but she frequently engages with disciplines within and beyond the field of law.

As a former immigration lawyer and honorary judge in the Amsterdam District Court, Tesseltje is committed to bridging the gap between academic research and practice. She regularly advises EU and Dutch institutions, private entities, and social organizations, addressing questions regarding international law, EU migration law, and migration and labour market policies.

She publishes widely on these topics in academic journals, blogs and edited volumes, her latest book being 'Money Matters in Migration' (CUP 2021). She is a much sought after speaker at international and EU events (World Bank, IOM, EMN, Eastern Partnership, European Parliament, and national fora).

In collaboration with the Radboud University Network for Migrant Inclusion (RUNOMI), she coordinates two three year HorizonEurope projects involving multidisciplinary expert consortia: DignityFIRM (on the protection of migrant workers in informal employment in the Farm2Fork supply chain, and Global Strategy for Skills, Migration and Development (GS4S). Moreover, she coordinates a four year Dutch project on the challenges of labour migration as a solution for labour shortages in care and technology.





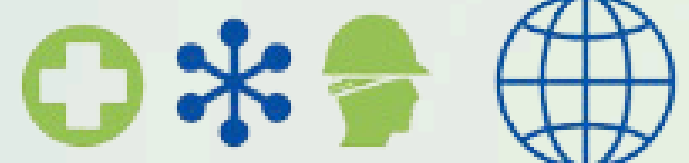
Vidmantas Tūtlys

Vidmantas Tūtlys is a professor and researcher at the Education Academy, Institute of Educational research at Vytautas Magnus University in Kaunas, Lithuania.

His research interests include comparative research of skill formation systems, development of the systems of qualifications and VET curricula, the role of VET and skill formation in empowering vulnerable groups of society.

Recent and upcoming publications include "Skill Formation in the Central and Eastern Europe. A Search of Patterns and Directions of Development" , co-edited with J. Markowitsch, J. Winterton and S. Pavlin (Peter Lang, 2022) and, "Empowering at-risk youth in and through vocational education. Comparative view to the Baltic countries and Norway", co-edited with T. Tikkanen, M. Umarik and B. Sloka (Springer Nature, 2025).

Vidmantas Tūtlys coordinates and implements various international and national research projects, including currently implemented Horizon Europe project "Skill partnerships for sustainable and just migration patterns (Skills4Justice)".





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COVER AND GRAPHIC DESIGN
BY EMIL CHRÓL (KOZMINSKI UNIVERSITY)