VOLVEMOS.ORG

Supporting the return of Spanish emigrants to their homeland

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INTRODUCTION
SPANISH EMIGRATION FLOWS
Due to consular registration, 2,545,729 Spaniards are living out of Spain.

Many Spaniards living abroad never register as living abroad due to several reasons: consulates are far from their location, lack of knowledge about the benefits, administrative requirements and others.
## CLASSIC VS NEW EMIGRATION

<table>
<thead>
<tr>
<th>CLASSIC EMIGRATION</th>
<th>NEW EMIGRATION</th>
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<tbody>
<tr>
<td><strong>WHEN</strong></td>
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<tr>
<td>From Civil War (1936-1939) until the end of Franco’s dictatorship (1939-1975)</td>
<td>From the start of economic crisis (2008) until 2017 (first period since the crisis with positive migration balance)</td>
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<tr>
<td><strong>WHO</strong></td>
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<tr>
<td>Low skilled</td>
<td>Medium/High skilled</td>
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<tr>
<td><strong>WHERE</strong></td>
<td></td>
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<tr>
<td>America (Civil War)</td>
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<tr>
<td>Germany, France &amp; Sweden (Franco’s dictatorship)</td>
<td>Primarily Europe &amp; America</td>
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<tr>
<td>Others: Belgium, The Netherlands &amp; United Kingdom (Franco’s dictatorship)</td>
<td>o United Kingdom, Germany &amp; France</td>
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<td>o Argentina, Venezuela &amp; Chile</td>
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## Migration Data

<table>
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<tr>
<th>Year</th>
<th>Spaniards Living Abroad</th>
<th>Consular De-registration</th>
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<tbody>
<tr>
<td>2009</td>
<td>1,471,691</td>
<td>26,991</td>
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<tr>
<td>2013</td>
<td>2,545,729</td>
<td>63,983</td>
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<tr>
<td>2017</td>
<td></td>
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<tr>
<td>2019</td>
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In 2012, there were 26,991 consular de-registrations. In 2017, there were 63,983. This shows the return of many Spaniards to Spain. 2017 has been the first year since the crisis in which migration balance was positive.

At the beginning of the economic crisis, 1,471,691 Spaniards were living abroad as stated by consulates. In 2019, 10 years later, this number increases to 2,545,729, more than a million.
“The State shall be especially concerned with safeguarding the economic and social rights of Spanish workers abroad, and shall direct its policy towards securing their return.”

The Spanish Constitution.
THE SITUATION OF EMIGRANTS AND RETURNENES

BARRIERS TO RETURN

PERSONAL
- Negative perception of Spain
- Psychological impact of the migratory process including reverse cultural shock
- Connection with the country of emigration

PROFESSIONAL
- Difficulty in identifying opportunities in Spain
- Finding work that meets their expectations
- Adapting to the new work environment or the need to find a job

ADMINISTRATIVE
- Lack of information about procedures necessary before returning
- Lack of information about the procedures on how to settle in Spain
- Unawareness regarding the realities in Spain
What would encouraged you to return to Spain?

- Job opportunity: 8.66
- Be close to relatives: 7.95
- Health issues: 6.41
- Legal issues: 2.15
- Study in Spain: 1.68
- Partner living in Spain: 1.59

What made you return to Spain?

- Be close to relatives: 8.42
- Job opportunity: 3.46
- Health issues: 2.21
- Partner living in Spain: 1.7
- Legal issues: 0.64
- Study in Spain: 0.61

Source: Survey with emigrants. Plan de Retorno a España, https://unpaisparavolver.es
RELEVANT POLICIES IN SPAIN
2015 Europe is concerned about the loss of skills in specific sectors, but Spain does not suffer as much as other EU countries.

2016 Emigration of high skilled labour in Spain is depicted in the media as a cause for concern but in the short-term, the number of young graduates leaving was limited. Furthermore, higher education provision has expanded considerably in recent decades, leaving a high number of graduates underemployed in Spain.

2018 Public policies are not targeted at encouraging the return of emigrants but are targeted at attracting skilled labour (no matter where they come from).

The Public Administration is oriented towards classic migration: services through consulates and no development of any digital tool.


EXAMPLES OF POLICIES

Unemployment subsidy for returned emigrants (Ministry of Labour, Migrations & Social Security).


The Serra Hunter Programme (Government of Catalonia).

Support Strategy for Emigration and Return (Community of Madrid).

These examples show that until 2016, the existing policies on return were either not oriented to Spanish emigration or did not belong to a structured strategy carried out by the Public Administration.
A NEW PERSPECTIVE
ABOUT VOLVEMOS.ORG

Founded in 2016 to facilitate the return of Spanish emigrants.
COMMUNITY WITH 10,895 EMIGRANTS WILLING TO RETURN

COLLABORATED WITH 13 PUBLIC SERVICES

PUBLISHED 527 JOB OFFERS

+500 PEOPLE RETURNED WITH A JOB

ABOUT VOLVEMOS.ORG
ABOUT VOLVEMOS.ORG

Building new emigration narratives.

Introducing ‘Return Policies’ in the Spanish political agenda.
Lack of understanding of the emigrants’ reality.
Spanish companies expect candidates to be available to join their team immediately.

Scarcity of the workforce
Difficulties to fill vacancies for specific profiles e.g. foreign language proficiency, intercultural communication.

Traditional mindset of the Spanish labour market
Difficulties for people over 40 to find opportunities, etc..

Little use of external head hunting expertise
It makes it hard to create a space where companies see the value (¡pay!) for our services finding professionals for their vacancies.
COLLABORATING WITH THE PUBLIC SECTOR
LOCAL & REGIONAL RETURN PLANS

With focus on:

Tackling emigrants’ disconnection from regional institutions through digitalisation.

Facilitating the connection between emigrants and companies with personalised career guidance services.
RETURN OF TALENT
CASTILLA-LA MANCHA
REGIONAL RETURN POLICY
January 2017  First meeting with Volvemos.

September 2017  The Government of Castilla-La Mancha launches a Return of Talent Program. This program offers three key strands, a website and a team of mediators to facilitate the return.

May 2018  Second edition of the Return of Talent Program. There is no longer the age limit, of up to 34 years old, for participants.

CASTILLA-LA MANCHA - REGIONAL RETURN POLICY

RESUME

468 REGISTERED EMIGRANTS

230 PEOPLE RETURNED WITH A JOB

14 PEOPLE RETURNED WITH ENTREPRENEURAL PROJECT

33 LABOUR MEDIATORS FROM PUBLIC ADMINISTRATION

Subsidies for indefinite contracting

Subsidies for entrepreneurial activity

“Return passport”

Retorno del talento a Castilla-La Mancha: https://retorno-talento.castillalamancha.es
Cuando el retorno de talento no funciona: "La familia tira, pero no hay estabilidad"

El Plan de Retorno Joven se abre a más de 35 años y recibirá 700.000 euros en 2018

https://www.eldiario.es/clm/proceso-retorno-Castilla-La-Mancha-protagonistas_0_818569233.html
SPANISH RETURN PLAN
A COUNTRY TO RETURN TO
**Spanish Return Plan**

**Political Context**

**June 2018**  
Motion of no confidence and new government.

**September 2018**  
First contact between General Secretariat for Immigration and Emigration and Volvemos.org.

Senate motion to urge the Government to launch an integral return plan for Spanish citizens living abroad.
Approved by 217 votes in favor and 23 abstentions.

**March 2019**  
The Spanish Government approves the Return Plan.

**June 2019**  
Volvemos launches the pilot programme to test the Plan.
Start by structuring a new way of creating public policies:

**Traditional process**
1. Political decision
2. Policy making
3. Implementation
4. Users

**Citizen centred process**
1. Diagnosis (users and involved actors)
2. Public policy design.
3. Service design, building technology and processes.
4. Pilot
5. Evaluation
6. Policy launch

Adapted from the Double Diamond model by the Design Council. 
https://www.designcouncil.org.uk/news-opinion/design-process-what-double-diamond
**SPANISH RETURN PLAN**

**DESIGN PHASE**

- 1,500 EMIGRANTS
- 60 COMPANIES
- 10 MINISTRIES
- REGIONAL ADMINISTRATIONS

**BUDGET**

€24m

**MEASURES**

50

**LAUNCH DATE**

MARCH 2019

Plan de Retorno a España: [https://unpaisparylaver.es](https://unpaisparylaver.es)
PARTICIPATORY WORKSHOPS
OPEN MEETINGS WITH EMIGRANTS
“The collective reflection about our condition as emigrants feels like a catharsis.”

Guillermo Pérez, scientific expat, Radio Exterior

“This is the first time that someone is interested on us realistically.”

Carmen Cañizares, scientific expat, Radio Exterior
WORKSHOP AND SURVEY WITH COMPANIES

Figure 1: Reasons to motivate the return to Spain.

Figure 3: Evaluate these aspects to attract talent.

Source: Survey with companies. Plan de Retorno a España, https://unpaisparavolver.es
CONCLUSION
WHAT WE’VE LEARNED SO FAR
THE KEY TO DESIGNING A SUCCESSFUL RETURN PLAN

1/ COMMUNITY
Create and manage a community of emigrants who are willing to return. Show them that they aren’t alone, that they are part of a social collective with specific needs which should be taken care of by the government.
Analyse their personal and professional profiles, their barriers and return needs.

2/ COMMUNICATION
Use their language when reaching out to them.

3/ METHODOLOGY
Involve the community of emigrants, companies and social agents in making the Plan.
Design an integral Plan that includes different services to facilitate the return process from the decision making up to the integration back in your country.

4/ TECHNOLOGY
Build a technological platform to manage the Plan that includes guidance, information and direct access to the offered services.

5/ TEAM OF EMPOWERED PUBLIC SERVANTS
Bring together a team of career advisors prepared to facilitate the connection between emigrants and companies/job offers.
Prospect for companies creating awareness among them to publish job offers suitable for professionals with international experience.
Supporting the return of Spanish emigrants to their homeland

Translation: Katherine High (https://www.classa.es)