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# Labour Migration and Labour Market Information Systems: Classifications, Measurement and Sources

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# Who moves?

- Youth (more likely to move than older persons, peaks around 30)
- Male (depends on region)
- Highly educated workers
- Lower skilled workers

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# Why do people move?

- ❖ Mixed and multiple reasons
- ❖ Primarily viewed as economically motivated
  - Economic Theory: People move from areas of lower to higher economic opportunity
  - Labour oriented
- ❖ Forced migration(Refugee/Asylum)

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# Migrant Classifications

- ❖ Duration of stay
- ❖ Reason (purpose) for migration
  - Labour migration (migrant workers)
  - Family unification
  - Student
  - Asylum/refugees
  - (Irregular, trafficking, transit)



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# Who is a labour migrant?

- ❖ Only those moving for specific work reasons?
- ❖ Anyone who is of working age who moves and subsequently (at some time) enters the labour market?
- ❖ Only those who move temporarily for work and plan to return to country of origin?
  - Seasonal migrants?



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# Labour Migration per International Definitions

- ❖ International “labour migration” is a sub-set of total international migration
- ❖ *Foreign migrant workers*: “foreigners admitted by the receiving State for the specific purpose of exercising an economic activity remunerated from within the receiving country. Their length of stay is usually restricted as is the type of employment they can hold.” (UN 1998)
- ❖ *Employment based settlers*: “foreigners selected for long-term settlement because of their qualifications and prospects in the receiving country’s labour market.”

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# Migrant Workers (categories)



- ❖ Seasonal (part year)
- ❖ Project-tied (for a specific project)
- ❖ Contract (contractual restrictions)
- ❖ Temporary (limited period in a specific job or occupation)
- ❖ Established (reside indefinitely)
- ❖ Highly skilled (preferential treatment, fewer restrictions)



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# Short-Term Foreign Workers (< 1 year)

- Seasonal agricultural workers
- Seasonal hotel workers
- Construction workers
- Labour tourists
- Highly skilled 'consultants'
- Entertainers
- Visiting scholars





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# Long-Term Foreign Workers (> 1 year, but not permanent)

- Skilled workers
- Athletes
- Overseas students
- etc.



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# Permanent Immigrants

- Foreign born workers with the right of permanent settlement
- Foreign born children entering the labour market
- Overseas students
- etc.

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# Migrant Worker Definition (ILO)



- ❖ "A person who migrates or has migrated from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant for employment/migrant worker." (1949)
- ❖ "All persons who, at a particular reference date or for a particular reference period, seek to work or were working in a country other than that of their citizenship." (Hoffman and Lawrence 1996).

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# Methods of Measurement (ILO)



- ❖ All international migrants who are currently in labour force (both employed and unemployed) (*stock*)
  
- ❖ Those who entered a country for the explicit purpose of employment (*flow*)

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# Flow Measurement

- ❖ Legal documents used to enter or live in a country (e.g. visa types or residence permits)
  - This method often misses “irregular” migrants who enter a country without legal permission
- ❖ Ask migrant why they moved to a country (subjective reason)
  - Note: Methods which measure migrants in terms of usual residency often fail to capture temporary migrant worker groups like seasonal workers



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# Labour Market Information Systems (LMIS)

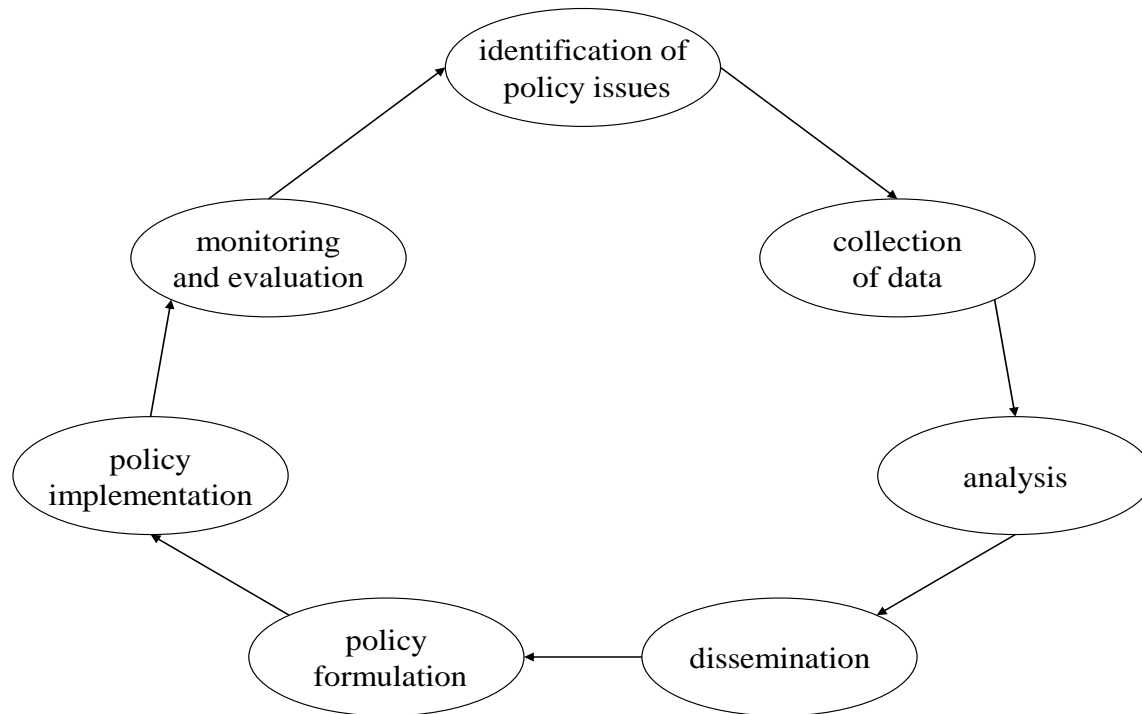
- ❖ Labor market information essential for tracking and analyzing the economy of a country.
- ❖ National and local governments need labor market information to reduce unemployment, generate employment, or plan training programs to meet industry needs.

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# Policy implications

- ❖ Policy makers benefit from timely and reliable labor market information to help make sound decisions
- ❖ Used to determine future workforce needs, identify labour availability, prevailing wages, and explore potential markets

# A process: Labour and employment policy development cycle (ILO 1999)







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# Components of Labor Market Information

- ❖ Labor force demand and labor supply
- ❖ Business employment dynamics
- ❖ Employment by industry and occupation
- ❖ Local area unemployment
- ❖ Demographic characteristics of the employed and the unemployed
- ❖ Hours of work
- ❖ Employee wages, earnings, and benefits
- ❖ Labor productivity

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# How migration fits into LMIS

- ❖ Assessment of skills needed in destination countries/skills available in origin countries
- ❖ Labour moves to fill needs in countries of destination (alleviates unemployment at home, etc.)
  - Labour often viewed as temporary, returning migrants bring back assets and skills gained in countries of destination to origin countries
    - ◆ Often not the case –»brain drain

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# Main Sources for Migration Data

- ❖ Census
- ❖ Population Registers
  - Nationals, foreigners, nationals abroad
- ❖ Administrative records
- ❖ Visas issued
- ❖ Border control data
- ❖ Household surveys



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# Primary data sources used to inform LMIS (Labour Market Statistics)

- ❖ Household Labour Force Surveys
- ❖ Establishment Surveys
- ❖ Data from administrative sources
  - Business registers, registers of job seekers, registers of foreigners, etc.

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# Other sources specific to LMIS

- ❖ Labour Market Needs Assessment
- ❖ National Qualifications Register
  - ◆ to determine skills and qualifications mismatches, shortages, or surpluses.
- ❖ Public and Private employment agencies –job seekers/offers/placement
- ❖ Bi-lateral country projects matching worker skills with employer needs (seasonal and permanent)

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# Application to LMIS

- ❖ Data sharing/system integration is key
- ❖ Exchange of international labour migration data can be used to amplify LMIS
  - Origin countries: Improve knowledge of where migrants going & occupations they fill; potential destinations for future migrants
  - Destination countries: Increase knowledge of potential labour migrants in countries of origin



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# Examples of LMIS components

- ❖ Labour Market Needs Assessments
  - IOM (Armenia 2012), ETF (European Training Foundation) (Armenia, Azerbaijan, Belarus, Georgia, Moldova, Ukraine 2009-10), GIZ (Georgia 2012), ILO (Ukraine (current))
- ❖ National Qualifications Register
  - Hungary, Ireland, France, etc.
- ❖ Register of Job Seekers
  - South Africa, Australia, etc.
- ❖ Bi-lateral country agreements applicable to CIS-region?
  - Visa free regime



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# IOM LMIS Project (2010-2013)

- ❖ “Collecting and sharing Labour Migration Data for the improvement of Labour Market Information Systems”
  - For use in developing labour migration policy
- ❖ 6 countries: Tunisia, Senegal, Ghana, Colombia, Costa Rica and Nicaragua
- ❖ Comparative studies, workshops, pilot projects



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# Possible indicators applicable to migration and LMIS

- ❖ Stock of working age resident population
  - Occupation, salary, qualifications, nationality, country of birth
- ❖ Inflow of labour migrants
  - Above, plus job prior to migration, country of previous residence
- ❖ Outflow of labour migrants
  - Above, plus country of destination, last occupation, last salary, etc.

# Indicators, continued

- ❖ Labour migrants returning to source country
  - Nationality, country of previous residence
  - Occupation (current, in host country, when left source country)
  - Salary (pre-migration, in host country, current)
  - Qualifications (pre-migration, current)

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# Indicators: Labour demand and supply

## ❖ Labour shortages

- Proportion of skill shortage vacancies as identified by employers (business surveys)
- Earnings return to vocational qualifications (LFS)
- Price rises in product markets (Price index data)
- Changes in number of vacancies in an occupation (recruitment agencies, or business or vacancy surveys)
- Duration of vacancies before a post is filled (recruitment agencies, or business or vacancy surveys)

## ❖ Skill/Qualifications mismatch

- Percent of low-skilled jobs whose holders had at least upper secondary education

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# Conclusions

- ❖ Need for common agreement and application of labour migration definitions and classifications
- ❖ Need to develop appropriate data and indicators for use in development of labour policy related to labour migration
- ❖ Need to improve migration data and accessibility for analysis of LMIS