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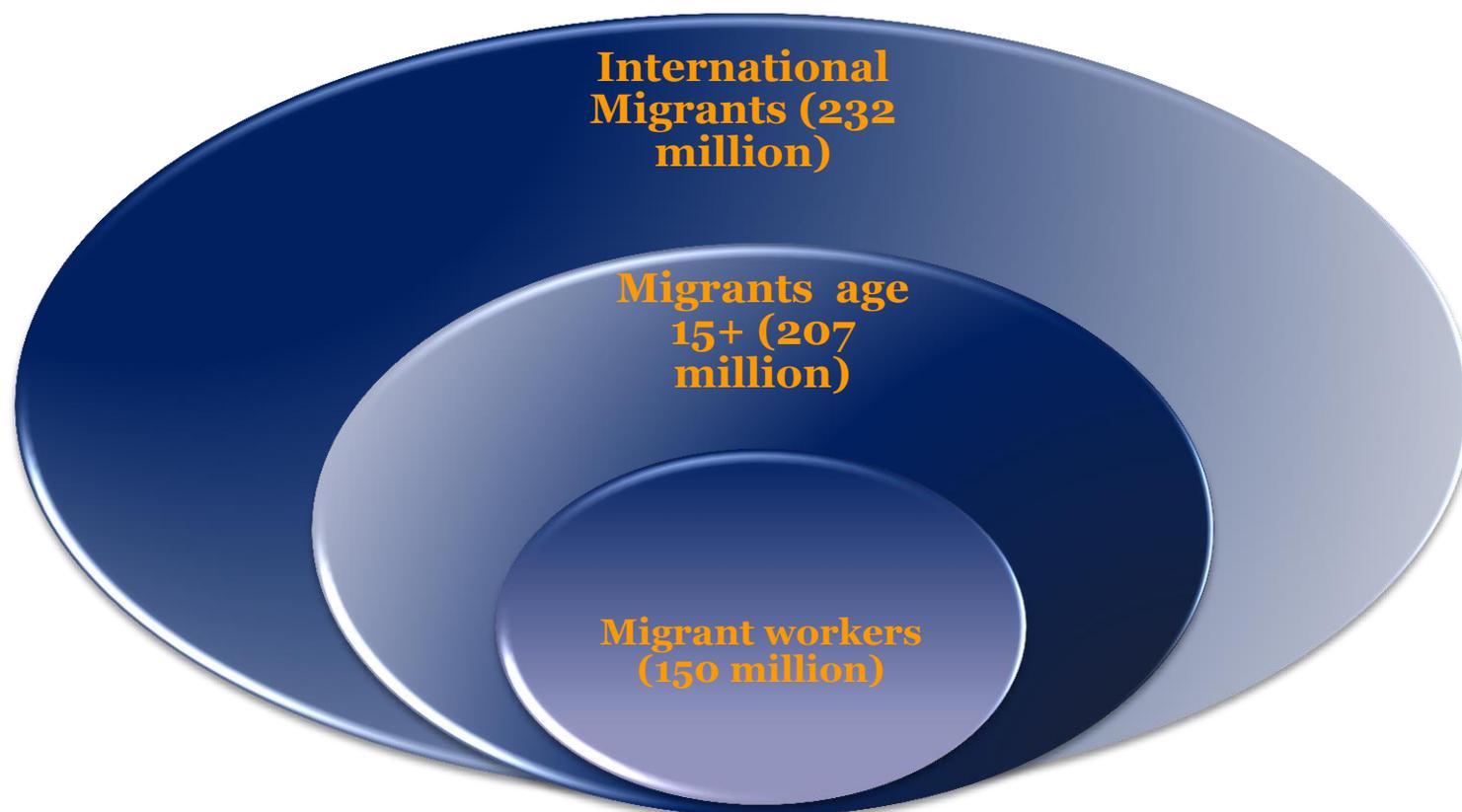
Migration in Europe, Challenges, Policies and Institutions

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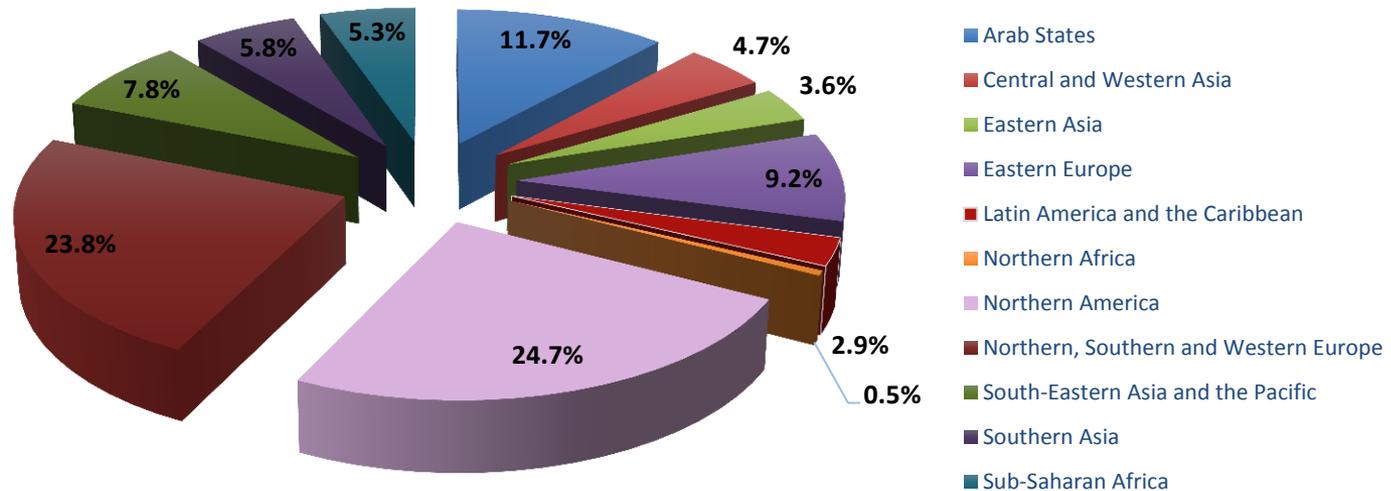


150 million migrant workers of the 207 million working age migrants (73%) are “migrant workers”



A Global View of International Labour Migration

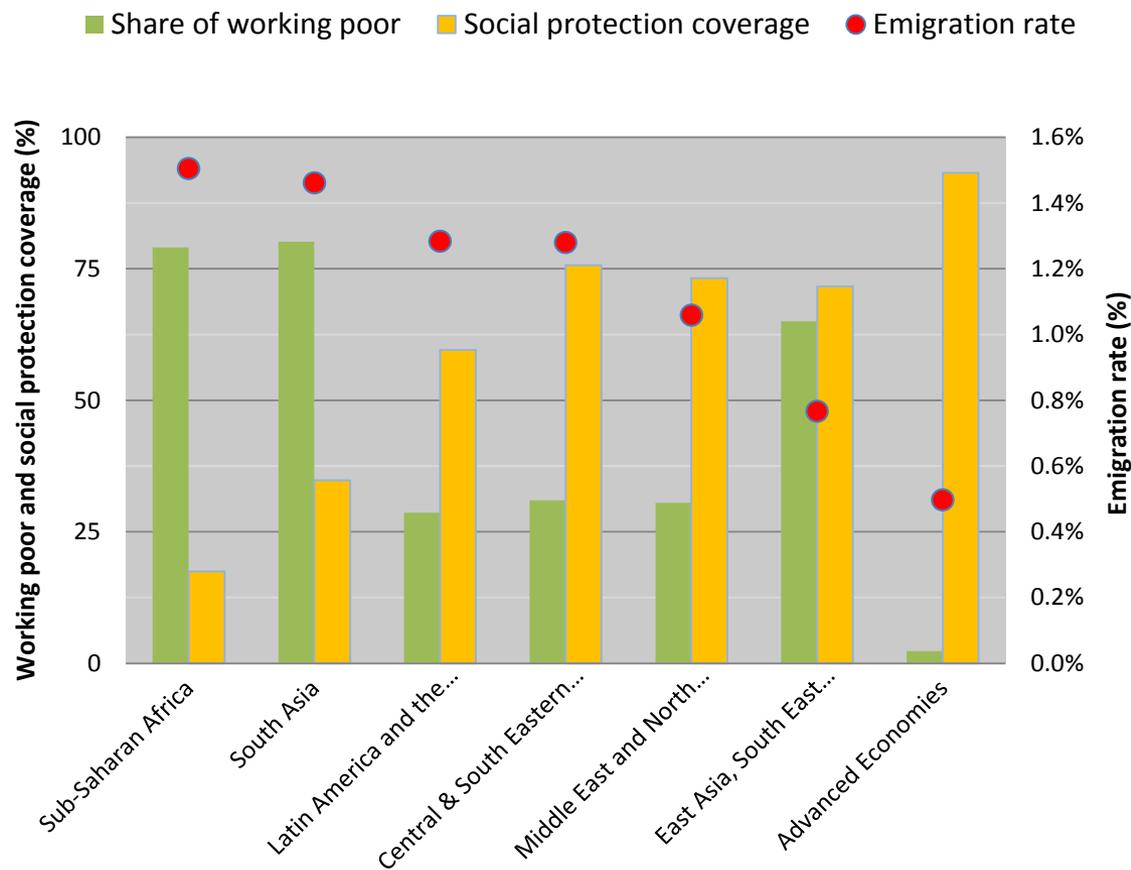
Distribution of migrant workers, by broad sub-region, 2013 (percentages)



Global View of International Labour Migration

Regions with a higher incidence of working poverty and lower levels of social protection coverage tend to have higher emigration rates

- In 2013, over 116 million migrants were born in the South and residing in the South. South Asia is the largest contributor to South–South migration.
- Regional labour mobility is a key priority for Regional Economic Communities (e.g. SADC, ASEAN, MERCOSUR, etc.).
- Regions with a higher incidence of working poverty and lower levels of social protection coverage tend to have higher emigration rates.



Note: Emigration rate (2005–10) is based on the data by Abel and Sander (2014). Working poor and social protection coverage are the ILO's estimates.
Source: ILO Research Department

Current Developments

- Migration flows are of mixed composition (migrants and refugees), characterized by complex spatial patterns of movement. Many countries are no longer just origin but have also become transit and destination countries for migration. This requires new policy approaches, involving relevant ministries, as well as the active participation of social partners;
- Large movements of refugees and persons forcibly displaced by violence, conflict, human rights abuse, disasters and environmental change are creating considerable challenges for countries of first asylum, transit and destination, as well as countries of origin;
- Displacement becomes increasingly protracted – UNHCR calculates that refugees are displaced for 17 years on average;
- A very small minority of refugees gain access to labour markets in the formal economy;

The need for policy coherence

- The growing impact of migration on the world of work requires better coherence between **employment policies, labour market needs assessment and migration governance**.
- The lack of coherence b/n employment and L migration policies could result in reduced productivity, lower wages, brain waste and deskilling. Among those most affected are foreign born workers.
- Migration policies in many countries are not based on evidence of LM needs or impacts. Labour and education ministries as well as employers and workers organisations are not provided role to engage in migration dialogue processes.
- Strong business case for fostering equitable treatment, inclusion and diversity.
- Social dialogue can enhance the ability of governments to anticipate and respond to labour market needs. (last bullet)

Labour Migration and Skills Matching

- Skills identification and anticipation are a challenge throughout both origin and destination countries. (page 2 para2)
- Access to skills recognition processes, especially for low- and medium-skilled migrant workers, is often limited. Migrants frequently encounter difficulties in articulating their experiences from the destination countries into better human resources development opportunities on their return.

The ILO's approach

- Public Employment Services play an essential role in job search and job matching processes and the ILO has been delivering capacity building for improved counselling services for job seekers, including for migrant workers.
- Early intervention to assist migrant workers and refugees to integrate into the LM will require a mix of targeted programmes and mainstream measures, e.g. Strengthening the role of PES to include migrants and refugees in VET programmes.
- Maximizing the gains from migration for all requires that both short-term and long-term labour market needs are taken into account at all skills levels;

Key policy challenges – Enhancing the developmental impact of migration

- ILO research found that there continued to be significant wage gaps between migrant workers and nationals. This concerns both high and low-wage earners. --Global Wage Report 2014-15
- In Europe, the average wage gap is 17.5 per cent between nationals and migrants, 11.3 per cent of which falls into this category of potentially discriminatory factors.
- Lack of access to equal and fair wages, decent working conditions, freedom of association and adequate social protection detracts from migrants' ability to contribute to development.

Wage gap between migrants and nationals in Europe (%)

| Country | Actual wage gap | Explained wage gap | Unexplained wage gap |
|----------------|-----------------|--------------------|----------------------|
| Cyprus | 34.8 | 11.9 | 22.9 |
| Spain | 29.9 | 25.4 | 4.6 |
| Greece | 29.9 | 21.7 | 8.3 |
| Italy | 26.7 | 14.6 | 12.0 |
| Portugal | 25.4 | 20.7 | 4.7 |
| Iceland | 24.4 | 9.3 | 15.1 |
| Estonia | 22.7 | 21.7 | 1.0 |
| Denmark | 21.0 | -10.9 | 31.8 |
| Ireland | 19.2 | 4.7 | 14.6 |
| Netherlands | 16.5 | -0.5 | 17.0 |
| Austria | 15.8 | 9.2 | 6.6 |
| Luxembourg | 14.9 | -0.9 | 15.8 |
| France | 14.9 | 6.0 | 8.8 |
| Finland | 14.7 | 2.1 | 12.6 |
| Norway | 12.2 | -2.4 | 14.6 |
| Poland | 12.2 | -6.4 | 18.6 |
| Belgium | 9.8 | 3.3 | 6.5 |
| Latvia | 9.0 | 10.4 | -1.4 |
| United Kingdom | 8.4 | 0.8 | 7.6 |
| Sweden | 8.4 | -3.9 | 12.3 |
| Germany | 7.4 | -3.7 | 11.0 |
| Slovenia | 6.9 | 3.8 | 3.1 |

Source: ILO estimates. ILO Global Wage Report 2014/15. Wages and income inequality

Innovative approaches to improve access to training and its relevance to migrants - means adapting training to newcomers' needs

- Training requirements or subsidies
- Subsidized work experience
- Filling gaps in existing qualifications
- Occupation-specific intensive programmes
- Embedded language, basic and vocational skills
- Distance learning

Thank you very much for your attention!