Employment & migration challenges in Eastern Europe

Sonila Danaj
Main challenges faced

Working group session
Employment and Unemployment in Candidate Countries

Source: Eurostat (online data codes: firs_urea and cpc_paln)
Employment and Unemployment in Countries of the Eastern Partnership

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(1) Based on registered unemployment.
(2) Persons aged 15–71. 2014: excluding the illegally annexed Autonomous Republic of Crimea and the City of Sevastopol. 2015: excluding also the territories which are not under effective control of the Ukrainian government.
Challenges

• Informality
• Poor Working Conditions
• Low Pay
• Weak social protection system
• Weak worker organizations
• Corruption/nepotism/clientelism
• Poor quality vocational or other professional training/ higher education
• Discrimination (gender, age, race, ethnicity, disability, other)
Emigration
The positive impact of Migration

Brings:
• Labour
• Skills
• Know-how

Sends
• Remittances
• Investing in businesses
• Introduce knowledge and skills and charity
The negative impact of emigration

But it also has negative impact on the sending country as it heightens
• economic dependency
• Inequality
• Labour or skill shortages
• Weakens voice
Main challenges

• Demographic change
• Skills and brain drain/gain/circulation
• Remittances
• Return migration
• Managing migration (systemic/policy level)
Demographic change

• Internal migration:
  • concentration in some (urban) areas
  • concentration of labour and capital
  • Neglect and abandonment of (rural) remote areas

• International migration
  • Aging of the society
  • Decrease in labour force
  • Skills and/or brain drain
How to prevent or manage large scale migration to minimize social impact?
Remittances

- Economic Remittances
- Social Remittances
- Individual vs. Collective Remittances
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Created from: World Development Indicators
Series: Personal remittances, received (current US$)
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Source: World Development Indicators
Created on: 07/07/2017
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Created from: World Development Indicators
Series: Personal remittances, received (% of GDP)
How to tap into and channel these resources purposefully?
Skills and brain drain

Push / Pull Factors

• Specialized skills might be low-paid in country of origin
• Highly-skilled may be better paid but still low compared to other countries
• ‘Success’ of early migrants induces further migration
• Poverty / informality / lack of opportunities
• Political situation / corruption / quality of education
Brain gain and circulation

• The return of students
• Transnational practices
  • Employment
  • Entrepreneurship
• Active recruitment policies / practices
How to prevent skills shortages/brain drain?
How to manage brain gain and circulation?
Return Migration

• Voluntary vs. forced return
  • Economic pressures
  • Nostalgia
• Labour market (re)integration
  • Recognition of skills and knowledge
  • (Further) Vocational education and training
  • Employment policy
• Self-employment/entrepreneurship
How to assist the returnees’ labour market integration effectively?
Migration Policy in the Region

- Preventing irregular migration / Border control and management
- Readmission agreements
- Migration strategies
- Diaspora Ministries
- Bilateral labour migration agreements with receiving countries for temporary/circular migration and quotas
- Brain gain initiatives: database, recruitment either in person, on assignment, or virtual
- Return migrants integration measures
- Regulating immigrant employment through visa and work permit regimes, fewer quotas systems
Lab Session

➢ How to prevent or manage large scale migration to minimize social impact?
➢ How to tap into and channel these resources purposefully?
➢ How to prevent skills shortages/brain drain? How to manage brain gain and circulation?
➢ How to assist the returnees’ labour market integration effectively?
Example

• Turning Brain Drain into Brain Gain, Brain Circulation, and Brain Networking
• Institutional responses
PLUG THE NATIONAL BRAIN DRAIN and keep local talent.
Selected Sources


Thank you!

European Centre for Social Welfare Policy and Research
Berggasse 17, 1090 Vienna, Austria

www.euro.centre.org