



Employment & migration challenges in Eastern Europe

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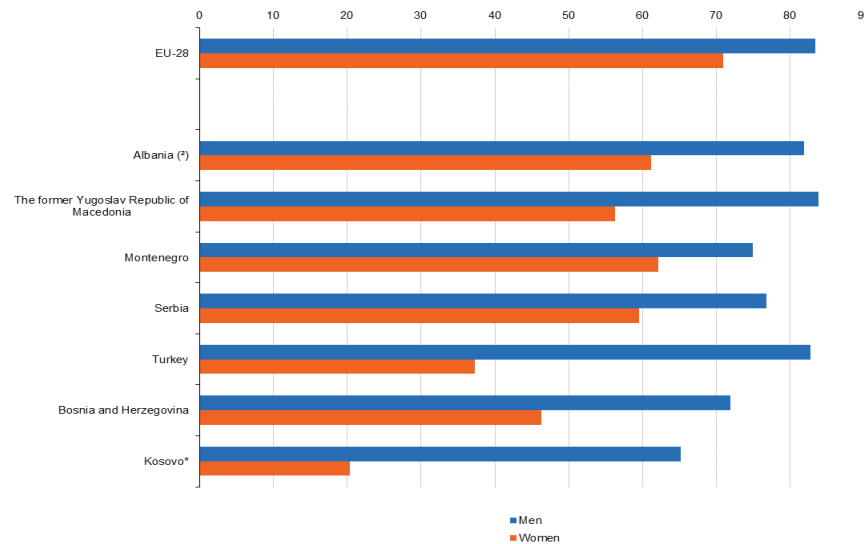


Main challenges faced

Working group session



Employment and Unemployment in Candidate Countries



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
EU-28	8.9	8.2	7.1	7.0	8.9	9.5	9.6	10.4	10.8	10.2	9.4
Montenegro	30.3	29.6	19.3	16.8	19.1	19.7	19.7	19.7	19.5	18.0	17.5
The former Yugoslav Republic of Macedonia	37.3	36.1	34.9	33.8	32.2	32.0	31.4	31.0	29.0	28.0	26.1
Albania (*)	14.1	13.8	13.5	13.0	13.8	14.0	14.0	13.4	15.9	17.5	17.1
Serbia (*)	20.8	20.9	18.1	13.6	16.1	19.2	22.9	23.9	22.1	19.2	17.6
Turkey (*)	9.3	8.8	8.9	9.8	12.7	10.8	8.8	8.2	8.8	9.9	10.3
Bosnia and Herzegovina (*)	43.9	31.2	29.1	23.5	24.1	27.3	27.6	28.2	27.6	27.6	27.9
Kosovo*	41.4	44.9	43.6	47.5	45.4	:	:	30.9	30.0	35.3	32.9

(*) This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

(-) not available

(*) 2007: break in series (prior to this date the source was administrative data).

(*) 2014: break in series.

(*) Based on 4 weeks criterion and using only active jobs search methods.

(*) 2006: break in series (prior to this date not based on ILO methodology).

Source: Eurostat (online data codes: ifsa_urban and cpc_pslm)

(*) This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

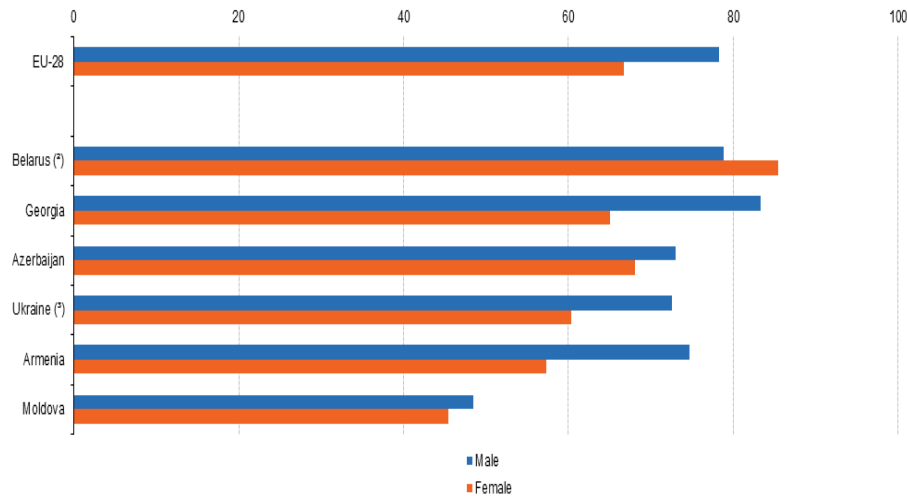
(*) Ranked on the total activity rate (male and female).

(*) Estimates.

Source: Eurostat (online data codes: ifsi_emp_a and cpc_pslm)



Employment and Unemployment in Countries of the Eastern Partnership



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
EU-28	8.9	8.2	7.1	7.0	8.9	9.5	9.6	10.4	10.8	10.2	9.4
Armenia (*)	31.8	28.1	30.0	17.2	19.6	19.8	16.6	17.9	16.9	17.6	18.5
Azerbaijan	7.3	6.6	6.3	5.9	5.7	5.6	5.4	5.2	5.0	4.9	5.0
Belarus (*)	1.7	1.4	1.1	0.9	0.9	0.8	0.7	0.6	0.5	0.5	0.9
Georgia	13.8	13.6	13.3	16.5	16.9	16.3	15.1	15.0	14.6	12.4	12.0
Moldova	7.3	7.4	5.1	4.0	6.4	7.4	6.7	5.6	5.1	3.9	4.9
Ukraine (*)	7.2	6.8	6.4	6.4	8.8	8.1	7.9	7.5	7.2	9.3	9.1

(*) 2007: persons aged 16–75. 2008–13: persons aged 15–75.

(*) Based on registered unemployment.

(*) Persons aged 15–70. 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.

(*) Ranked on the total activity rate (for men and women combined).

(*) Men: aged 16–59. Women: aged 16–54.

(*) Excluding the territories which are not under effective control of Ukrainian government and the illegally annexed Autonomous Republic of Crimea and the City of Sevastopol.



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

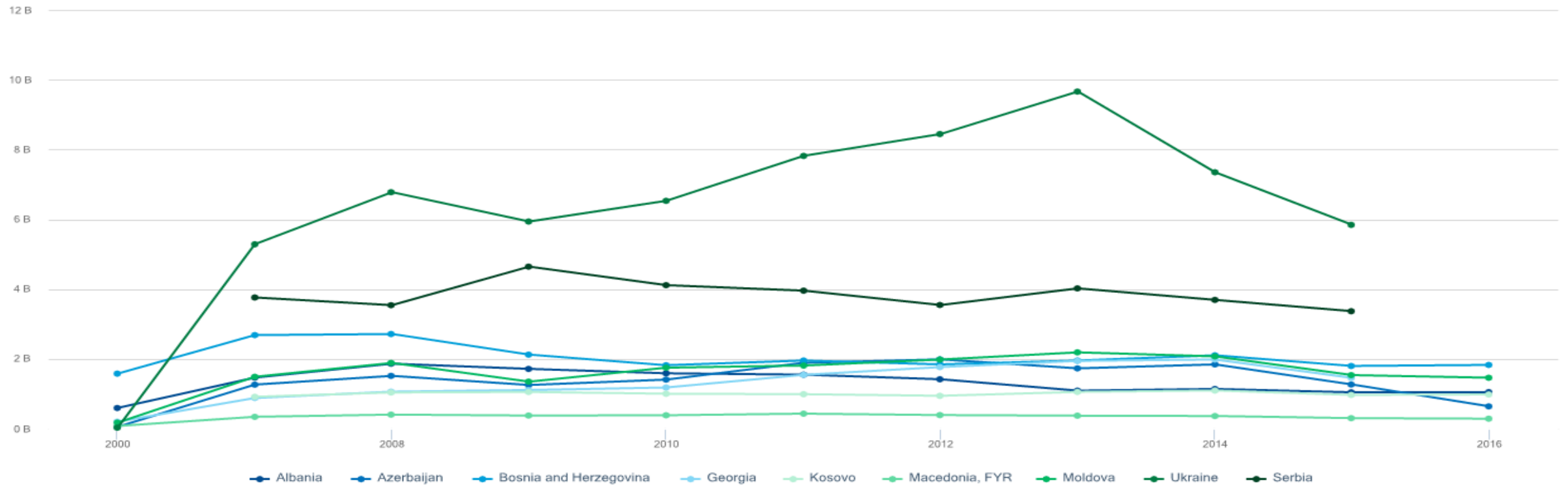
- Economic Remittances
- Social Remittances
- Individual vs. Collective Remittances



	2000	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Albania	597,800,000.0	1,468,020,000.0	1,866,609,415.2	1,717,244,405.7	1,590,683,838.1	1,552,424,961.0	1,420,029,192.7	1,093,922,786.7	1,141,665,181.7	1,046,987,607.2	1,051,217,952.0
Azerbaijan	57,132,000.0	1,267,735,000.0	1,518,327,000.0	1,254,645,000.0	1,410,296,000.0	1,893,080,000.0	1,990,180,000.0	1,733,168,000.0	1,846,424,000.0	1,269,964,000.0	643,148,000.0
Bosnia and Herzegovina	1,580,952,510.8	2,686,415,541.1	2,717,663,874.2	2,127,033,059.5	1,822,304,847.0	1,958,230,199.6	1,845,715,376.7	1,957,987,470.2	2,107,139,724.6	1,801,111,957.9	1,831,361,945.0
Georgia	205,929,892.4	883,065,426.0	1,065,021,296.0	1,111,619,713.2	1,183,935,749.7	1,547,274,439.9	1,770,115,175.3	1,945,284,852.3	1,986,474,923.6	1,458,741,311.2	..
Kosovo	..	918,677,312.6	1,042,304,235.8	1,055,270,314.2	1,006,900,253.5	992,723,225.1	945,960,950.2	1,058,437,455.9	1,098,612,377.5	971,064,937.2	985,598,225.5
Macedonia, FYR	80,920,990.0	345,010,224.0	406,625,951.0	381,153,563.0	387,931,157.0	434,124,447.0	394,153,574.0	376,068,216.9	366,518,601.0	306,656,775.0	291,115,109.0
Moldova	177,580,000.0	1,491,260,000.0	1,888,020,000.0	1,352,350,000.0	1,752,830,000.0	1,813,110,000.0	1,986,440,000.0	2,191,540,000.0	2,075,920,000.0	1,540,120,000.0	1,464,930,000.0
Ukraine	33,000,000.0	5,290,000,000.0	6,782,000,000.0	5,941,000,000.0	6,535,000,000.0	7,822,000,000.0	8,449,000,000.0	9,667,000,000.0	7,354,000,000.0	5,845,000,000.0	..
Serbia	..	3,764,731,402.4	3,544,491,742.9	4,648,133,641.2	4,117,631,300.1	3,960,170,943.7	3,548,636,716.5	4,025,182,959.3	3,695,920,470.4	3,370,664,814.7	..

Created from: World Development Indicators
Series : Personal remittances, received (current US\$)





Series : Personal remittances, received (current US\$)

Source: World Development Indicators

Created on: 07/07/2017



	1990	2000	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Albania	..	16.5	13.7	14.5	14.3	13.3	12.0	11.5	8.6	8.6	9.2	8.8
Azerbaijan	..	1.1	3.8	3.1	2.8	2.7	2.9	2.9	2.3	2.5	2.4	1.7
Bosnia and Herzegovina	..	28.7	17.0	14.2	12.1	10.6	10.5	10.7	10.8	11.4	11.1	11.1
Georgia	..	6.7	8.7	8.3	10.3	10.2	10.7	11.2	12.1	12.0	10.4	..
Kosovo	19.0	18.3	18.7	17.3	14.9	14.6	15.0	14.9	15.1	14.8
Macedonia, FYR	..	2.1	4.1	4.1	4.1	4.1	4.1	4.0	3.5	3.2	3.1	2.7
Moldova	..	13.8	33.9	31.2	24.9	30.2	25.8	27.3	27.4	26.0	23.6	21.7
Ukraine	..	0.1	3.7	3.8	5.1	4.8	4.8	4.8	5.3	5.5	6.4	..
Serbia	9.3	7.2	10.9	10.4	8.5	8.7	8.8	8.4	9.1	..

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

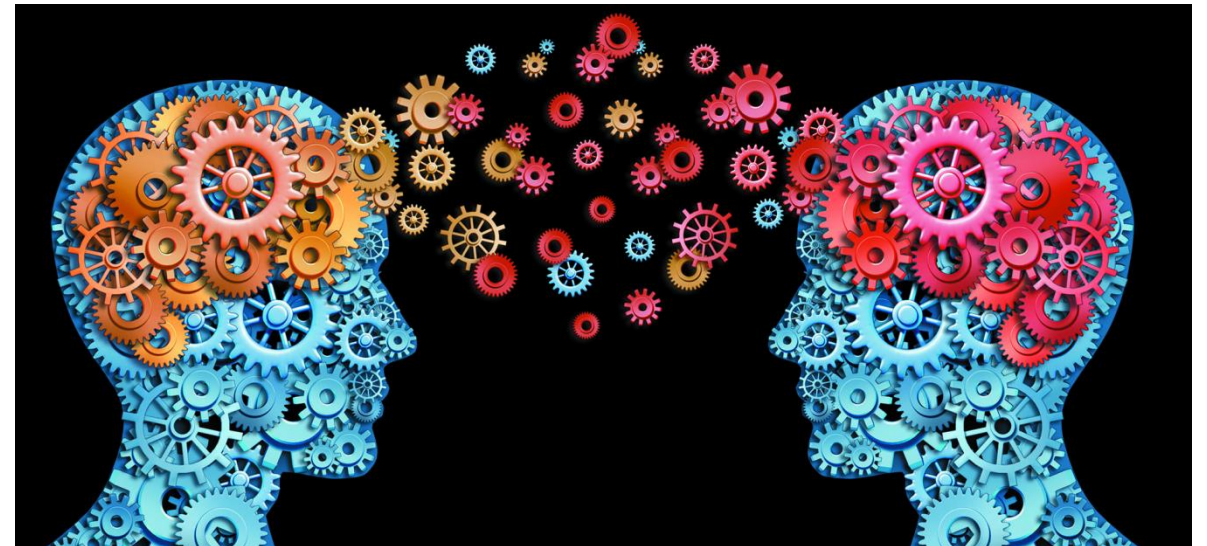
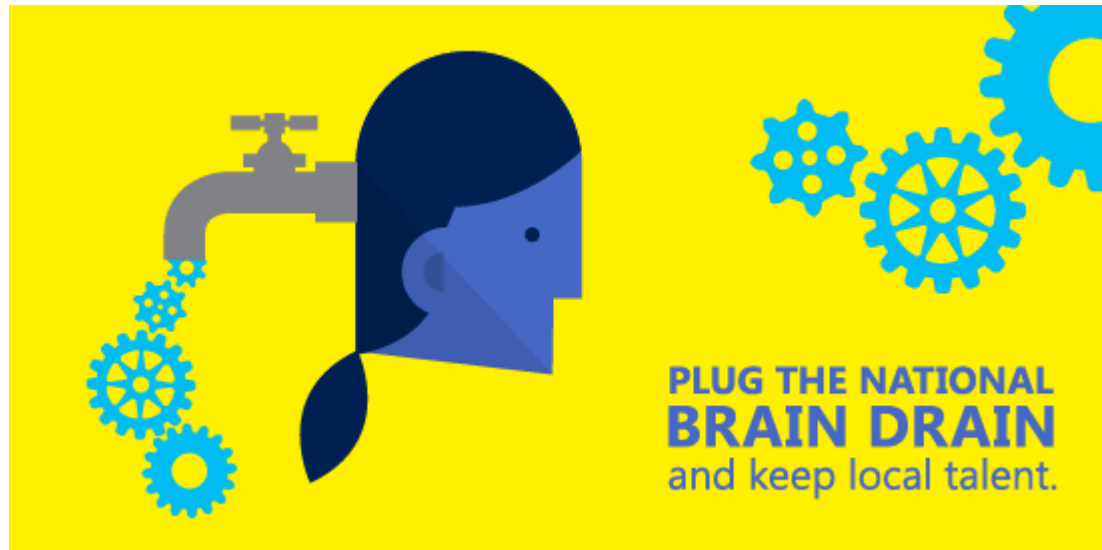
- How to prevent or manage large scale migration to minimize social impact?
- How to tap into and channel these resources purposefully?
- How to prevent skills shortages/brain drain? How to manage brain gain and circulation?
- How to assist the returnees' labour market integration effectively?



Example

- Turning Brain Drain into Brain Gain, Brain Circulation, and Brain Networking
- Institutional responses





Selected Sources

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Thank you !

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