



Workers crossing borders: a Road-Map for Managing Labour Migration

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Outline of presentation

- The Challenge
- Management of low-skilled migration and irregular migration
- Management of high-skilled migration
- Integration of immigrants

The challenge...

How can migration meet labour market needs, at all skill levels, which are not being met in the domestic labour market , while :

- Minimising the impact** on resident workers
- Keeping **irregular migration** at low levels
- Making the best use of immigrant **skills**
- Avoiding downstream **integration** problems
- Ensuring benefits for / avoiding harm to **origin countries**.

Future migration, with some exceptions, will be largely from outside the OECD.

High-Level delegates, including Ministers from a number of OECD countries, discussed:

- How do migration policies respond to both high and lesser skilled labour needs?
- How can migration policies redirect irregular migration into legal channels?
- How should integration policies be designed to make the most of immigrants' skills and to ensure a better integration of immigrants and their children?

Managing low-skilled migration and irregular migration: the context

- ❑ Legitimate labour needs for lower skilled workers.
- ❑ The refusal to recognise this creates a climate in which irregular migration can develop.
- ❑ Many irregular migrants enter legally.
- ❑ Current enforcement focuses on immigrants, less on employers.
- ❑ Worker/job matching across borders is not obvious for low-skilled workers.
- ❑ Small enterprises cannot afford long waiting periods.
- ❑ Lower skilled migration brings benefits to immigrants and origin countries.

Managing low-skilled migration and irregular migration: OECD proposals

- ❑ Develop means to identify labour market needs that can be legitimately met through migration.
 - ❑ Shortage lists vs. employment tests
- ❑ Establish formal cross-border recruitment channels.
 - ❑ Job-search visas vs. recruitment abroad
- ❑ Issue sufficient permits and process them quickly.
- ❑ Provide efficient ways to verify residence status.
- ❑ Implement effective border control and workplace enforcement procedures.

Managing highly skilled migration: the context

- ❑ There are perceived needs in *all* OECD countries.
- ❑ Immigrants arriving without prior jobs do not have labour market outcomes as favourable as in the past.
 - ❑ Foreign work experience is not recognised
 - ❑ Foreign qualifications are partially discounted
- ❑ The empirical evidence suggests problems of :
 - ❑ Language deficiencies
 - ❑ Non-equivalence of qualifications and experience
 - ❑ Inadequate means for assessing experience / qualifications
 - ❑ Discrimination, both real and statistical
- ❑ Some countries have no language basins outside of their own borders .

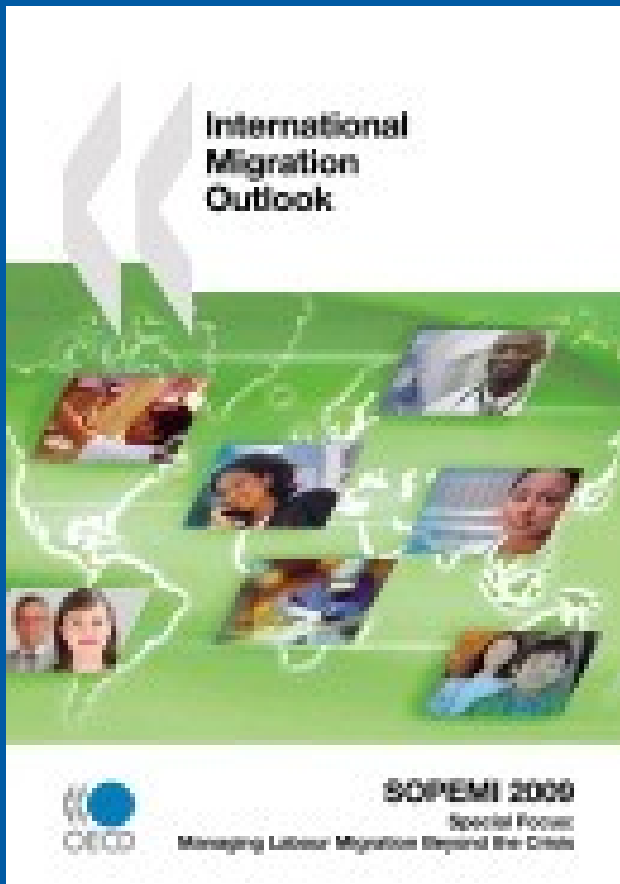
Managing highly skilled migration: OECD proposals

- ❑ Favour employer-driven migration, i.e. potential immigrants with job offers..
- ❑ Assess language proficiency and formal qualifications, where possible, prior to entry.
- ❑ Favour recruitment of younger immigrants.
- ❑ Increase foreign student enrolment and recruit from international student graduates, as a way of reducing recruitment of experienced professionals from origin countries.
- ❑ Facilitate temporary migration and return through more flexible permit and social contributions systems.
- ❑ Publicise opportunities and advantages.

Managing integration: the context

- ❑ Low-educated persons, whether native-born or immigrants, have less favourable outcomes than higher educated persons; this is also true for their children.
- ❑ Low-education among immigrant parents affects children's outcomes, but not as much as social and geographic isolation.
- ❑ Low-educated workers appear to suffer from a slight loss of employability with age.
- ❑ Higher educated immigrants have larger gaps in outcomes relative to highly educated native-born than low-educated immigrants, as is also the case for their children.
- ❑ There is evidence of discrimination, both real and statistical.

- ❑ Impose a minimum **educational level** for labour migrants (as part of a broader selection strategy)
- ❑ Intervene early with **children** of immigrants to
 - ❑ Encourage early family reunification
 - ❑ Enhance participation in pre-school education
 - ❑ Increase contact with native-born children
 - ❑ Improve language proficiency.
- ❑ Foster **contacts** between immigrants and employers.
- ❑ Fund **language training** for all immigrants.
- ❑ Implement more comprehensive **certification** procedures for foreign qualifications and experience as well as timely bridging courses.
- ❑ Combat **discrimination**, soft and hard.
- ❑ **Monitor** integration outcomes.



www.oecd.org/els/migration/imo
(English)

www.oecd.org/els/migrations/pmi
(Français)