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ENGLISH only

Managing circular and return migration in countries of origin, transit and destination

G. Hultin

Caden Corporation S.A.

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Skill shortages in receiving countries

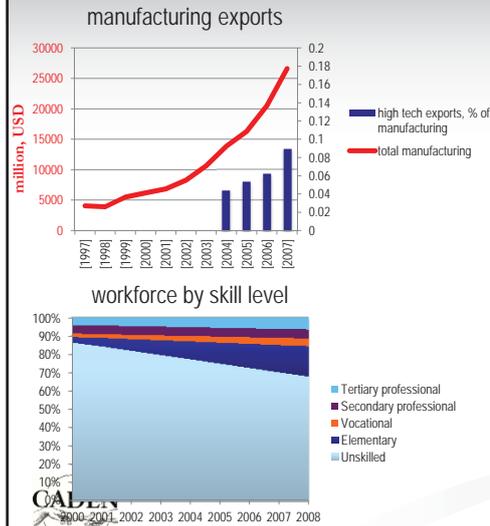Percent Employers having difficulties filling jobs

Top 5 difficult to fill jobs

- Skilled trade workers
- Sales representatives
- Engineers
- Drivers

ManpowerGroup Talent Shortage Survey 2015

The skill challenge in sending countries
(case of Vietnam)

manufacturing exports

- high tech exports, % of manufacturing
- total manufacturing

(y-axis left: million, USD — 0 to 30000; y-axis right: 0 to 0.2; x-axis years [1997]–[2007])

workforce by skill level

- Tertiary professional
- Secondary professional
- Vocational
- Elementary
- Unskilled

(x-axis years 2000–2008; y-axis 0%–100%)

- Rapid development and economic growth
  - 20% annual growth manufactured goods export
- Growing and changing labour demand
  - High tech exports annually increasing its share of total manufacturing by 50%
- A large labour force…but wrongly skilled
  - Number of unskilled workers have been reduced…
  - …but only elementary skills have increased
  - Need education and training system reform …
  - …and international expertise and experince

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Problem of a disjointed labour migration process

Local Recruiter → Transport Partner → Host-Country Placement → Ultimate Employer

- Makes Promises
- Collects Fees
- Brokers Connections
- No Shared Accountab.
- May Change Promised Terms
- Social/Legal Isolation

- Different intermediaries, at different stages of the recruitment process, have separate interests and no shared accountability to workers.
- Difficulty to match recruitment with job requirements
- Lack transparent view of ultimate employment terms
- Little or no remedies in case of grievances

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Labour migration connecting recruitment and employment

Pre-migration
Selecting and preparing candidates

Over-seas assignment
Protecting workers' rights, developing skills, employability

Post-migration
Home country repatriation, reintegration

Leading practices and tools for
- Job profiling and skill requirements
- candidate assessment
- job matching
- pre-employment training

Implementing guidelines and tools for
- clear grievance procedures, responsibilities, accountabilities
- enhancing employability through skill upgrading

Repatriation programs and tools for
- Skill and experience recognition
- Entrepreneurship assessment and training
- Job placement

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* Developed in cooperation between DoLAB and Caden Corporation S.A.

Circular and return migration requirements

- Political commitment by sending and receiving countries
  - to address problems of a fragmented labour migration process
  - to put in place return policies that recognise acquired skills and experience
  - to involve international networks of public employment services
  - to expand the use of private employment service providers
  - to introduce internationally recognised standards and principles

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