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

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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)

- 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 experience

Problem of a disjointed labour migration process

- 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
Labour migration connecting recruitment and employment

Pre-migration
Selecting and preparing candidates

Leading practices and tools for
• Job profiling and skill requirements
• Candidate assessment
• Job matching
• Pre-employment training

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

Implementing guidelines and tools for
• Clear grievance procedures, responsibilities, accountabilities
• Enhancing employability through skill upgrading

Post-migration
Home country repatriation, reintegration

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

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

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