



## **Slovak Republic EMN National Contact Point Summer Educational Seminar**

# **Labour Migration in the EU**

***- Findings of the EMN Study on Satisfying  
Labour Demand through Migration -***

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# Structure of the presentation

- EU Policy framework in relation to labour migration
- Overall national approaches
- Tools for identifying labour shortages in MS
- Tools for managing labour demand
- Methods for ensuring skills and job-matching
- Programmes / schemes for promoting labour migration
- Statistics
- Impact of the Economic Crisis



# Background to the Study

- Study launched 2010 and published 2011
- **Outputs:** National Reports, Synthesis Report, EMN Inform
- The **aims** of the Study were to:
  - Outline national strategies for addressing labour market needs with third-country national migrant workers;
  - Gain an understanding of the perceived effectiveness of national strategies;
  - Identify sectors experiencing labour shortages in EU MS;
  - Outline available statistics demonstrating the nature and extent of labour market shortages and the extent to which they are filled by third-country nationals; and
  - Examine the impact of the recent economic downturn and recovery on them.
- **Context:** European ageing workforce, labour shortages (qualitative (i.e. skills shortages) and quantitative (i.e. lack of workers)).



# EU approach to labour migration

- Europe 2020 (March 2010):
  - Aimed at enhancing the EU's growth potential;
  - Aimed to increase the employment rate for the working population (i.e. 20-64 year-olds) from 69% to at least 75%, in part through the greater involvement of women, older workers and the better integration of migrants in the work force;
  - Through the "agenda for new skills and jobs" – the Commission aimed to "promote a forward-looking and comprehensive labour migration policy."
- Global Approach to Migration and Mobility:
  - Sets out **four pillars** of action, including organising and facilitating legal migration and mobility
  - **Mobility Partnerships** – aimed at ensuring that migration and mobility are mutually beneficial for the EU and its partners, including opportunities for greater labour mobility



# Relevant EU instruments

- **Existing legislative instruments:** Blue Card Directive, Researchers Directive, Single permit Directive;
- **Proposed legislative instruments:** Seasonal Workers Directive, intra-corporate transfer Directive;
- **Funding instruments:** European Social Fund (PROGRESS), Integration Fund, European Refugee Fund;
- **Mobility partnerships and cooperation agreements;**
- **Other instruments and EU networks:** Eurocities, EURES, LINET, EEO, European Labour Force Survey, Eurostat .



# Member State approaches to labour migration

- MS vary considerably in **the extent to which they perceive migration as a means of addressing labour demand** – driven by various factors incl. political/public debate, the extent to which the MS has a history of labour migration, and other considerations.
- Most Member States have **incorporated migration into their overall vision and strategic thinking around employment** > this reflects the need to balance the drive for economic development and increased competitiveness, with the need to protect the interests of the domestic population (i.e. to ensure social inclusion, educational attainment and overall development of the domestic population).
- National policies to address shortages show preferences towards different categories of third-country nationals - overall, MS have a **greater focus on attracting highly skilled and skilled migrants**, even though several also require low skilled workers, albeit, in most cases, for a temporary period. Indeed policies aimed at addressing long-term and short-term needs often co-exist.
- Almost all MS **prioritise up-skilling national and EU citizens** & migrants already resident.



# Tools for identifying labour shortages and outputs

## Tools

- **Forecasting** – uses statistics from censuses, occupational matrices and employment registries.
- **Labour surveys** – survey specific industries to find out about upcoming/expected changes and the resulting occupation needs.
- **Consultation** with employers.

## Outputs

- **Quota setting** – set limits on the number of TCNs in specific sectors;
- **Occupation lists** – indicate sectors where labour / skills shortages exist;
- **Employer-needs analysis** - employers determine their needs and request hiring of TCNs.



# Methods for managing labour migration and meeting labour demand

- **Quota-setting** - limits the number of third-country nationals who may enter the country for the purpose of work on an annual - or otherwise regular - basis.
- **Labour market test** – ensures Union Preference, and that employment meets labour shortage needs, and that quotas or other conditions are respected.
- **Points-based system** – ensures only those TCNs who meet specific criteria are permitted to enter the MS for the purpose of work.
- **Residence permits / specific conditions for specific groups** – ensures that residence permissions are granted to those matching national employment / growth needs.



# Methods for ensuring skills and job-matching

- **Job-matching mechanisms** – ensures that third-country nationals have the correct skills for the post – sometimes incorporated into cooperation agreements with third countries, avoid 'brain waste'.
- **Skills assessment** – only some MS employ systematic skills assessment.
- **Recognition of qualifications** – vary considerably between Member States.



# Promoting and managing labour migration through cooperation with third countries

- Mobility partnerships
- Cooperation agreements concerning specific groups of migrants (seasonal workers, trainees, health-care workers, care workers, hospitality sector, etc.)
- Cooperation agreements based on socio-historical ties / agreements with neighbouring countries

*Find out more in the [EMN study on temporary and circular migration](#)*



# Statistical Trends: sectors with shortages

- **Occupations & professions** : engineering, social/healthcare, construction, Information Technology.
- Shortages both **Quantitative** & **Qualitative**.
- Sectors most commonly making use of **temporary migration**: construction, agriculture, transport;
- Sectors most commonly making use of **longer-term migration**: social/healthcare, research, specialist;
- **Irregular employment** highest in construction, agriculture.



# Statistical Trends: stock of third-country national workers in EU MS

Statistics = 2009:

- Proportion of TCN workers in selected occupations.
- Proportion of TCN workers by nationality > TCNs from India, China, Ukraine, USA
- Proportion of TCN workers in MS by skills level:
  - In 2009, SK had the largest proportion of **highly skilled** TCNs (54% or 2 338 of TCNs). UK (48% or 581 701) & IE (39% or 25 963);
  - Highest proportion of **skilled** TCNs = LT (80% or 1 232), DE, (56% or 1 054 000), IT & SE (both 55%, or 716 393 and 21 334 respectively)
  - Highest proportions of **low skilled** workers are found in Czech Republic and Spain (53% or 48 575 and 415 693 respectively), Luxembourg (39% or 4 057) and Italy (38% or 487 662).





# Impact of the Economic Crisis

- **9 out of 12 MS experiencing a decrease in the number of immigrants in 2009**, explicitly cited the **economic crisis** and the Member State's specific economic situation, as **an important reason for the decrease in immigration**.
- “Mixed picture” regarding emigration: there was a larger inflow than outflow of migrants in 2009; however, the **positive net migration decreased** 2007 to 2008 and 2008 to 2009.
- There is some evidence that the economic crisis may have influenced **increases in the numbers of apprehensions and returns**.

*For more information see the EMN Inform: Indications of the effect of the economic crisis from EU migration statistics in 2009*



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**Thank you for your attention!**

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