

# Increasing Trends of Labour Migration in Central & Eastern Europe

*Roles and Responsibilities of Countries of Origin, Countries of Destination and the Private Sector*

*Sixth EMN Educational Seminar on Migration*

*Bratislava, Slovakia*

*22-24 August 2018*

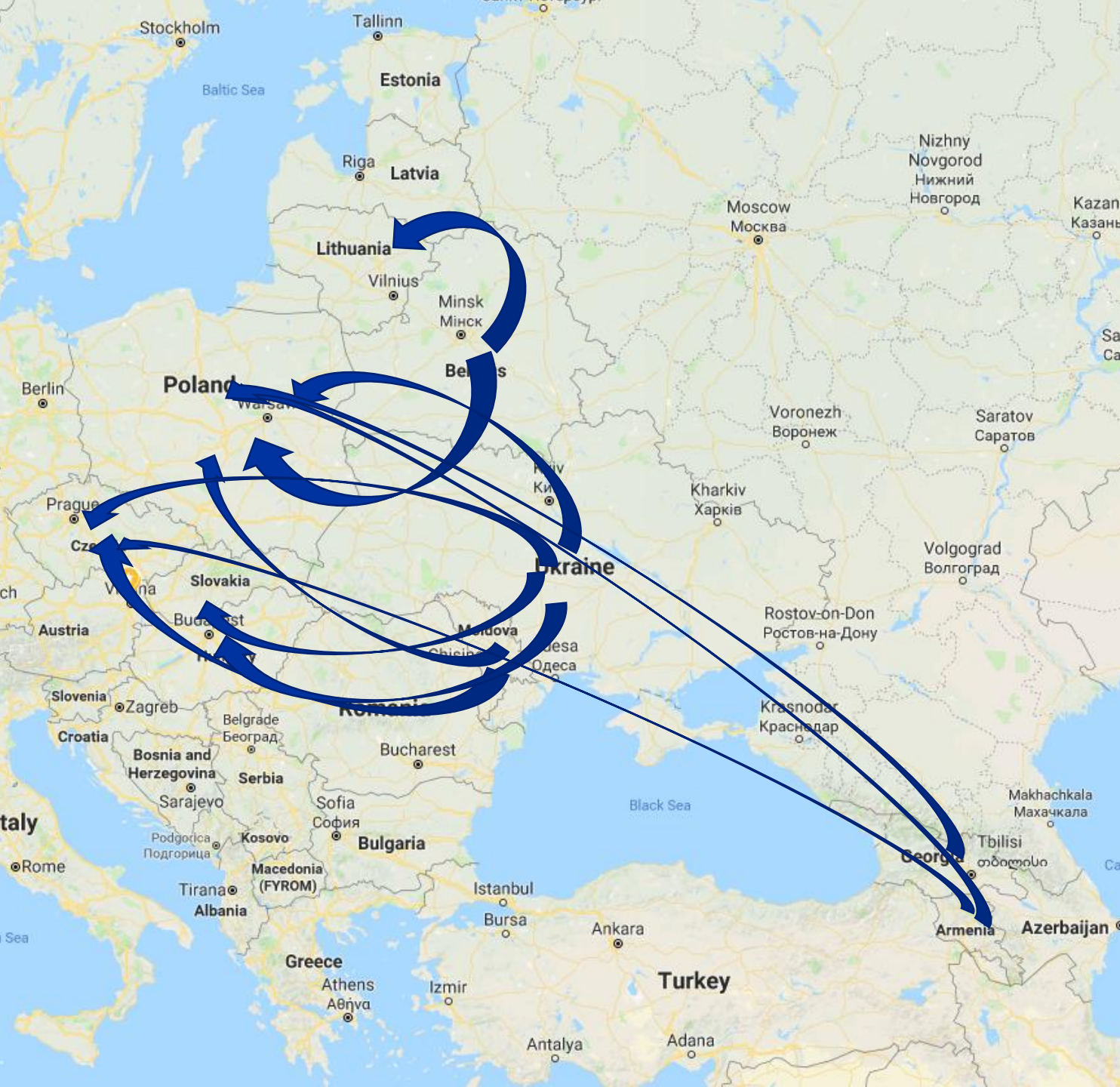


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- Labour Migration Trends & Drivers of Migration in the Region
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# Labour Migration Trends & Drivers of Migration in the Region





#### Belarus-Lithuania

- 2012: 465
- 2017: 2.537

#### Ukraine-Slovakia

- 2012: 399
- 2017: 2.157

#### Belarus-Poland

- 2012: 3.254
- 2017: 22.192

#### Armenia-Czech Republic

- 2011: 19
- 2016: 138

#### Moldova-Poland

- 2012: 4.311
- 2017: 7.590

#### Armenia-Poland

- 2012: 50
- 2017: 561

#### Moldova-Czech Republic

- 2011: 83
- 2016: 579

#### Georgia-Poland

- 2012: 462
- 2017: 1.294

#### Ukraine-Czech Republic

- 2011: 1.657
- 2016: 7.607

#### Ukraine-Hungary

- 2012: 499
- 2017: 7.196

#### Ukraine-Poland

- 2012: 85.151
- 2017: 545.266





## Belarus-Germany

- 2012: 203
- 2017: 203

Ukraine-UK

- 2012: 443
- 2016: 483

## Belarus-Italy

- 2012: 214
- 2017: 17

Armenia-Germany

- 2012: 106
- 2017: 152

Moldova-Italy

- 2012: 3.331
- 2017: 181

## Armenia-Spain

- 2012: 265
- 2017: 147

Moldova-Spain

- 2012: 202
- 2017: 108

## Georgia-Italy

- 2012: 1.308
- 2017: 8

## Ukraine-Italy

- 2012: 2.516
- 2017: 309

## Ukraine-Spain

- 2012: 1.379
- 2017: 1.046

## Ukraine-Germany

- 2012: 1.180
- 2017: 1.290

# Drivers of Migration

**Migrant Decision-Making has become increasingly complex and sophisticated, with a variety of drivers**

## Countries of Origin

- Largely Economic – Unemployment & Lower Wages
- Poor Educational Opportunities for Migrant & Family
- Corruption/Poor Governance
- Conflict & Political Instability



## Countries of Destination

- Job Opportunities & Higher Wages – Stagnation / Decline in Labour Supply
- Strong Education System
- Good Governance / Rule of Law
- Social & Political Stability

# Feasibility & Lack of Alternatives to Migration

## Feasibility

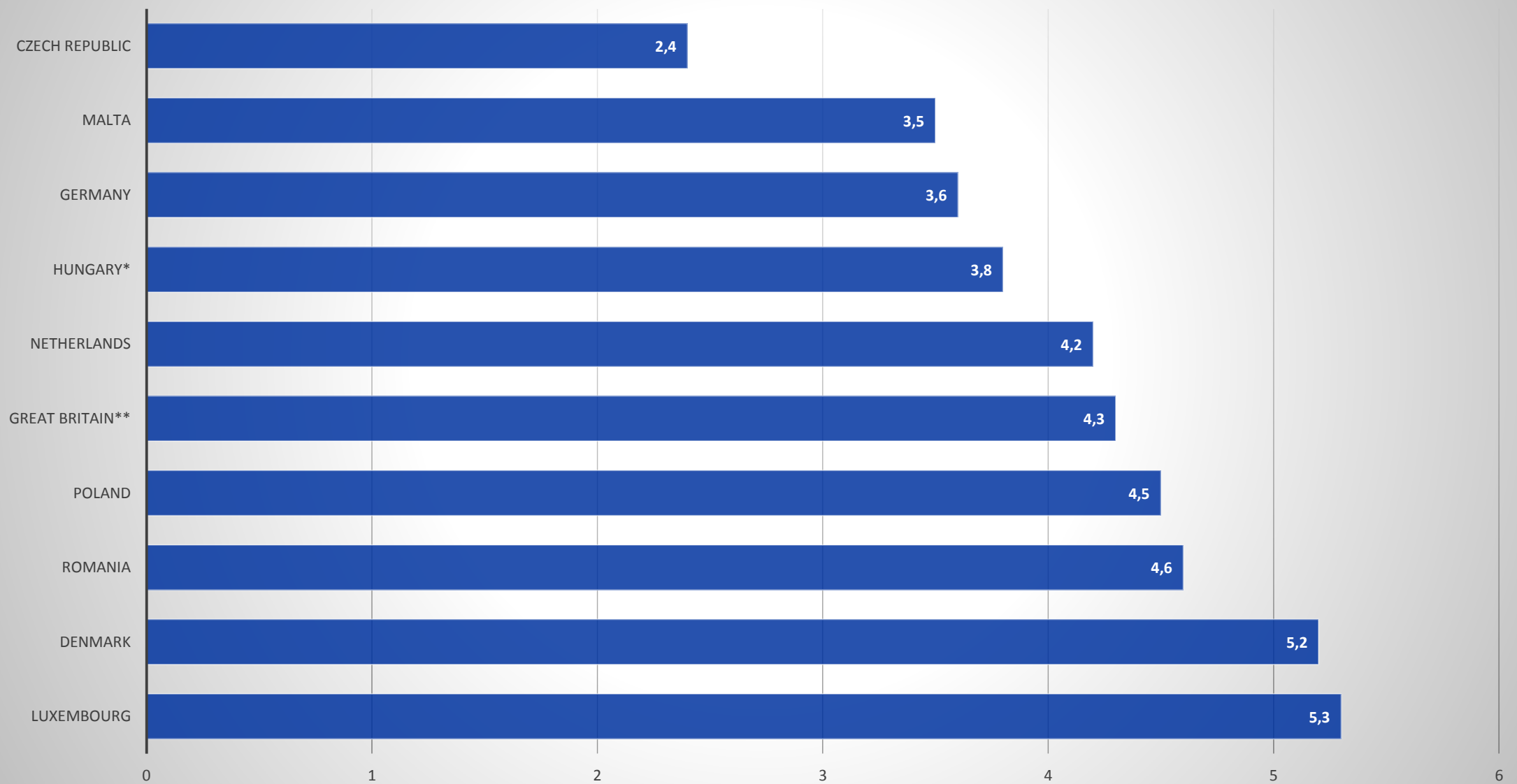
- Legal avenues to travel/migrate
- Language & Education Facilitate integration/employment
- Social Networks help integration & employment
- Reduction of Travel Costs

## Lack of Alternatives

- Poor information on internal labour markets limits domestic job matching
- Bureaucracy and obstacles to business start-up, limits entrepreneurship opportunities

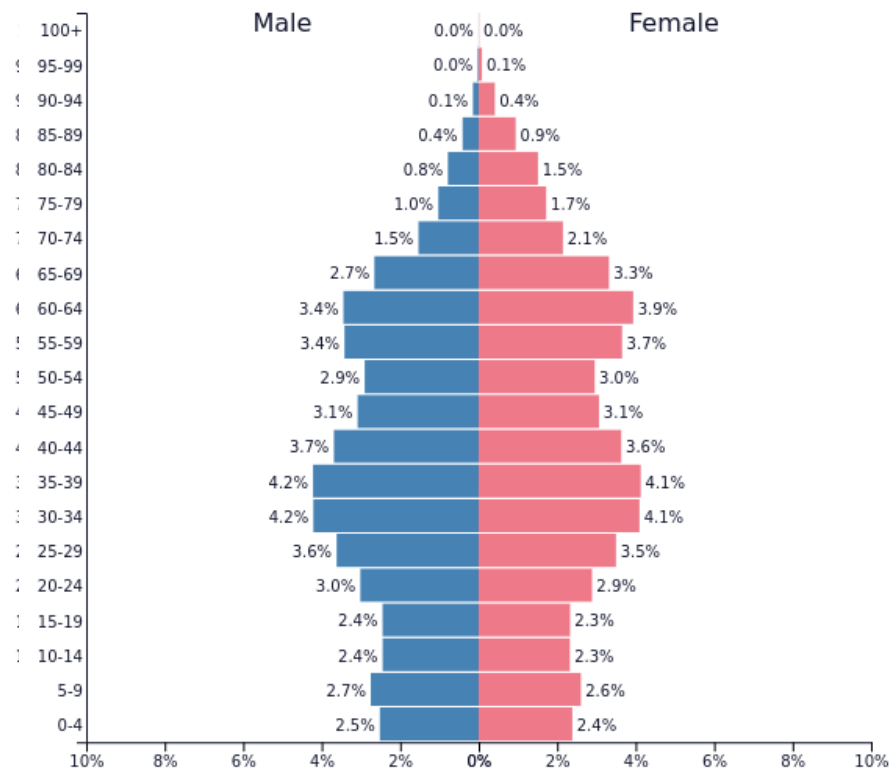


## Unemployment Rates -- January 2018



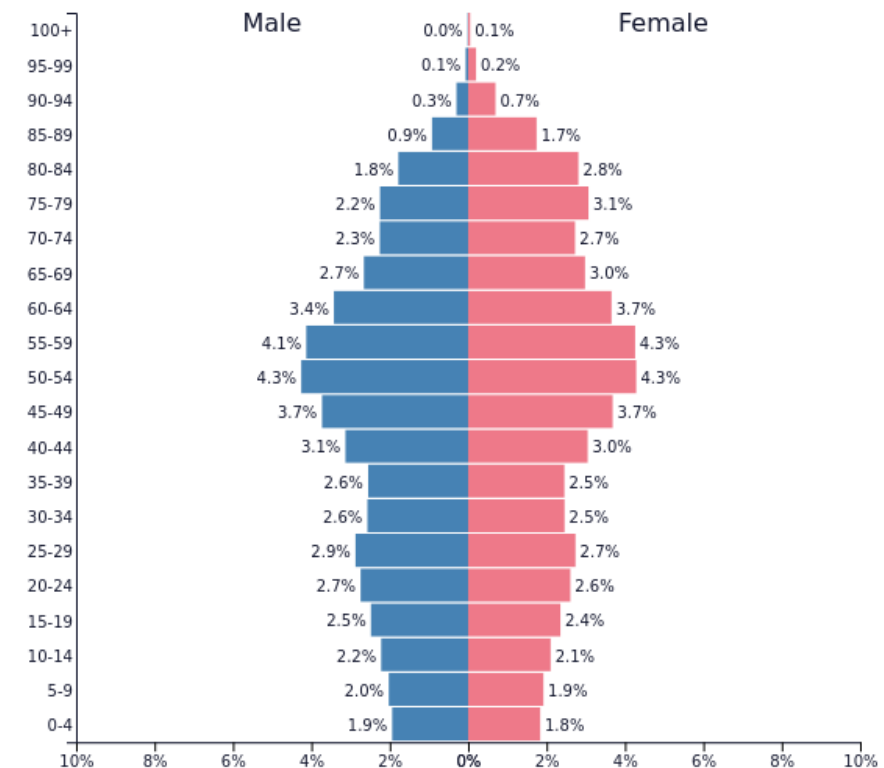


# Longer Term Demographic Changes



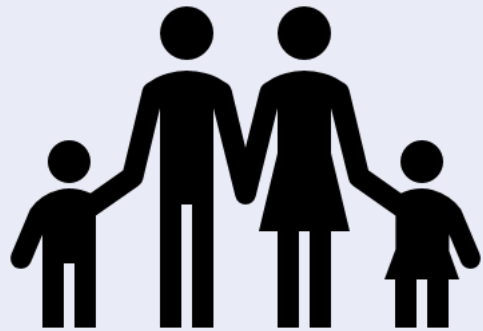
PopulationPyramid.net

**Poland - 2017**  
Population: **38,563,573**



PopulationPyramid.net

**Poland - 2037**  
Population: **35,901,340**



**Given current demographic & labour market trends, it is estimated that the EU will need 50 million immigrants by 2050 to address anticipated labour market shortages**





# Risks / Challenges Associated with New Trends

# Risks of Worker Exploitation

- Exploitation /Coersion in the Recruitment Process

- Charging of Excessive Recruitment Fees
- False Information about Working Conditions (Salaries, Occupation, Etc)
- Withholding of Documents

→ IOM study on Georgian labour migration to Poland found high levels of abuse by recruitment agencies including non-signing of contracts, excessive fees, monopolizing appointments at Polish consulate

- Exploitation / Coersion in Employment

- Salary Lower than Agreed or Lower than Minimum Wage
- Non-Payment of Over Time
- Unsafe Working Conditions or Unsanitary Housing
- Threats of Deportation

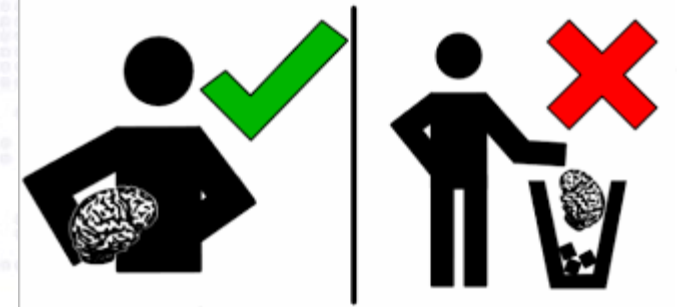
→ Recent study found 22% of Ukrainian workers in Poland experienced some form of exploitation



Cases of Abuse Tend to Begin At the Recruitment Stage – Persons who experience irregularities in their recruitment are for more likely to experience exploitation in employment

# Risks Related to Integration / Social Cohesion

- Labour Market Integration
  - Projecting Labour Demand & Matching Supply Through Migration
  - Challenges in Skills Recognition & Under-Employment
  - Issues with workplace integration
- Social Integration
  - Social / Geographical Segregation
  - Cultural Differences Causing Friction
  - Growth of xenophobia / negative perceptions of foreigners

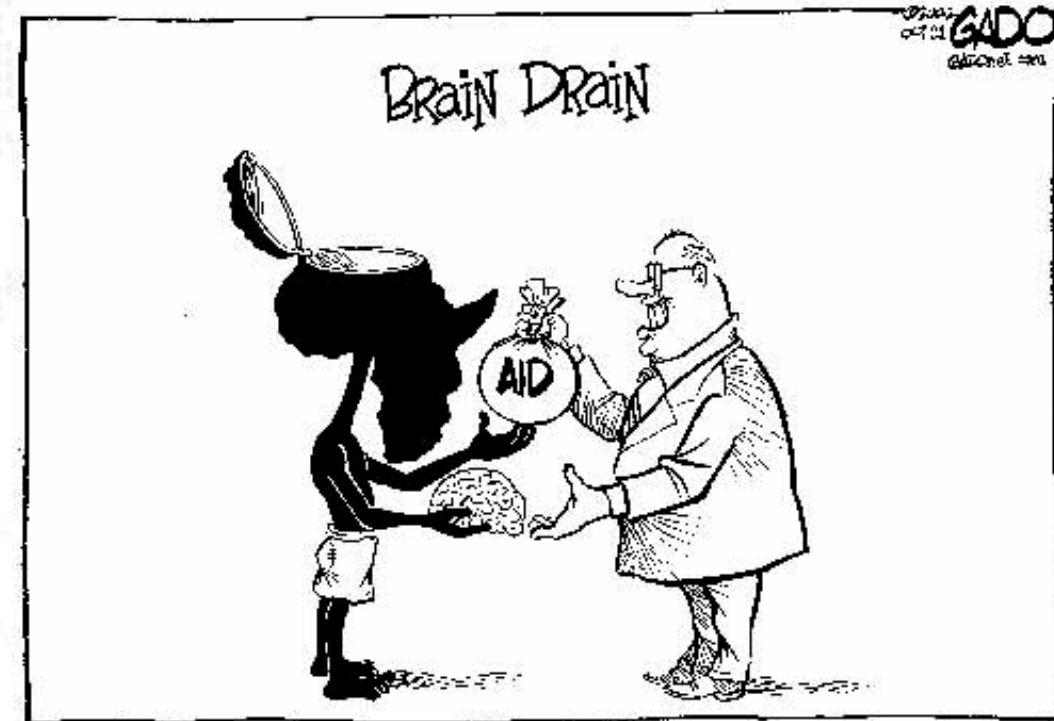






# Challenges in Country of Origin

- Issues in meeting own labour demand – Particularly for higher-skilled occupations
- Demographic shifts creating a higher dependency ratio
- Social issues related to family separation
- High levels of dependence on remittances
- Delays to needed reforms



# Addressing Challenges & Enhancing Benefits of Migration



# Collaboration between Countries of Origin & Destination

- Bilateral Labour Agreements (BLA) and Regional Consultative Processes support governments to address issues of mutual interest
- Bilateral & Multilateral Coordination Mechanisms address:
  - Challenges within the Recruitment Process
  - Issues relating to Skills Recognition & Training
  - Improving Communications Channels & Information Sharing
  - Issues relating to Migration Management / Return & Reintegration

# Collaboration between Countries of Origin & Destination



حوار أبوظبي بين الدول الآسيوية المرسلة و المستقبلة للعمالة  
Abu Dhabi Dialogue among the Asian Labor-Sending and Receiving Countries

Abu Dhabi Dialogue



Colombo Process



**Rabat Process**  
Euro-African Dialogue  
on Migration and Development

Rabat Process

# Bilateral Labour Agreements

## 24 Basic Elements of a Bilateral Labour Agreement

1. Competent government authority;
2. Exchange of information;
3. Migrants in an irregular situation;
4. Notification of job opportunities;
5. Drawing up a list of candidates;
6. Pre-selection of candidates;
7. Final selection of candidates;
8. Nomination of candidates by the employers (possibility for the employer to provide directly the name of a person to be hired);
9. Medical examination;
10. Entry documents;
11. Residence and work permits;
12. Transportation;
13. Employment contract;
14. Employment conditions;
15. Conflict resolution mechanism;
16. Role of trade unions and collective bargaining rights;
17. Social security;
18. Remittances;
19. Provision of housing;
20. Family reunification;
21. Activities of social and religious organizations;
22. Establishment of a joint commission (to monitor the agreement's implementation);
23. Validity and renewal of the agreement;
24. Applicable jurisdiction.

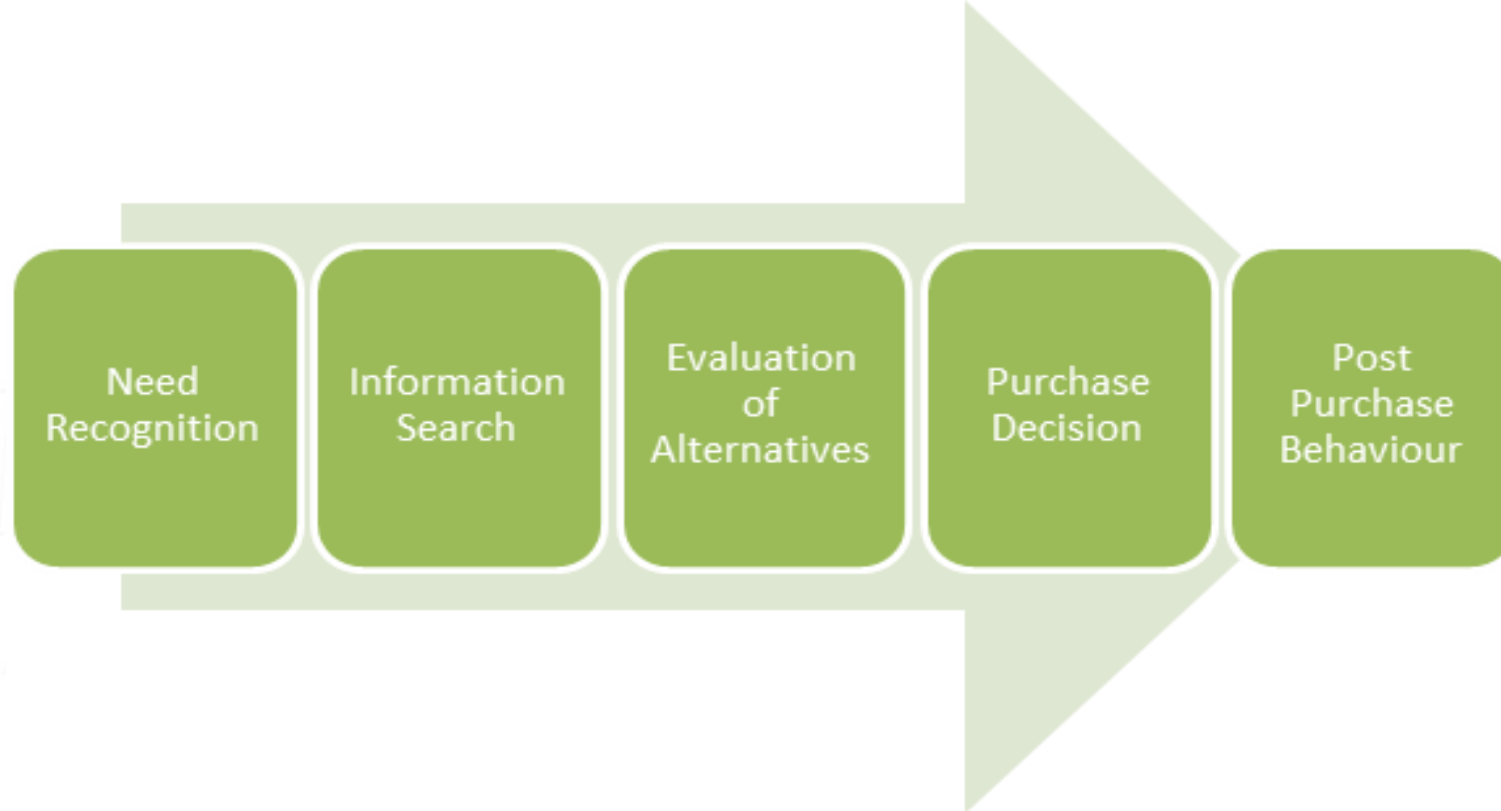


# Engagement of Private Sector

- Private Sector will be the main employers of migrant workers but, in this region:
  - Are often unaware of rules and processes for hiring foreign workers
  - May not be informed of migrant workers' rights and employers' responsibilities when hiring foreign workers
  - May not be aware of abuses within supply chains or in recruitment
- Need to raise awareness among employers on:
  - Procedures for legal employment of migrant workers
  - Risks of abuse in recruitment & need for due diligence
  - Role of employer in supporting social and workplace integration

# Improving Communications & Transparency

- Initiatives aimed at enhancing transparency need to consider how the target audience absorbs information and generates a decision



# Transparency & Access to Timely Information

- Examples of initiatives:
  - Information Campaigns in Media
  - Establishment of Migrant Resource Centres (including in Slovakia)
  - Information Sessions with Returned Migrants
  - ILO & ITUC Recruitment Advisor Website



# Promoting Immigration

- As more countries in the region face demographic shifts & labour shortages, competition to attract migrant workers will increase
- Beyond employment opportunities, governments will need to make sure they have policies & programmes in place to attract highly skilled and lower skilled migrants
- Need to consider: Opportunities for Permanent Residence, Upward Mobility, Education, Family Reunification, Country's Brand/Image

# Working with Local Governments

- Local Level is where issues of migration & integration are most palpable
- Local governments & stakeholders need capacity building to:
  - Deliver integration services to migrant communities
  - Deliver services in a migrant-friendly way
  - Develop programmes to address xenophobia & promote social cohesion
  - Understand how urban planning & design can impact integration & social cohesion in the community

# Conclusions



# Conclusions

- Due to Economic & Demographic changes, Labour Migration into Central & Eastern EU countries will continue to grow
- Growth of Labour Migration in the region brings both risks and opportunities for migrants, countries of origin and countries of destination
- Governments in the region must develop structures & cooperation to effectively manage current and anticipated labour migration flows in order to mitigate risks and maximize development benefits



# Thank You