



# Making labour migration work: Identifying skills shortages and attracting migrant workers as part of the solution

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Competing internationally for migrant workers

*Why Europe is losing the global competition for talent and what the EU can do about it*

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# Continental Europe is losing out the competition for global talent in relation to United States, UK, Canada or even the Gulf countries

## India

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
United States	1 262.7	+90.7
United Kingdom	366.5	+175.9
Canada	295.7	+136.9
Australia	177.7	+318.1
New Zealand	33.6	+373.6
<b>Total</b>	<b>2 238.1</b>	<b>+123.3</b>

## China

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
United States	668.5	+30.8
Canada	294.7	+127.2
Australia	162.6	+254.6
United Kingdom	135.4	+570.5
Japan	100.9	+60.4
<b>Total</b>	<b>1 530.6</b>	<b>+86.0</b>

## Philippines

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
United States	984.3	+49.2
Canada	304.3	+147.3
Australia	72.9	+101.5
United Kingdom	65.4	+264.5
Japan	29.3	+35.5
<b>Total</b>	<b>1 545.2</b>	<b>+73.8</b>

Source: OCDE (2015) *Connecting with Emmigrants: A Global Profile of Diaspora 2015*





## Morocco

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
France	182.4	+56.2
Spain	58.6	+117.2
Canada	34.1	+168.3
Israel	30.2	+24.4
United States	29.0	+74.4
<b>Total</b>	<b>424.9</b>	<b>+81.8</b>

## Egypt

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
United States	85.8	+27.3
Canada	35.4	+58.2
United Kingdom	17.1	+70.0
Australia	14.9	+48.1
Italy	14.2	+102.3
<b>Total</b>	<b>214.9</b>	<b>+42.5</b>

## Turkey

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
Germany	82.2	+92.7
United States	59.1	+53.4
United Kingdom	30.6	+197.9
France	19.4	+108.2
Netherlands	17.7	+117.3
<b>Total</b>	<b>266.9</b>	<b>+85.9</b>

## Tunisia

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
France	74.5	+38.3
Canada	7.9	+142.1
United States	7.0	+117.4
Italy	5.1	+100.2
Israel	4.8	-6.7
<b>Total</b>	<b>110.5</b>	<b>+51.0</b>

## Nigeria

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
United States	127.9	+61.9
United Kingdom	115.5	+174.3
Canada	18.4	+214.6
Ireland	7.5	+133.4
Italy	4.8	+127.6
<b>Total</b>	<b>294.6</b>	<b>+112.2</b>

## Brazil

	Highly educated emigrants (thousands)	Change since 2000/01 (%)
United States	118.7	+78.1
United Kingdom	27.6	+292.1
Spain	20.8	+180.5
Portugal	19.3	+120.8
Canada	16.5	+172.3
<b>Total</b>	<b>295.7</b>	<b>+105.2</b>





**Table 3.1. Distribution of educational attainment of the labour force by level and immigrant status (2010) and evolution 2000-10**

Percentages

	Immigrants						Change in share 2000-10					
	Distribution 2010			Compared to native-born			Immigrants			Native-born		
	Low	Medium	High	Low	Medium	High	Low	Medium	High	Low	Medium	High
Australia	13	39	49	-7	-11	18	-8	-4	12	-8	3	5
Austria	28	53	20	13	-14	1	-9	5	4	-4	0	4
Belgium	32	32	36	12	-8	-4	-7	1	5	-11	3	7
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-
Cyprus <sup>1,2</sup>	29	38	33	9	-2	-7	2	3	-5	-13	0	13
Czech Republic	12	64	24	6	-13	7	-	-	-	-	-	-
Denmark	26	38	36	0	-4	4	4	-12	8	4	-11	7
Estonia	3	55	41	-7	0	7	-6	2	3	-2	-5	7
Finland	25	49	27	10	2	-11	-8	5	3	-9	3	6
France	40	32	28	19	-14	-4	-7	2	5	-8	0	8
Germany	32	46	21	21	-15	-6	-5	3	2	-3	1	2
Greece	49	38	13	19	-3	-16	11	-3	-8	-11	1	10
Hungary	14	52	34	0	-12	12	5	-7	2	-5	-2	7
Ireland	13	38	49	-9	-1	10	-11	3	8	-13	-3	16
Israel	13	34	53	1	-10	9	-5	2	3	-4	-5	9
Italy	42	45	12	7	-2	-5	-7	6	0	-10	4	6
Latvia	7	65	28	-5	4	1	-	-	-	-	-	-
Lithuania	-	64	34	-	5	-1	-	22	-13	-5	12	-7
Luxembourg	23	31	46	6	-21	15	-22	1	22	-8	-4	12
Malta	46	26	28	-15	5	10	-26	6	20	-12	2	10
Netherlands	33	37	30	7	-6	-2	-8	1	7	-4	-3	7
Norway	24	36	40	4	-8	4	10	-14	4	6	-11	4
Poland	-	50	46	-	-16	20	-	-	-	-	-	-
Portugal	48	32	20	-18	14	4	-11	7	4	-13	6	7
Romania	-	-	-	-	-	-	-	-	-	-	-	-
Slovak Republic	-	58	30	-	-18	12	-	-	-	-	-	-
Slovenia	27	59	14	15	-2	13	-1	1	-1	-7	-3	10
Spain	43	34	23	0	12	-12	-2	9	-7	-11	3	9
Sweden	26	37	37	10	-15	5	1	-9	7	-4	2	2
Switzerland	27	39	34	14	-16	1	-	-	-	-	-	-
Turkey	51	23	26	-12	2	10	-	-	-	-	-	-
United Kingdom	14	47	39	-5	2	3	-12	17	-5	-11	3	8
United States	27	38	34	19	-14	1	-5	3	3	-5	-1	5
<b>Eurozone average</b>	<b>31</b>	<b>41</b>	<b>28</b>	<b>6</b>	<b>-4</b>	<b>-1</b>	<b>-7</b>	<b>3</b>	<b>4</b>	<b>-9</b>	<b>0</b>	<b>8</b>
<b>EU-27 average</b>	<b>25</b>	<b>44</b>	<b>31</b>	<b>3</b>	<b>-5</b>	<b>3</b>	<b>-6</b>	<b>3</b>	<b>3</b>	<b>-8</b>	<b>0</b>	<b>7</b>
<b>OECD average</b>	<b>25</b>	<b>42</b>	<b>32</b>	<b>4</b>	<b>-6</b>	<b>2</b>	<b>-5</b>	<b>2</b>	<b>3</b>	<b>-7</b>	<b>0</b>	<b>7</b>



# MAIN CAUSES

- **Lower wage skills premium** (wage dispersion)
- **National language** (English vs. other languages)
- **Attraction of international students**
- **Fragmentation of European labour market and**
- **Failure of the EU to ensure free movement for third country nationals**





# What is the EU doing? EU Blue Card

## The Blue Card....

- .... is not a labour migration tool
- .... is not really an EU-wide tool
- .... is expensive (for employers and workers)
- .... does not grant many additional rights to the highly-skilled migrants
- So it is very little used and only apt for multinational companies (not SME)





# What could the EU do?

**Labour migration competences are with Member States, but...**

- **.... EU-wide free movement of for TCN migrants**
- **.... Recognition of qualifications for TCN**
- **.... “Expression-of-interest” vs. job search visa**
- **Who bears the cost of international recruitment? SME vs. big companies**