

**Assessing labour market and employers needs with  
a view toward job matching, and addressing the  
discrepancies between needs/policies and  
programmes for highly skilled and low-skilled  
migrants**

**B+C**

Sophie Nonnenmacher, Migration Policy and Research Department, IOM



## Presentation focus

### Assessing labour markets and employers needs

- Why is it difficult to assess demand for foreign labour?
- Tools used by countries of destination for the assessment and designation of levels of need
- Tools used by countries of origin
- How to improve the assessment of foreign labour demand and job matching

### Addressing the discrepancies between Needs/Policies and Programmes

- A private sector perspective
- Discrepancies related to highly skilled migration
  - Brain drain, brain waste, brain circulation
  - Feminisation of migration
- Discrepancies related to low skilled migration
  - Protection of foreign and local workers
  - Ensuring return

### Conclusion



## Why is it difficult to assess the needs for foreign labour?

- Difficult to predict long term demand for workers and possible labour shortages
- Difficult to assess the proportion of labour demand to be filled by foreign labour
- Need for information on long term evolution of demand but also on immediate shortages



## Tools used by countries of destination for the assessment and designation of levels of need

- Quotas
- Labour market tests
- Occupational shortages lists
- Employers' fees



## Tools used by countries of origin for the assessment of the labour market and of external demand

- **Research and planning**
  - Assessment of supply
  - Regional desk officer systems
  - Industry-based approach
- **Fact finding missions**
  - High level/technical level
- **Client Referral Advisory System**
- **Role of labour attachés / embassies / honorary consuls**



## How to improve the assessment of the labour market and the matching of needs

- **Internal policy coherence in CO/CD: Ministry of Employment, Education, Migration, etc.**
- **International cooperation**
  - At government level
  - Between employment agencies and recruitment agencies
    - Database of job offers/labour supply
    - Migration Resource Center in Countries of Origin
    - Joint assessment of labour demand and supply
- **Greater involvement of the private sector**



## Addressing the discrepancies: a private sector perspective

- **Limitation of numbers: quotas, economic needs tests**
- **Quality of the foreign workforce**
- **Issues related to the integration of migrants in the enterprise and acceptance of migrants by local workers**
- **Issues related to the immigration process**
  - Lack of transparency in regulations and procedures (CD+CO)
  - Costs of procedures versus duration of permits
  - Lengthy and cumbersome procedures
  - Too much responsibility on employer for checking the migrant's legal status



**The Labour Migration Policy Index**

## Discrepancies related to highly skilled migration

- **Brain drain, brain waste, brain circulation**
- **Feminisation of migration**



## **Discrepancies related to low-skilled migration**

- **Protection of foreign and local workers**
- **Ensuring return**



## **Conclusions**

- **Need for greater cooperation between countries of origin and destination at all stages of the migration process**
- **Can take various forms: bilateral, regional, global**

