



Understanding the dynamics between migration and human capital: comparative results of the ETF surveys in Armenia, Georgia and Morocco

UNFPA/ OECD Conference on Mobilising Migrants Skills for Development in the Arab Region

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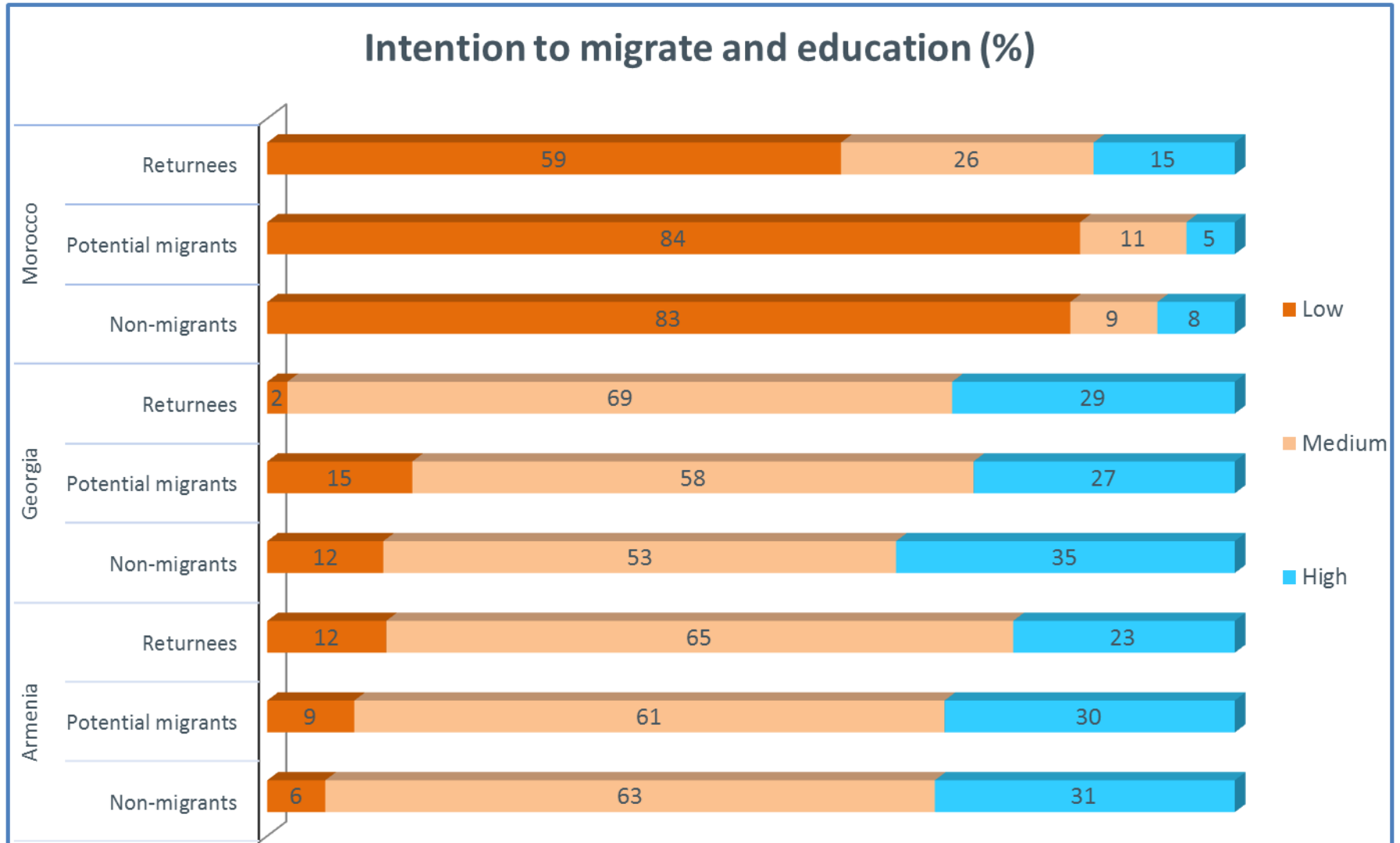
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Interaction between migration and human capital

ETF migration surveys in Armenia, Georgia and Morocco (2011-2012) with 12 000 respondents ('potential migrants', 'non-migrants' and 'returnees')

- intention to migrate and education/ training as a reason for migration
- **relationship between education level and intention to migrate**
- relationship between work status and intention to migrate
- relationship between education level and destination
- returnees' work experience abroad and use of skills
- **study/ training received abroad** and recognition of qualifications
- use of remittances and savings for education
- **work experience and use of skills after return**
- migration and return outcomes by education levels

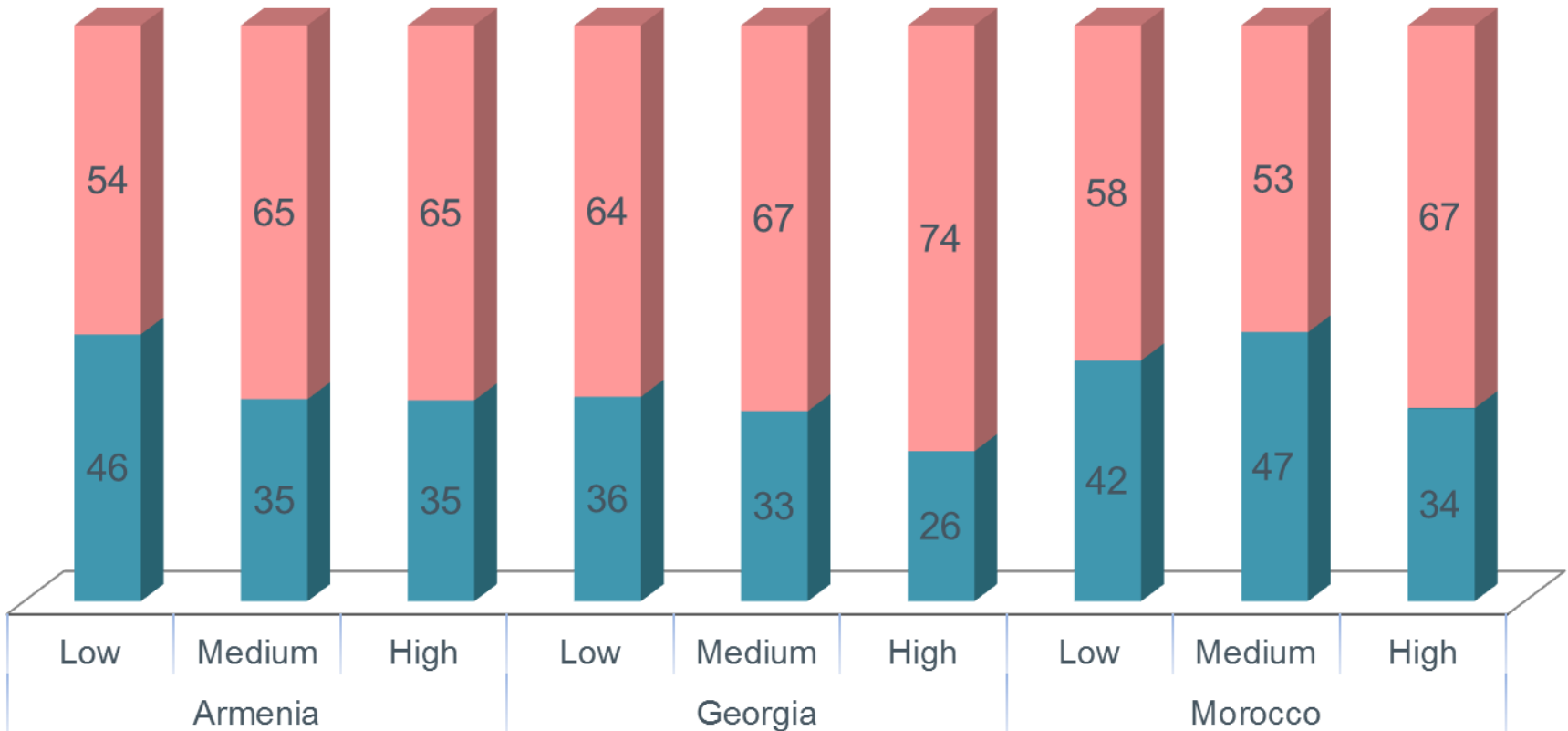
Overall education levels by three groups (non-migrants, potential, returnees)



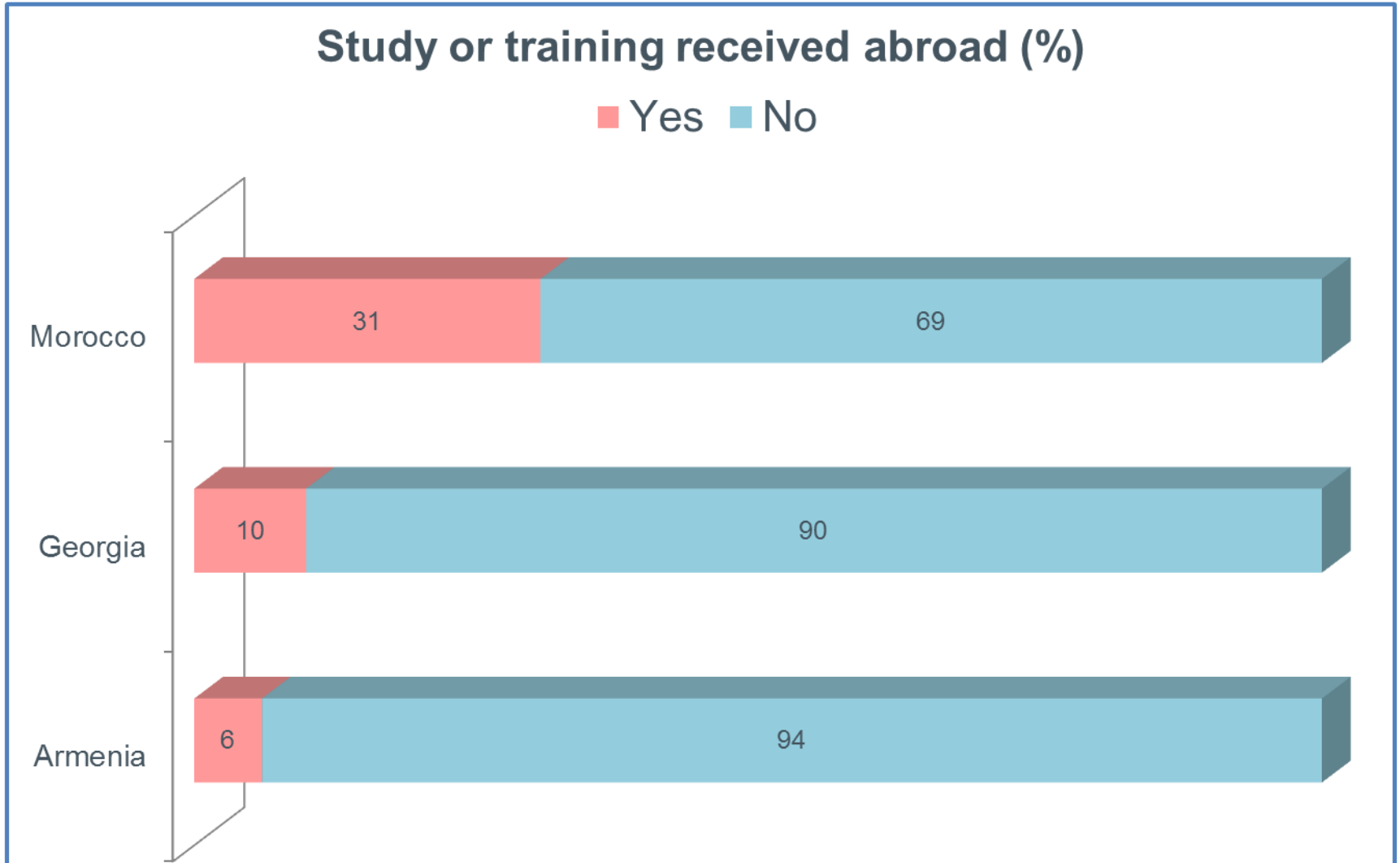
Migration intention by education levels

Intention to migrate and education levels (%)

■ Potential migrants
 ■ Non-migrants

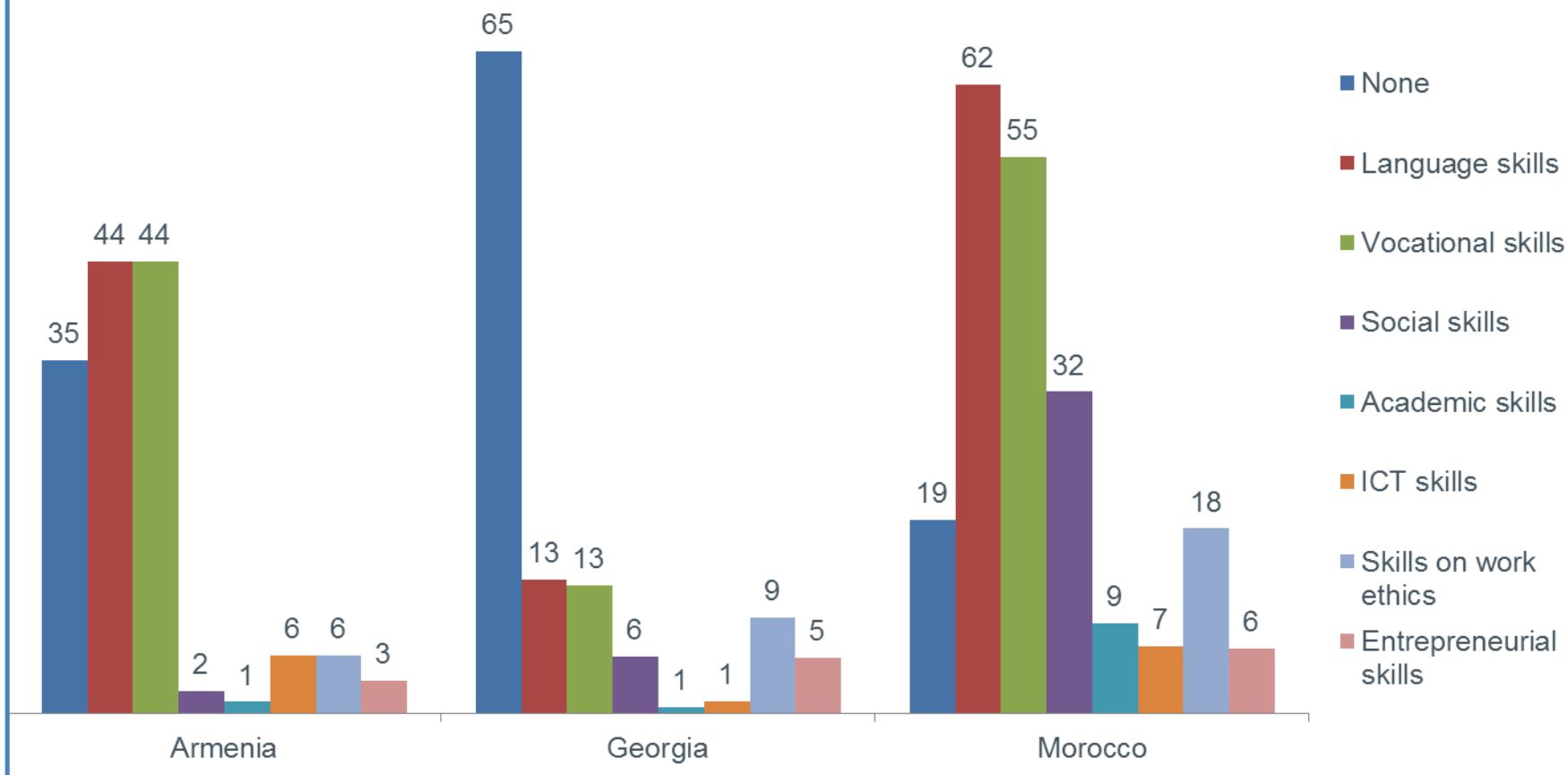


Returnees: Study or training abroad

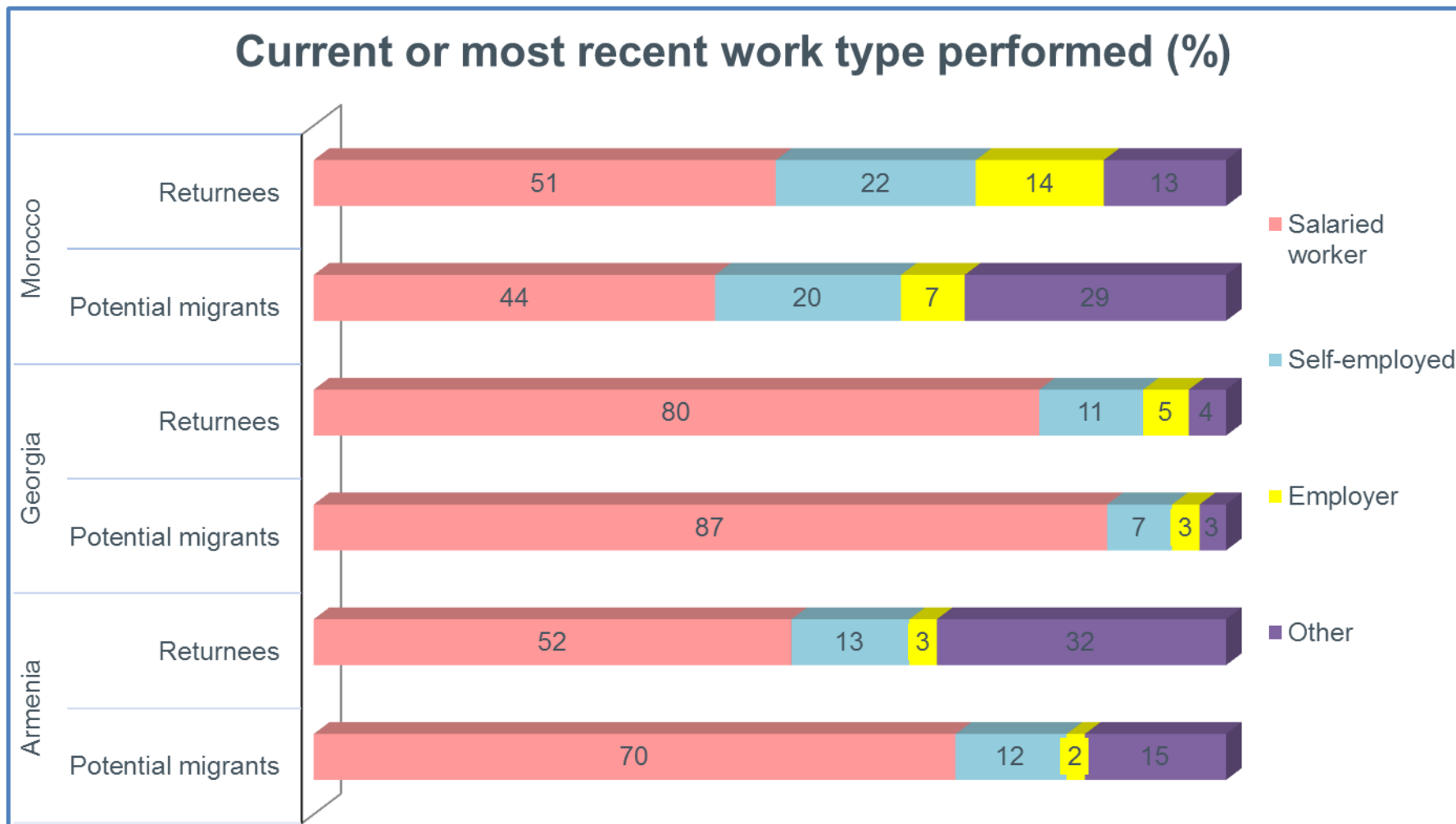


Returnees: Main skills/ experiences learnt abroad (including informal)

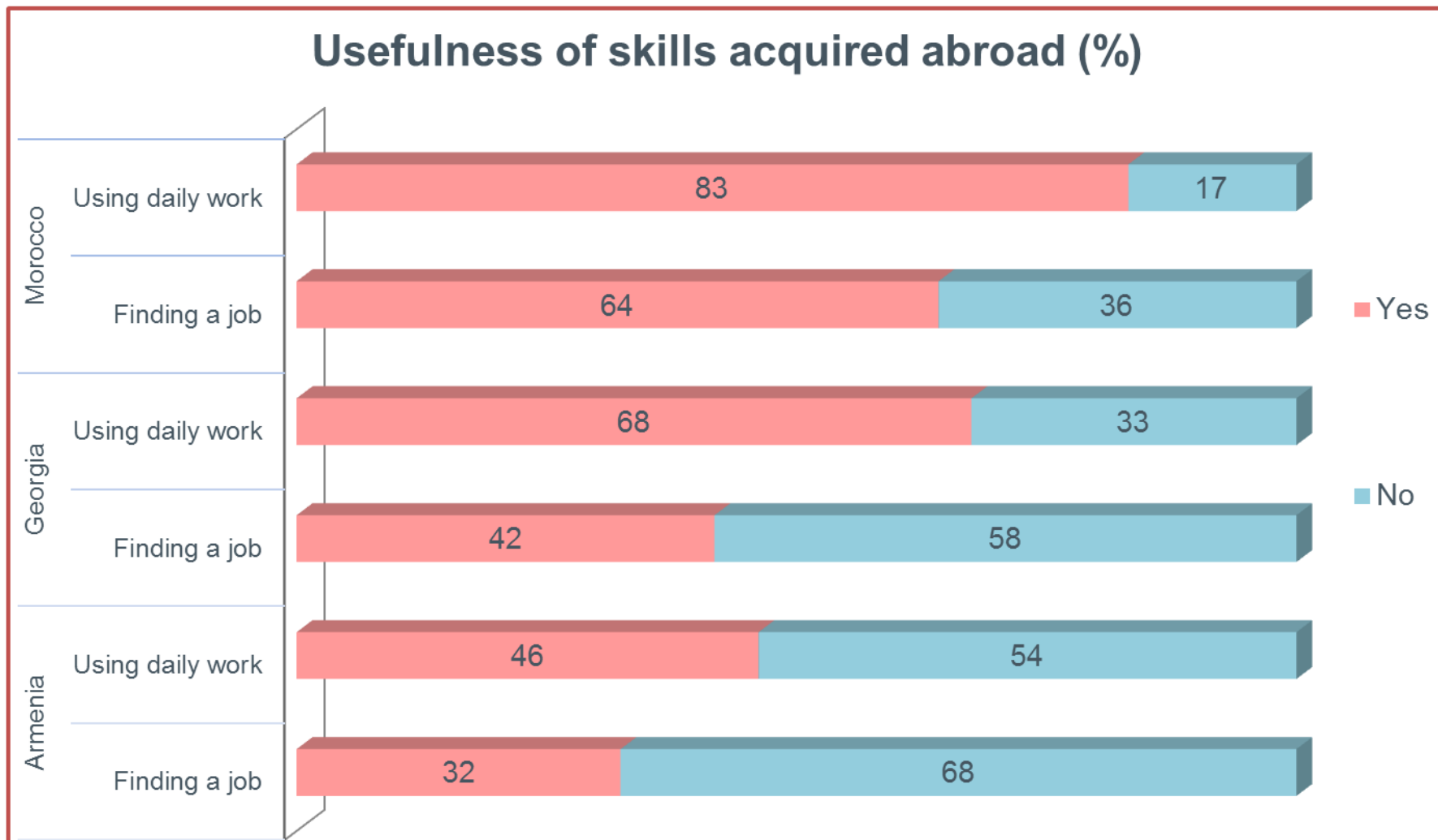
Most helpful skills/ experiences acquired abroad (%)



% of employers and self-employed among returnees and potential migrants



Returnees: the usefulness of skills acquired abroad



Migration as a success story?

Higher success rates of migration in Morocco in terms of gains in education, skills and employment (followed by Armenia and then Georgia)

- Low education level versus higher education level of populations – easier job match for the lower educated migrants, quality of education not known
- Higher versus lower use of migration for education/ training purposes – easier recognition of qualifications but impact on national education system not clear
- Low share of females versus higher share of females as “migrant workers” – also linked to low female activity rate in origin
- More diversified work sectors abroad versus limited sectors (construction and domestic/ personal services) – opportunities for skill gains and certification
- Longer duration and more regular migration versus shorter (repetitive) and more irregular migration – opportunities for skill gains and certification
- Large migrant networks abroad (diaspora) versus limited or no migrant networks
- EU as the main destination versus Russia and other (more diverse) destinations – migration policy and labour market structure of destination
- Old migration country versus new migration countries