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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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)

<table>
<thead>
<tr>
<th>Country</th>
<th>Returnees</th>
<th>Potential migrants</th>
<th>Non-migrants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morocco</td>
<td>59%</td>
<td>26%</td>
<td>15%</td>
</tr>
<tr>
<td>Potential</td>
<td>84%</td>
<td>11%</td>
<td>5%</td>
</tr>
<tr>
<td>Non-migrants</td>
<td>83%</td>
<td>9%</td>
<td>8%</td>
</tr>
<tr>
<td>Georgia</td>
<td>2%</td>
<td>69%</td>
<td>29%</td>
</tr>
<tr>
<td>Returnees</td>
<td>15%</td>
<td>58%</td>
<td>27%</td>
</tr>
<tr>
<td>Potential</td>
<td>12%</td>
<td>53%</td>
<td>35%</td>
</tr>
<tr>
<td>Non-migrants</td>
<td>12%</td>
<td>65%</td>
<td>23%</td>
</tr>
<tr>
<td>Armenia</td>
<td>9%</td>
<td>61%</td>
<td>30%</td>
</tr>
<tr>
<td>Potential</td>
<td>6%</td>
<td>63%</td>
<td>31%</td>
</tr>
<tr>
<td>Non-migrants</td>
<td>6%</td>
<td>63%</td>
<td>31%</td>
</tr>
</tbody>
</table>
Migration intention by education levels

Intention to migrate and education levels (%)

- Potential migrants
- Non-migrants

<table>
<thead>
<tr>
<th>Country</th>
<th>Low</th>
<th>Medium</th>
<th>High</th>
<th>Low</th>
<th>Medium</th>
<th>High</th>
<th>Low</th>
<th>Medium</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td>46</td>
<td>35</td>
<td>65</td>
<td>36</td>
<td>35</td>
<td>65</td>
<td>42</td>
<td>47</td>
<td>67</td>
</tr>
<tr>
<td>Armenia</td>
<td>54</td>
<td>65</td>
<td>65</td>
<td>64</td>
<td>67</td>
<td>74</td>
<td>58</td>
<td>53</td>
<td>67</td>
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<tr>
<td>Georgia</td>
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<tr>
<td>Morocco</td>
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<tr>
<td>High</td>
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</tr>
</tbody>
</table>
Returnees: Study or training abroad

Study or training received abroad (%)

<table>
<thead>
<tr>
<th>Country</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morocco</td>
<td>31</td>
<td>69</td>
</tr>
<tr>
<td>Georgia</td>
<td>10</td>
<td>90</td>
</tr>
<tr>
<td>Armenia</td>
<td>6</td>
<td>94</td>
</tr>
</tbody>
</table>
Returnees: Main skills/ experiences learnt abroad (including informal)

Most helpful skills/ experiences acquired abroad (%)

- **Armenia**:
  - None: 35%
  - Language skills: 44%
  - Vocational skills: 44%
  - Social skills: 6%
  - Academic skills: 6%
  - ICT skills: 3%
  - Entrepreneurial skills: 1%

- **Georgia**:
  - None: 65%
  - Language skills: 13%
  - Vocational skills: 13%
  - Social skills: 6%
  - Academic skills: 1%
  - ICT skills: 1%
  - Entrepreneurial skills: 1%

- **Morocco**:
  - None: 62%
  - Language skills: 55%
  - Vocational skills: 32%
  - Social skills: 9%
  - Academic skills: 7%
  - ICT skills: 6%
  - Entrepreneurial skills: 18%

Legend:
- None
- Language skills
- Vocational skills
- Social skills
- Academic skills
- ICT skills
- Skills on work ethics
- Entrepreneurial skills
% of employers and self-employed among returnees and potential migrants

**Current or most recent work type performed (%)**

**Morocco**
- **Returnees**
  - Salaried worker: 51%
  - Self-employed: 22%
  - Employer: 14%
  - Other: 13%
- **Potential migrants**
  - Salaried worker: 44%
  - Self-employed: 20%
  - Employer: 7%
  - Other: 29%

**Georgia**
- **Returnees**
  - Salaried worker: 80%
  - Self-employed: 11%
  - Employer: 5%
  - Other: 4%
- **Potential migrants**
  - Salaried worker: 87%
  - Self-employed: 7%
  - Employer: 3%
  - Other: 3%

**Armenia**
- **Returnees**
  - Salaried worker: 52%
  - Self-employed: 13%
  - Employer: 3%
  - Other: 32%
- **Potential migrants**
  - Salaried worker: 70%
  - Self-employed: 12%
  - Employer: 2%
  - Other: 15%
Returnees: the usefulness of skills acquired abroad

Usefulness of skills acquired abroad (%)

<table>
<thead>
<tr>
<th>Country</th>
<th>Using daily work</th>
<th>Finding a job</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morocco</td>
<td>83% (Yes)</td>
<td>17% (No)</td>
</tr>
<tr>
<td>Georgia</td>
<td>68% (Yes)</td>
<td>33% (No)</td>
</tr>
<tr>
<td>Armenia</td>
<td>46% (Yes)</td>
<td>54% (No)</td>
</tr>
<tr>
<td></td>
<td>32% (Yes)</td>
<td>68% (No)</td>
</tr>
</tbody>
</table>
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