National strategies and measures in the global competition for talent:

Experience of countries in South-Eastern Europe, Eastern Europe and Central Asia

Prepared by M. Manke, Ph.D
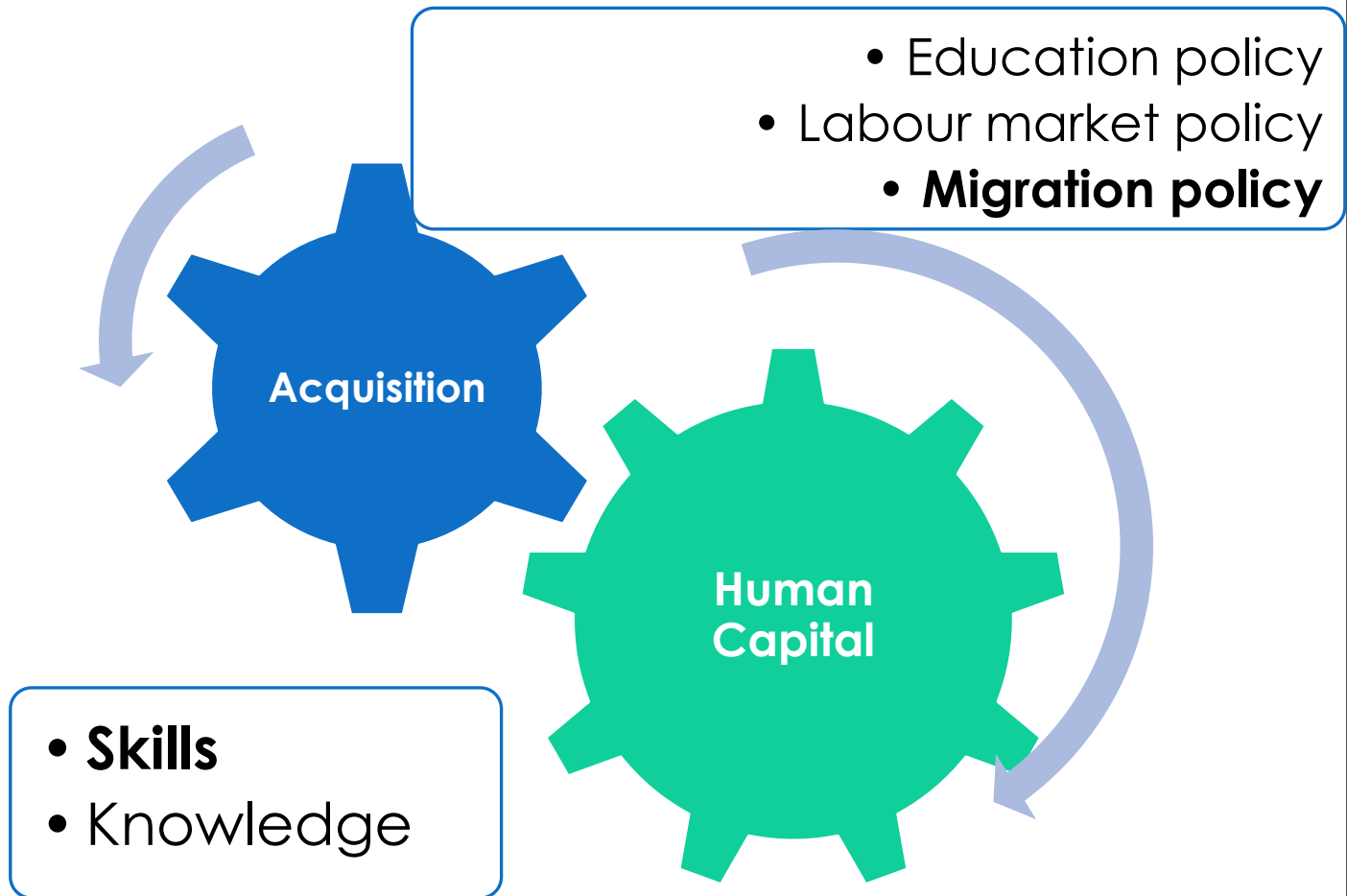*RO Vienna, IOM*

Overview

1. **Global competition for talent**: what is at stake?

2. **Situation in SEEECA:** trends, policies, perspectives

3. **Possible solutions and a way forward**

1.0. What is at stake

"Talent" as a focus of several sectoral policies

- Education policy
- Labour market policy
- **Migration policy**

Acquisition

Human Capital

- **Skills**
- Knowledge

Policy options

Generating talent

- Education policy linked to labour market policy
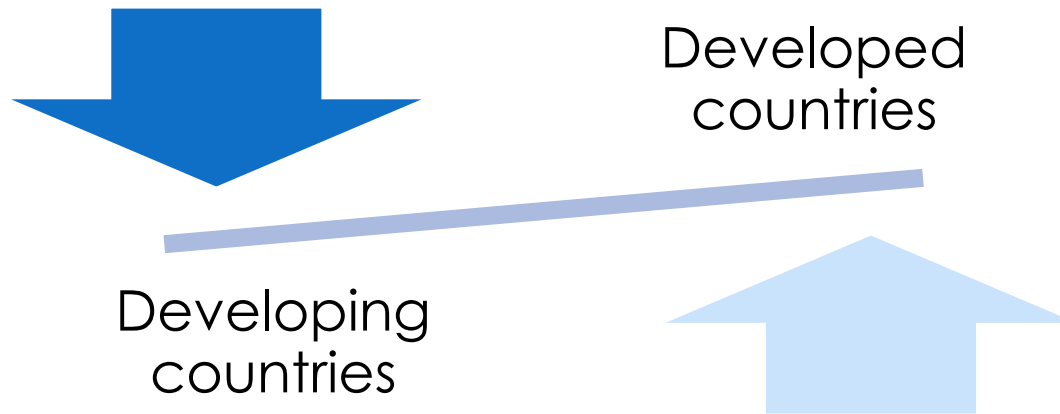
Retaining talent

- Narrowing the transition to job gap
- VET for the skilled, scientific centres for highly-skilled
- Active employment

Attracting talent

- **Return**
- **Borrowing**
- **Transfer**

Unfair competition

Developed countries

Developing countries

Adequately analyze the situation

Make relevant forecasts

Elaborate policies/response measures

Implement policies effectively

# 2.0. Situation in SEEECA

- Trends
- Policies
- Pilots

2.1. Relevant migration trends in the region

- Move from migration to **mobility**
- Increasing **diversification** of patterns (points of origin and destination)
- Most migration takes place **regionally**, including among developing countries
- **Feminization** of migration
- Search for **employment** as an increasingly predominant purpose of migration
- A lot of employment in **informal sector**, irregular migration
- Growing evidence base on the **positive link** between migration and development
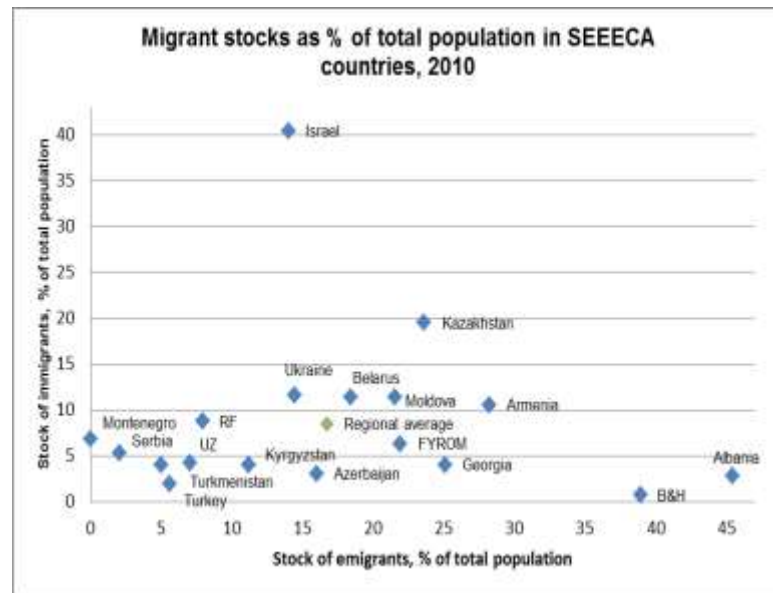
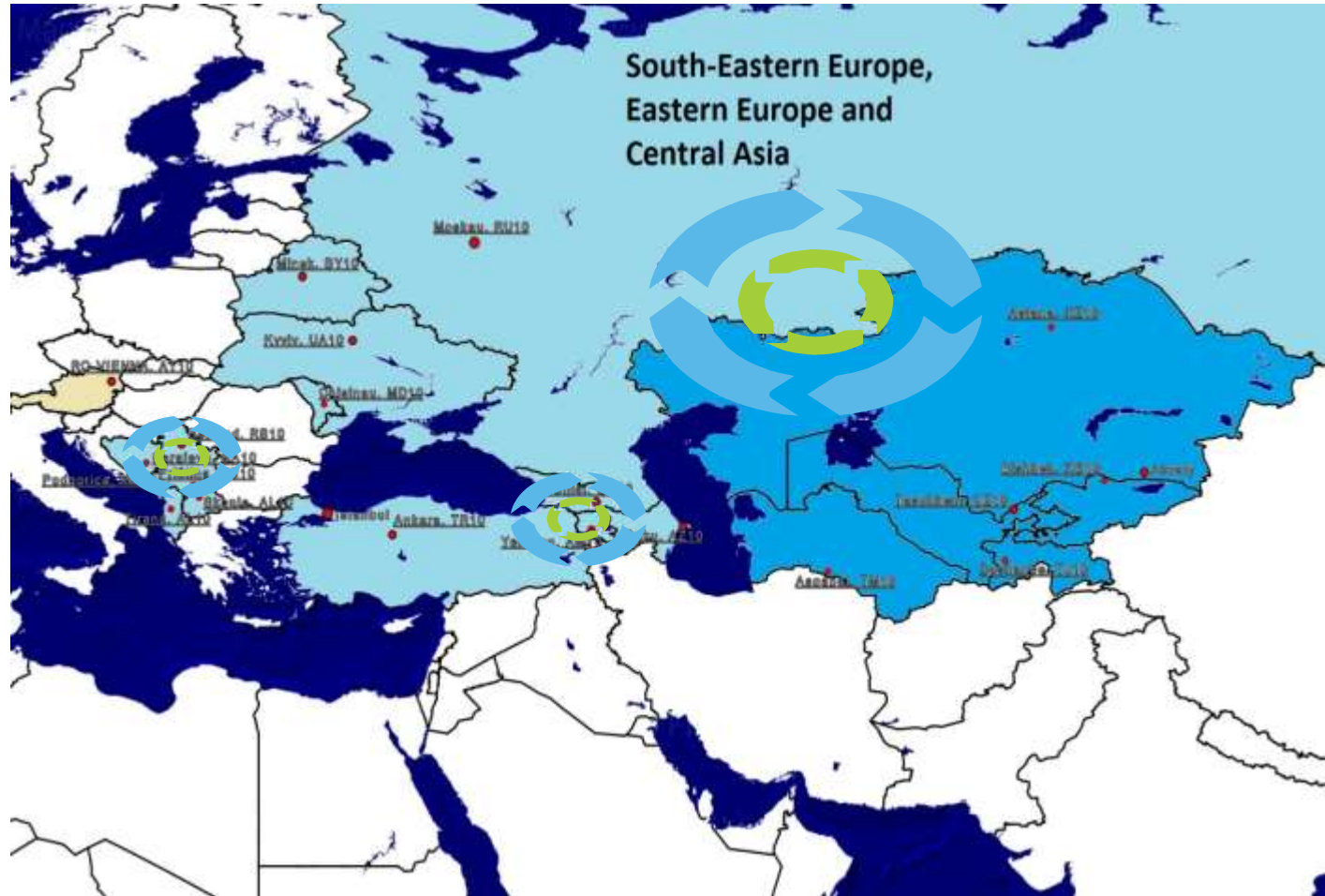# Complex migration patterns (direction, move towards mobility)
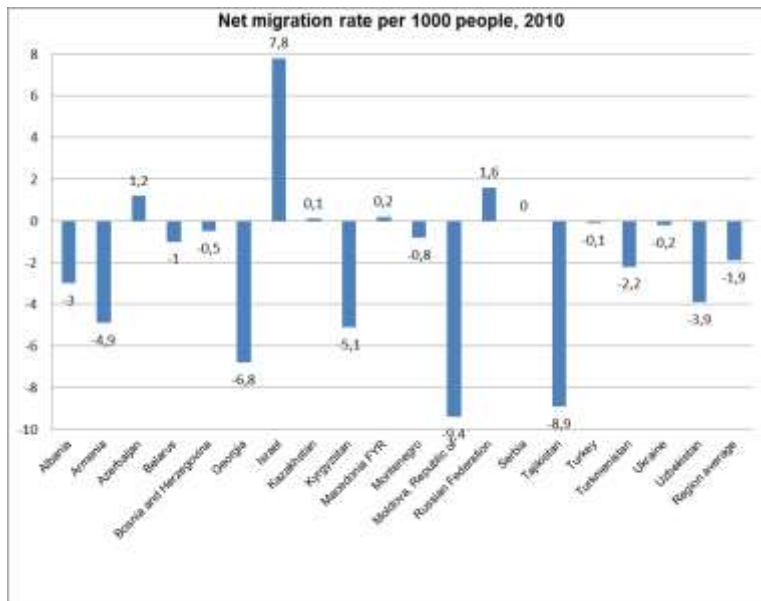
Source: UNDP Human development report 2013 data, processed by IOM RO Vienna

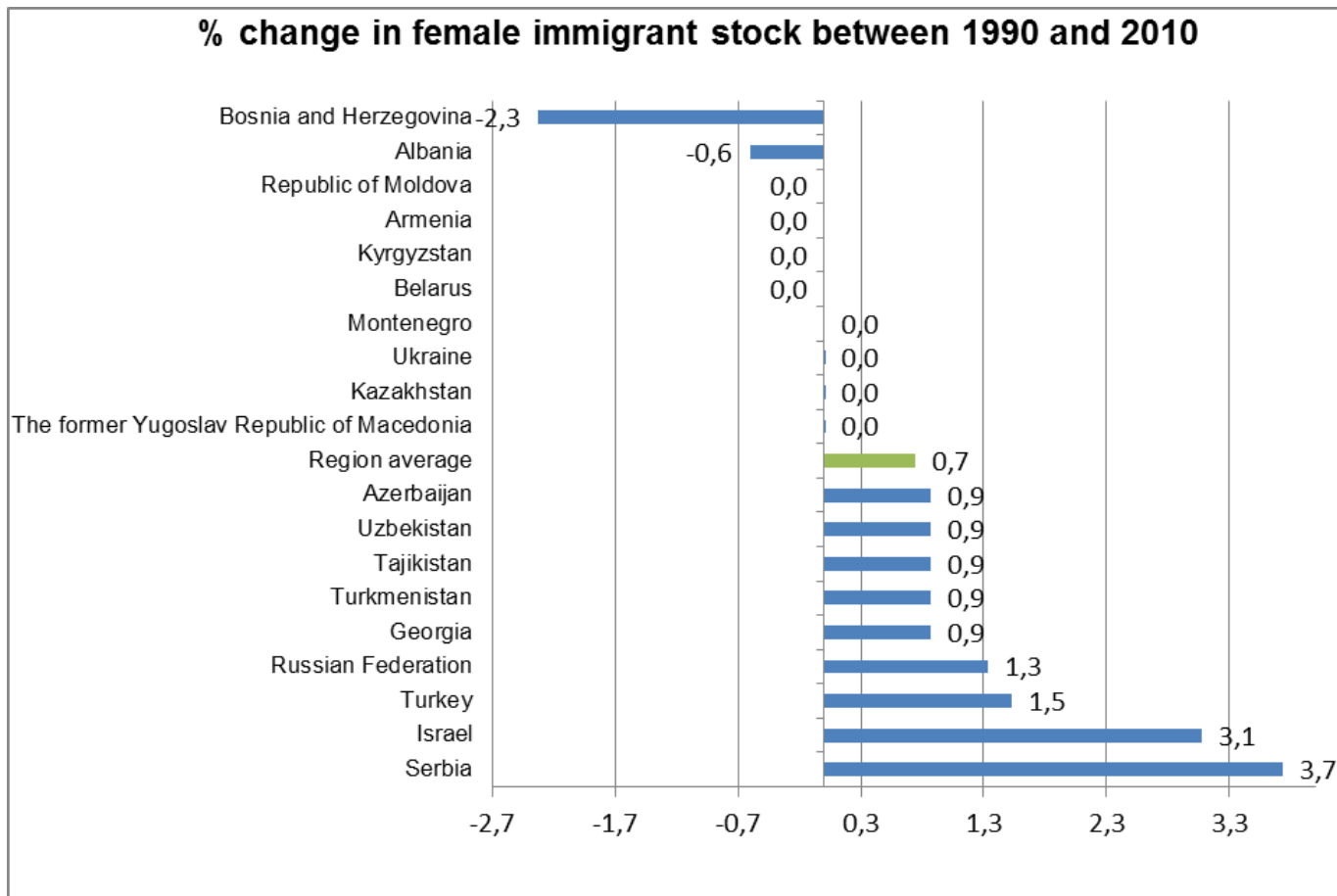*Source: UNDP Human development report 2013 data, processed by IOM RO Vienna*

Intraregional mobility – three poles of attraction: Russia, Kazakhstan, Turkey

South-Eastern Europe, Eastern Europe and Central Asia

Feminization of migration

% change in female immigrant stock between 1990 and 2010

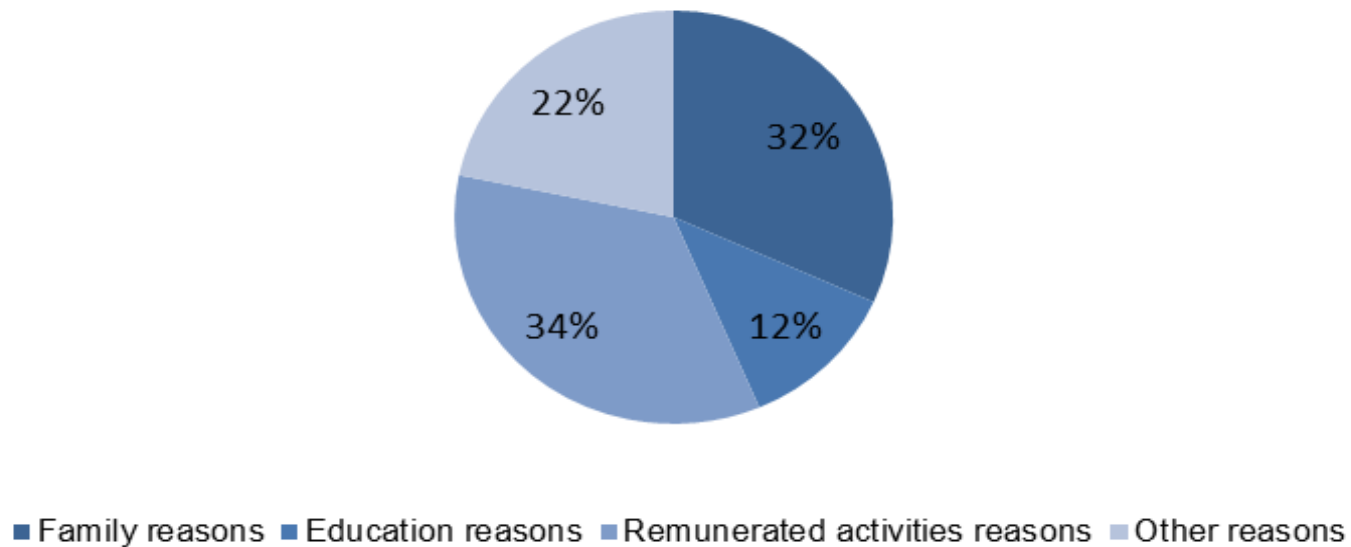| Country	Value
Bosnia and Herzegovina	-2,3
Albania	-0,6
Republic of Moldova	0,0
Armenia	0,0
Kyrgyzstan	0,0
Belarus	0,0
Montenegro	0,0
Ukraine	0,0
Kazakhstan	0,0
The former Yugoslav Republic of Macedonia	0,0
Region average	0,7
Azerbaijan	0,9
Uzbekistan	0,9
Tajikistan	0,9
Turkmenistan	0,9
Georgia	0,9
Russian Federation	1,3
Turkey	1,5
Israel	3,1
Serbia	3,7

Source: UN DESA 2010, data processed and analysed by IOM RO Vienna

Search for employment as key driving force

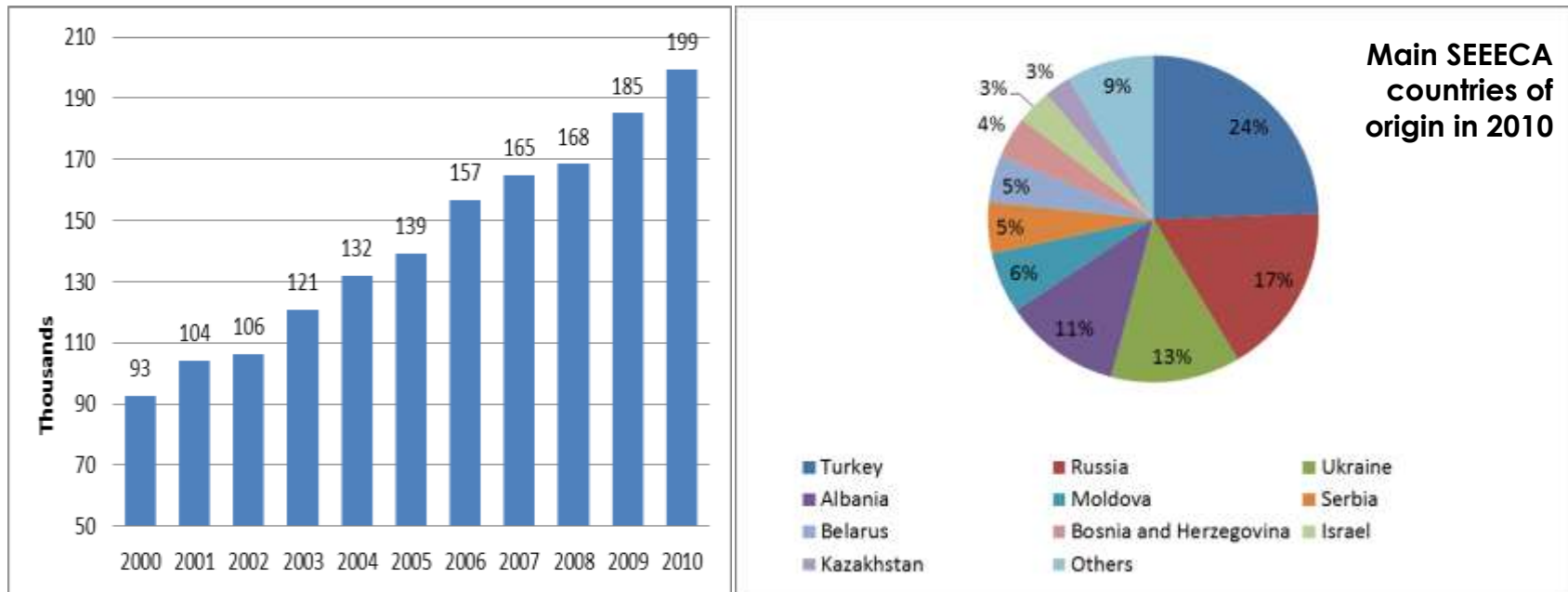## First time residence permits issued to migrants from SEEECA by European states in 2011, by reason

- 32%
- 12%
- 34%
- 22%

■ Family reasons ■ Education reasons ■ Remunerated activities reasons ■ Other reasons

SEEECA students in tertiary education in EU-27, 2000-2010

Main SEEECA countries of origin in 2010

Source of data: Eurostat, extracted on 7 June 2013. Charts created by IOM RO Vienna

Financial gains from migration

Remittances inflow, in millions and % of GDP, 2011
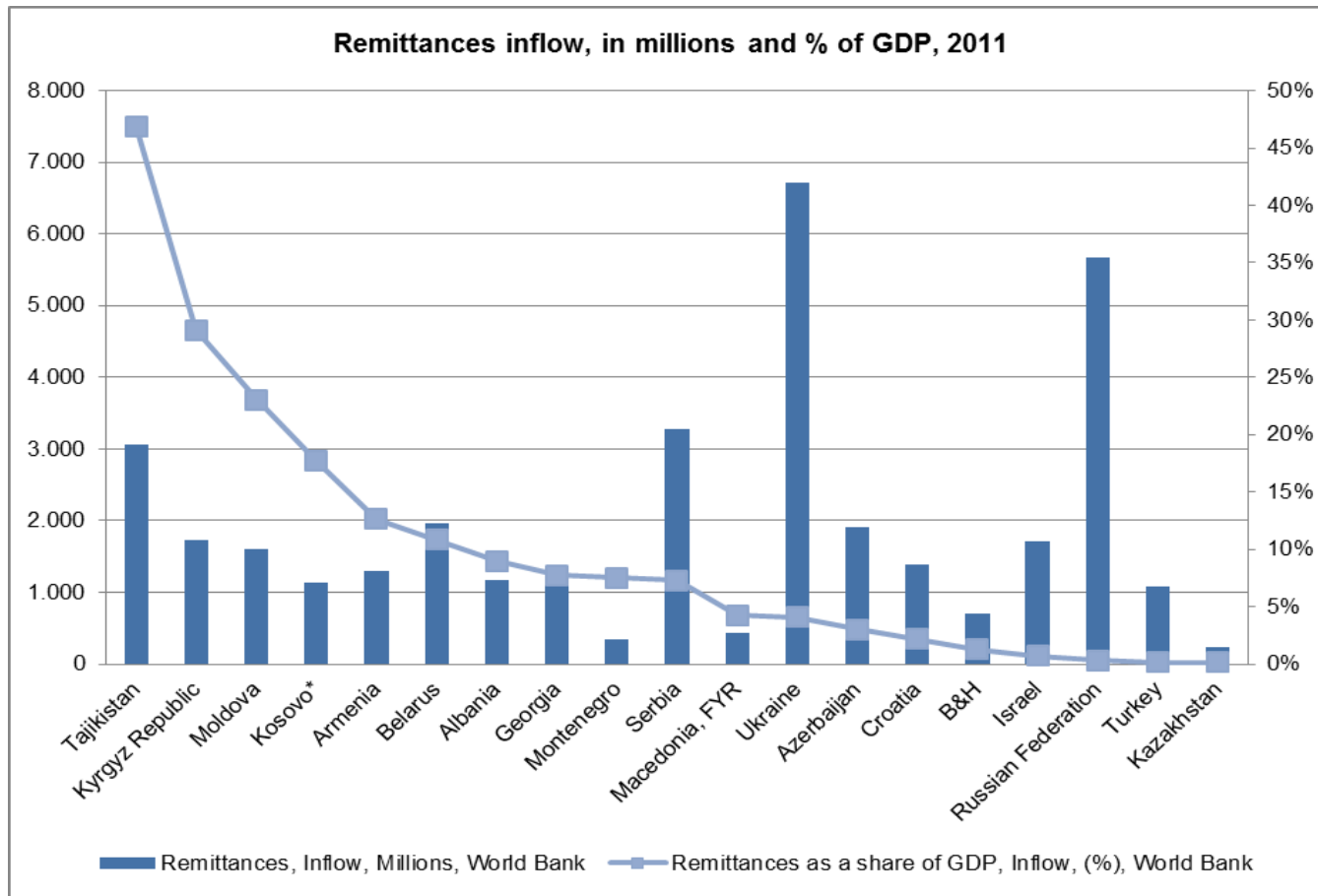
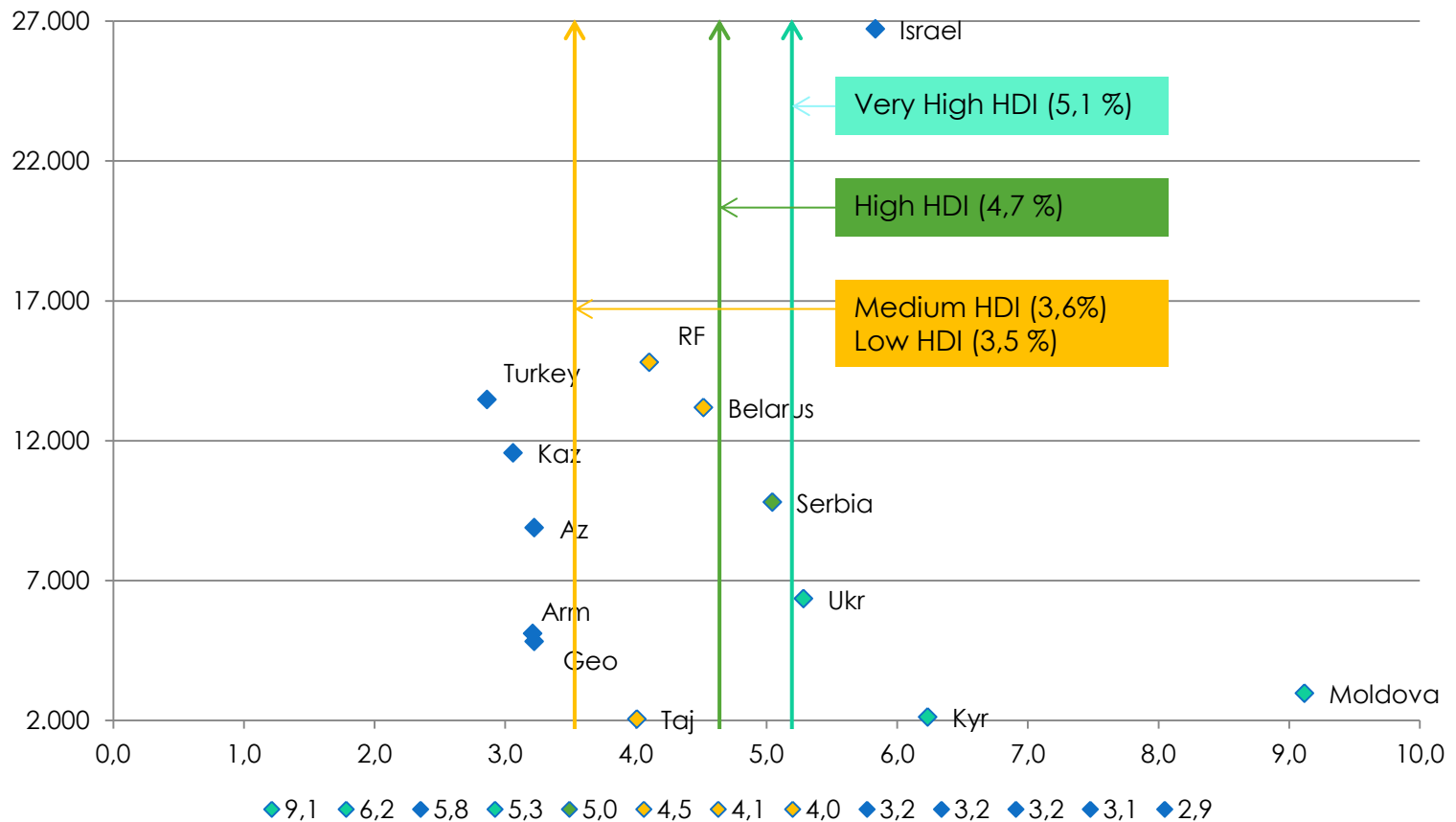Source: World Bank, November 2012. Chart created by IOM RO Vienna

2.2. Policy framework in the region

- Worsening **demography** but much smaller resources and capacities to counteract this trend

- Unstable political environment - **short-term perspectives** hindering development of longer-term strategies and actions

- Orientation towards **"knowledge and innovation"** based economic growth – lack of specific skills among local population

- Migration policies still considered **outside socio-economic context**, largely focusing on regulation and control

Education (% of GDP, 2005-2010) and GDP per capita (2005 PPP $)

Very High HDI (5,1 %)

High HDI (4,7 %)

Medium HDI (3,6%)
Low HDI (3,5 %)

Israel
RF
Turkey
Belarus
Kaz
Serbia
Az
Ukr
Arm
Geo
Moldova
Taj
Kyr

9,1 6,2 5,8 5,3 5,0 4,5 4,1 4,0 3,2 3,2 3,2 3,1 2,9

Source: UNDP Human development report 2013 data, processed by IOM RO Vienna

# 2.3. Examples of aligning migration policies for talent management

- **Attracting talent: Russian Federation**
  - Simplified issuance of work permits for highly-skilled
  - Highly-skilled as a preferential category of returning compatriots
- **Generating talent: Kazakhstan**
  - Supporting education abroad with a guarantee of return – "Bolashak" programme
- **Transferring talent: pilot temporary return in Western Balkans**
  - Joint development of research, business and investment opportunities

Skilled migration to Russia in 2011 by country of citizenship, %

Distribution of skilled specialists who obtained a work permit in Russia in 2011 by country of citizenship, %

The share of skilled specialists in the total number of nationals of the respective country who obtained a work permit in Russia in 2011, %
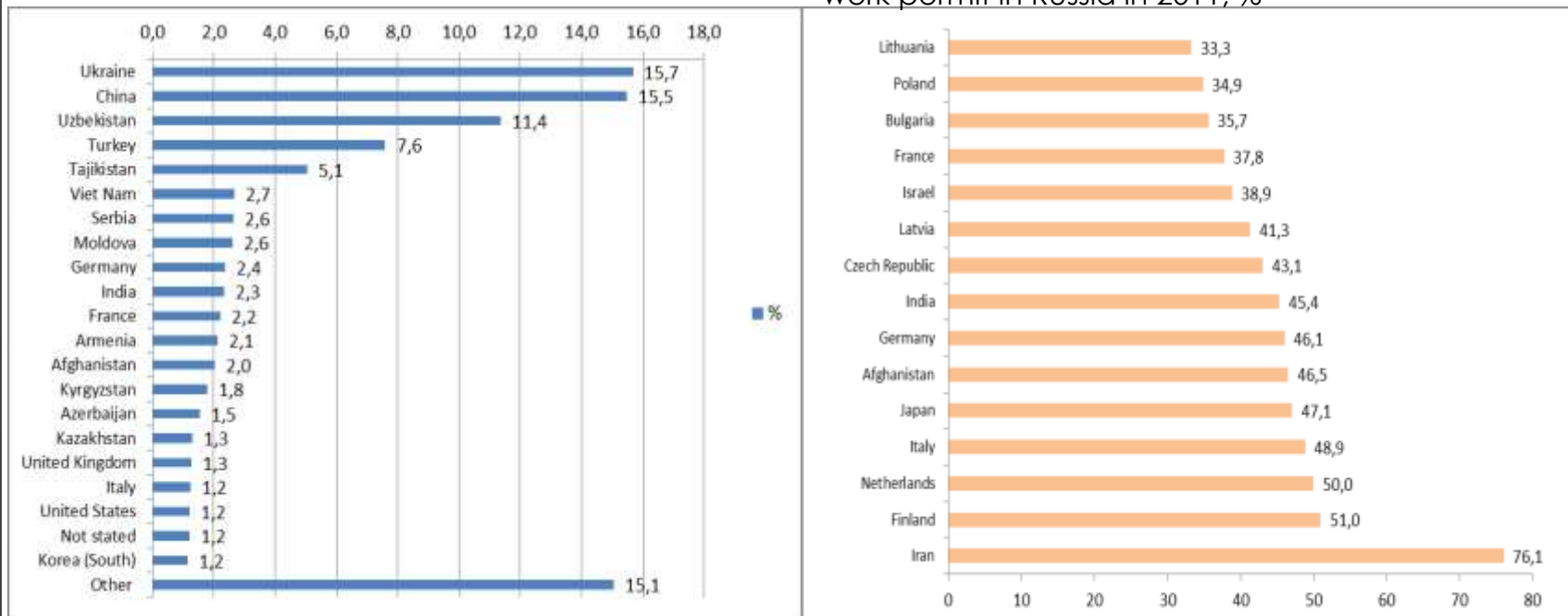
Source: Russia SOPEMI 2012 report, OECD. Data – issued permits to highly-skilled migrants.

3.0. Possible solutions and ways forward

Way forward

- Identify skill shortages
- Align education policy to labour market needs
- "Positively discriminate" population with relevant skills – regardless of their origin
- Consider innovative ways of transferring skills via modern IT and promote learning – diaspora engagement
- As with any migration solution – consider regional responses and joint schemes (country of origin and destination); consider compensation

THANK YOU!

mmanke@iom.int