



International mobility of the highly skilled : a new perspective and policy options

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Background

- Problems in the comparability of immigrant stocks
- Concerns related to the international mobility of the highly skilled :
 - among OECD member countries
 - from developing countries
- Limited availability of statistics on expatriates, especially by level of education and occupation



An international database on Foreign-Born

Data collection and compilation

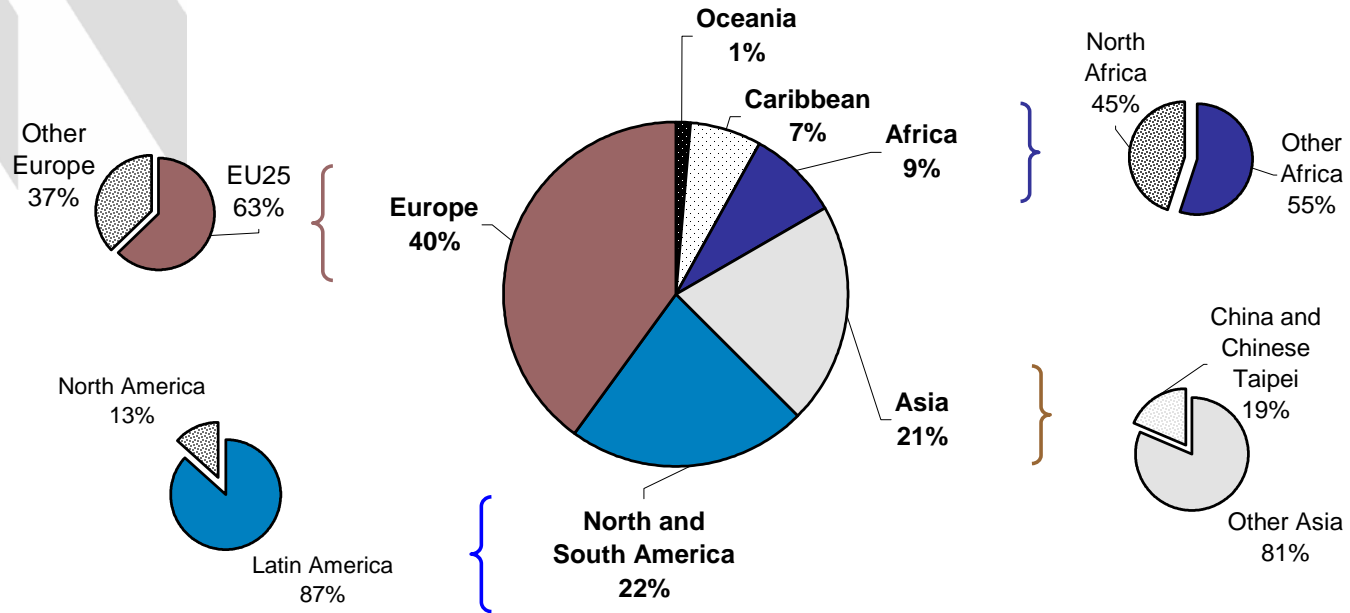
- 29 OECD National Statistic Offices and OECD
- Observers : UN Statistics Division, Eurostat, European Commission, ILO, UNECE

Data collection and compilation

- Data are from OECD population censuses and population registers
- Data are compiled on :
 - Immigrant population in OECD countries
 - Expatriate population from OECD and non-member countries
 - Migrants by origin and destination and educational attainment

- A significant share of foreign born in OECD countries originate from outside the OECD (54% of all foreign born or about 42 million)

Foreign-born by region of origin in OECD countries, percentages

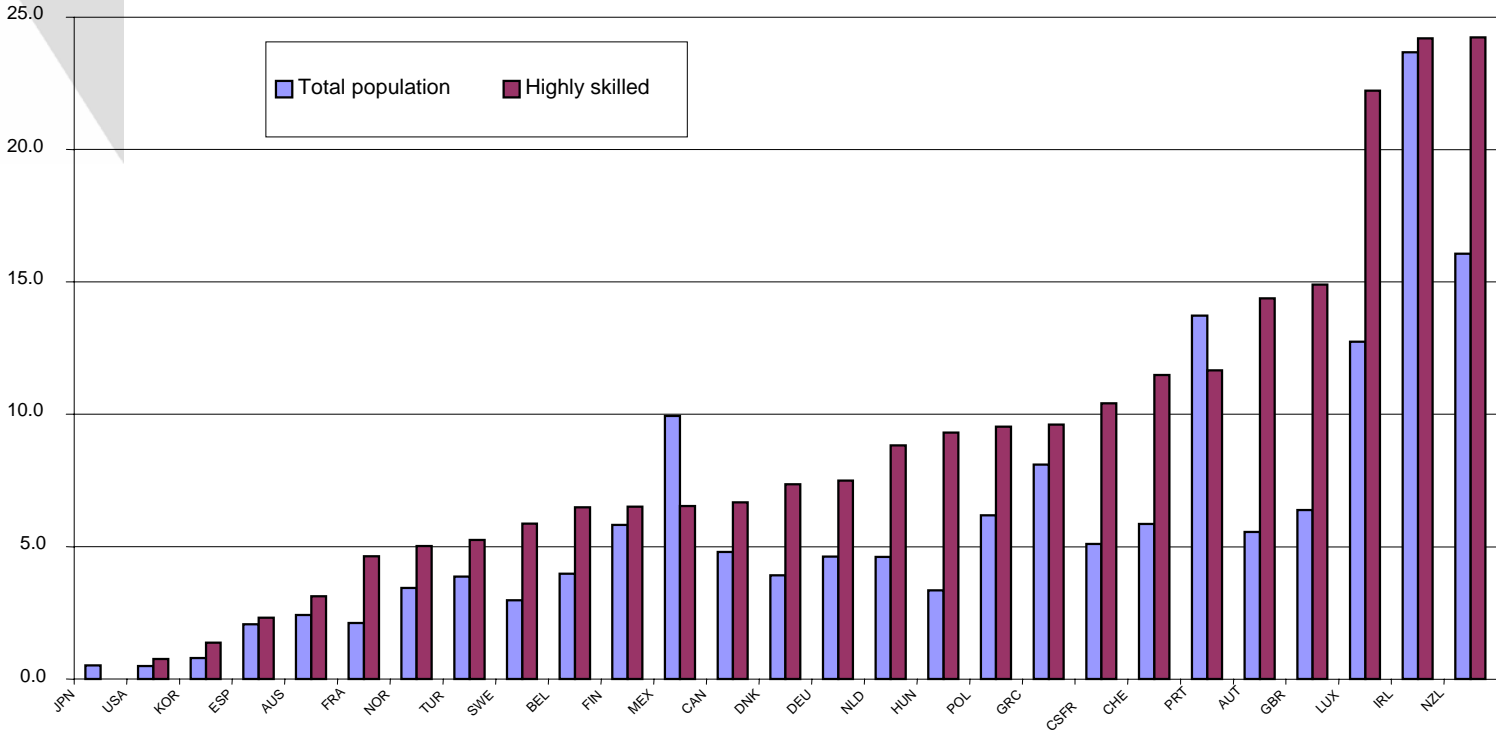


Note: "Other Europe" and "Other Africa" include data for not stated European countries and not stated African countries, respectively.

Source: *Trends in International Migration*, OECD, 2005.

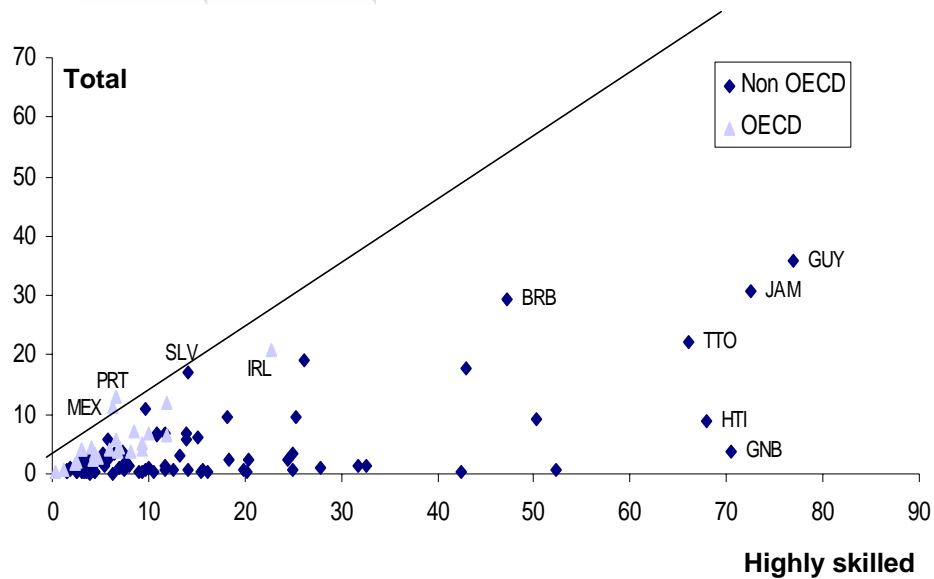
- The incidence of expatriation varies substantially from one country to another

**Expatriates as a percentage of all native-born, OECD countries
Total population and highly skilled**



- Highly skilled international migration is an important part of all migration flows

Chart 3. Emigration rate of highly skilled 15+ and emigration rate of population 15+, ca 2000 percentages



Percentage of persons with tertiary education by place of birth in selected OECD countries

	Native	Foreign Born	Expatriates
CAN	31.5	38.0	40.0
CHE	18.1	23.7	38.4
FRA	16.9	18.1	40.4
HUN	10.7	19.8	30.0
KOR	26.7	32.2	43.6
NZL	27.0	31.6	42.9
SWE	22.8	24.2	38.9
USA	26.9	25.9	47.2

- Major source countries for highly skilled migration are:

Number of highly skilled expatriates

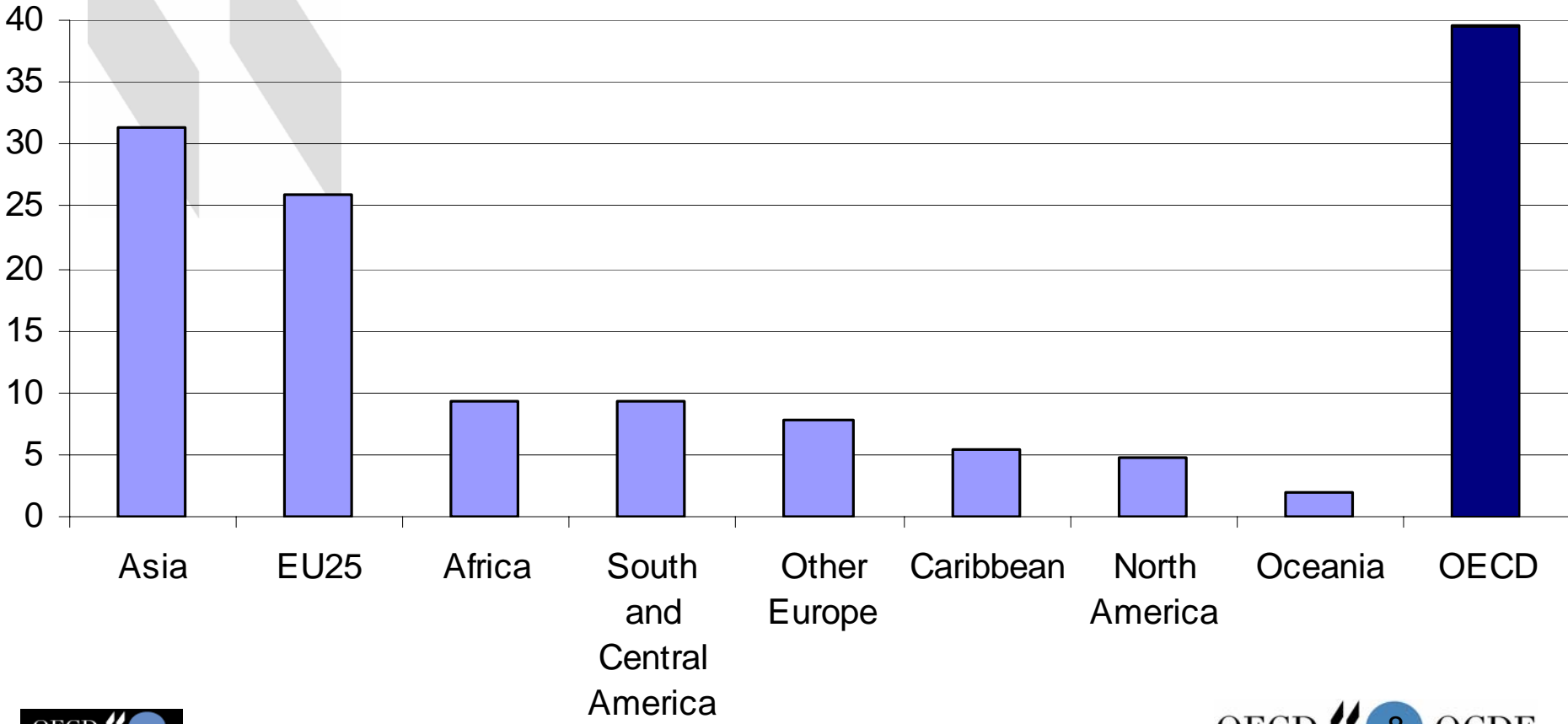
Former USSR	1300000
United Kingdom	1265863
India	1000162
Philippines	873331
Germany	865255
China	652900
Mexico	472784
Canada	417750
USA	390244
Vietnam	356049

Percentage of expatriates highly skilled

Taiwan, Prov. of China	61.1
Nigeria	55.1
India	51.9
Egypt	51.2
Malaysia	50.8
Zambia	49.3
Japan	48.9
USA	48.2
Philippines	48.1
South Africa	47.9

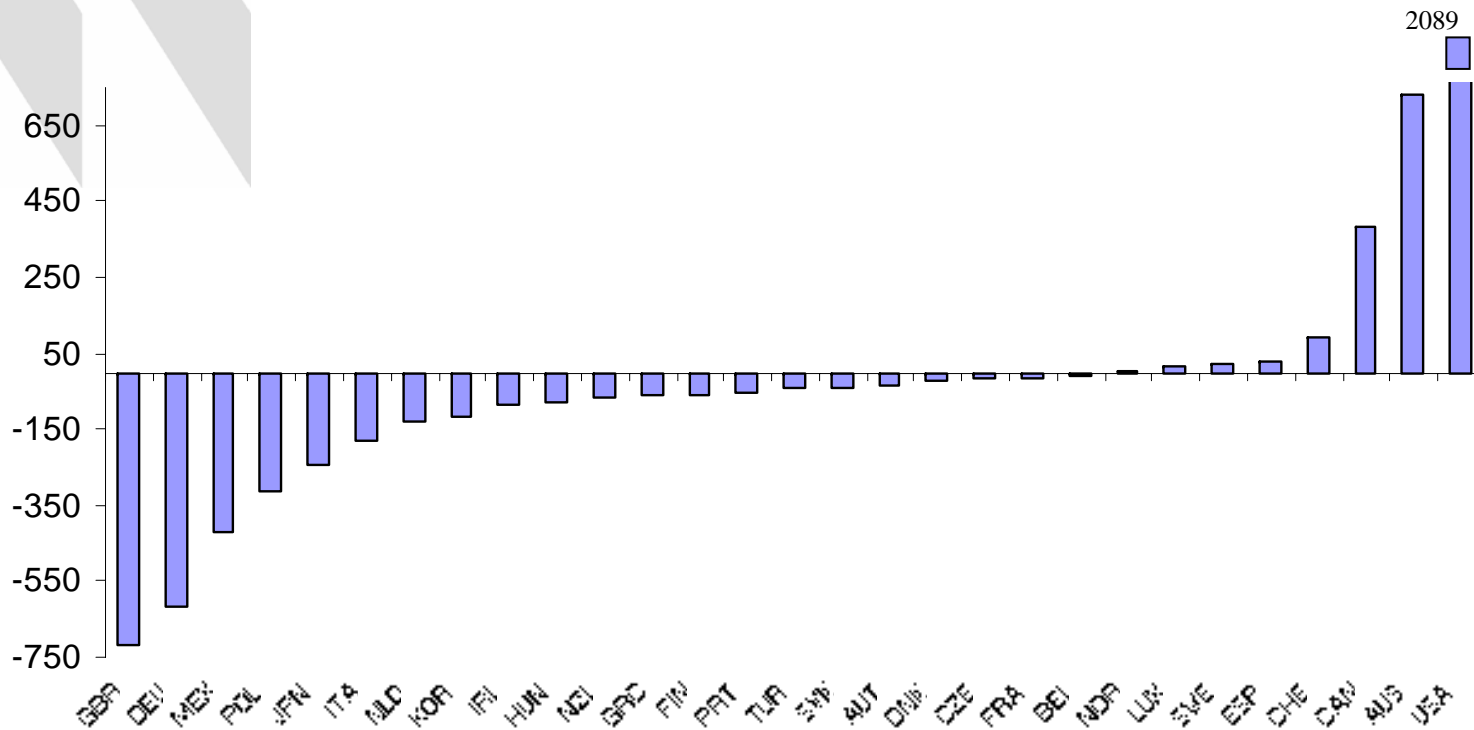
- Asia, Europe and Africa are the major regions of origin for highly skilled

Distribution of highly skilled expatriates by region of origin



- Within the OECD area, only eight countries are net beneficiaries from the migration of the highly educated ...

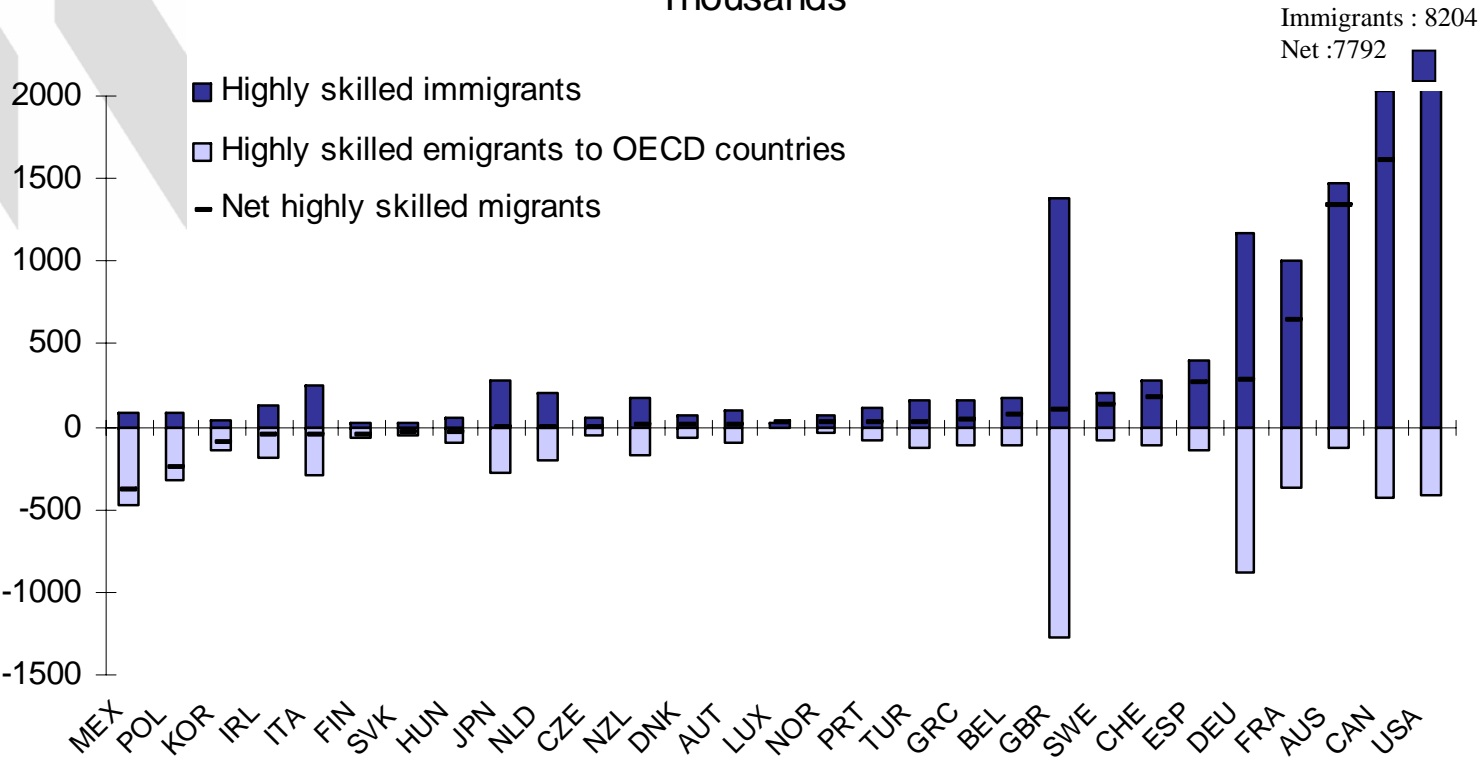
Net migration stock, population aged 15+ with tertiary education within OECD, ca 2000
Thousands



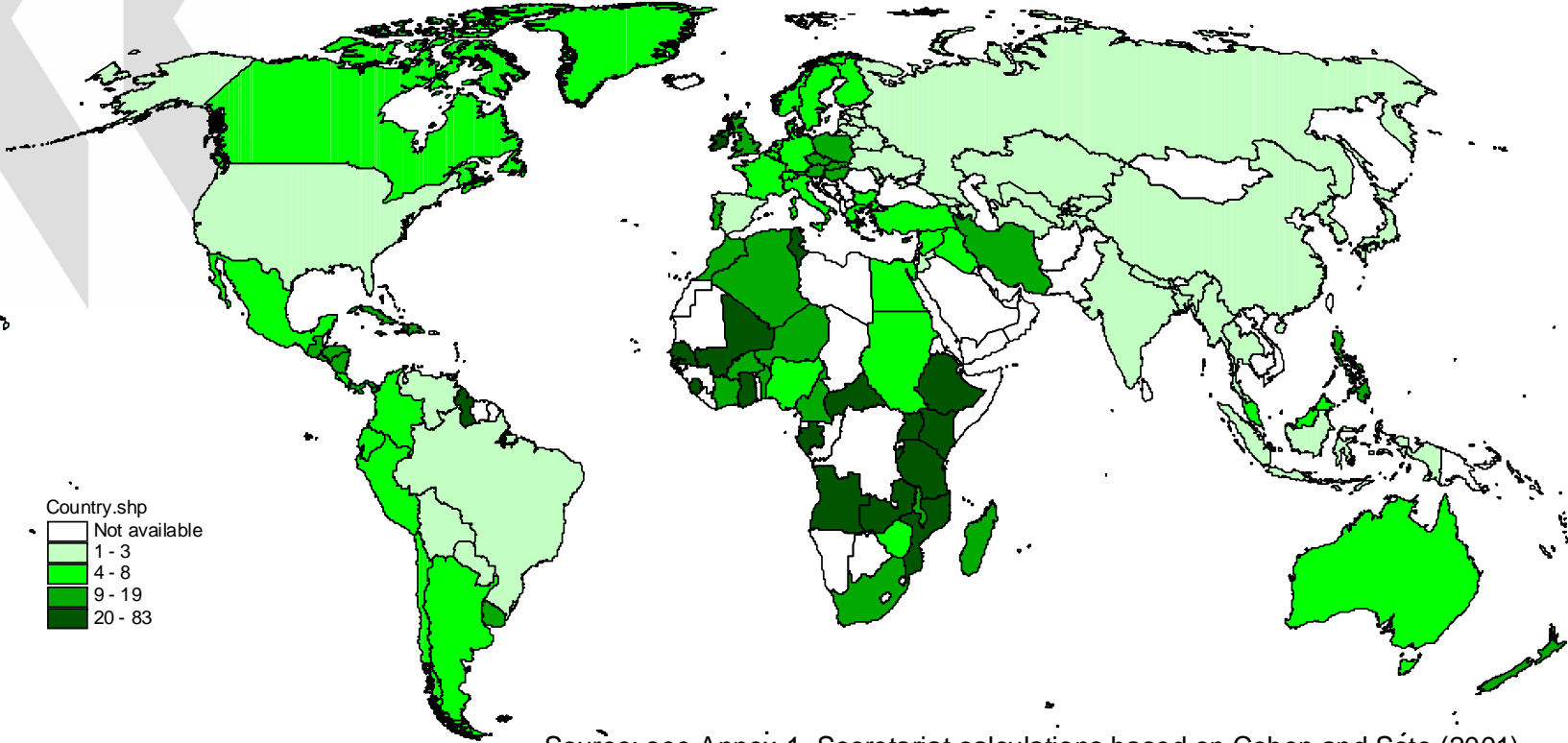
- ... but, as whole, most OECD countries benefit from the international mobility of the highly skilled

Immigrant and emigrant population aged 15+ with tertiary education in OECD countries, ca 2000

Thousands



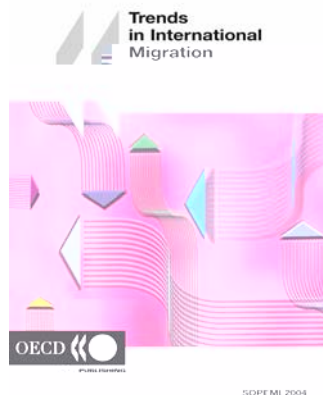
- Some countries, especially in the Caribbean and in Africa, face significant emigration rates of their elites (sometimes exceeding 50%)



Source: see Annex 1, Secretariat calculations based on Cohen and Soto (2001) for high skilled stocks in countries of origin.

International mobility of the highly skilled: new developments in OECD countries

- Stronger selection in favour of skills
- ✓ Adapting permanent and temporary migration policies (CAN, AUS, USA...)
Facilitating transition from one status to the other
- ✓ Introducing specific migration scheme for highly skilled workers (DEU, GBR, NOR, CZE...)
- ✓ Easing labour recruitment for shortage occupations (GBR, IRL, FRA, NLD...)
- ✓ Increasing temporarily caps and numerical limits (CHE, USA ...)



- Fiscal incentives (BEL, FRA, FIN, KOR, NLD...)
- Student migration with work opportunities after completion (AUS, CAN, CHE, DEU...)
- International Service Provision (GATS mode 4)

Increasing competition to attract and retain highly skilled workers ...

- ✓ Offering the possibility to immigrate is no longer a sufficient condition to attract highly skilled foreign workers (fiscal incentives, accompanying family, conditions and duration and stay ...).
- ✓ International mobility calls for active retention and return migration policies.
- ✓ It may be necessary to identify new sources of human resources (in non-OECD countries)

... does not necessarily mean a globalisation of the labour market *per se*

- ✓ Recognition of foreign qualification and work experience
- ✓ Language proficiency
- ✓ Labour market testing

Better sharing the benefits of the international mobility of the highly skilled

- ✓ *Efficiency principle* : stimulating circulation and return migration
- ✓ *Equity principle* : better sharing the cost between receiving countries, migrants and countries of origin
- ✓ *Sustainability principle* : better managing human resources in both sending and receiving countries
- ✓ *Ethics principle* : identifying and promoting best practices in the international recruitment of highly skilled foreign workers and avoiding active poaching