



Module 4: Information systems and statistical data on labour migration

▶ Learning objectives

1. Overview of Labour Statistics
2. Guidelines concerning statistics of international labour migration
3. Global and regional estimates on international migrant workers: ILO experience
4. Regional migration frameworks: data, analysis and regional arrangements
5. Labour Market Information System (LMIS) for matching and anticipating skills
6. Statistical methods to assess labour and skills needs
7. Linking labour migration data to evidence-based policies

▶ Key learning points



Learning objectives:

By the end of this module, participants will have:

- ▶ 1. Familiarised themselves with labour statistics, the main sources of data, the international statistical standards and resolutions concerned with the world of work, etc.
- ▶ 2. Learnt about the ICLS Guidelines concerning statistics of International Labour Migration;
- ▶ 3. Learnt about Regional Statistical Observatories and their role in the Governance of Labour Migration;
- ▶ 4. Understood the central importance of identifying current and anticipating future skills needs;
- ▶ 5. Analysed myths and realities regarding skills needs anticipation and matching;
- ▶ 6. Identified the main principles of skills needs anticipation and matching;
- ▶ 7. Enhanced understanding about linking labour migration data to evidence based policies.



1. Overview of Labour Statistics

Labour statistics are official statistics which deal with work, productive activities, workers, the characteristics of the labour market and the way it operates. They encompass a wide range of topics and link to many other bodies of official statistics, such as economic statistics, education statistics and health statistics, to name a few. Having timely, valid, reliable, and comparable labour statistics is crucial to inform policy formulation, implementation and evaluation, labour market research and goal setting and monitoring. Such labour statistics can be derived from a number of different types of sources, including population censuses, household surveys and establishment surveys.

The quality and meaning of the labour statistics produced depends on the characteristics, strengths and limitations of the source used. To ensure the comparability and robustness of labour statistics, the methodology used to produce them should ideally follow international standards. The production of labour statistics is never a goal in itself, but it is always a means to an end (or more accurately, various ends). The true value of labour statistics lies in the analysis and interpretation made of them, and their ability to support evidence-based decision and policy-making.

The International Conference of Labour Statisticians (ICLS) is at the heart of the labour statistics standard setting process. It is a tripartite meeting bringing together experts from governments, mostly appointed from national statistical offices, employer's and workers' organizations, and takes place roughly every five years since 1923. It is organized by the ILO Department of Statistics and makes recommendations on selected topics of labour statistics in the form of resolutions and guidelines, to be approved by the Governing Body of the ILO before becoming part of the set of international standards on labour statistics. The key objectives of the ICLS are to:

- ▶ provide guidance to countries on labour statistics;
- ▶ promote international comparability of labour statistics;

- ▶ promote coherence in concepts and methods across sources and domains.

Complementing the work of the ICLS, the broad policies of the ILO are set by the International Labour Conference (ILC), which meets once a year in Switzerland. This annual Conference brings together governments', workers' and employer's delegates of the ILO member states. Often called an international parliament of labour, the Conference establishes and adopts international labour standards and is a forum for discussion of key social and labour questions. The ILC drafts and adopts Conventions and Recommendations, which are part of the international labour code.

To summarise, international standards concerning labour statistics are of two types:

- ▶ **Conventions and Recommendations** adopted by the International Labour Conference (ILC). These are part of the international labour code:
 - › Conventions (e.g. C160, C63): Conventions are **legally binding** in ratifying countries;
 - › Recommendations (R170): Recommendations are **not legally binding**.
- ▶ **Resolutions and Guidelines** adopted by the International Conference of Labour Statisticians (ICLS):
 - › Resolutions provide detailed guidelines on conceptual frameworks, operational definitions and measurement methodologies; like recommendations, they are not legally binding;
 - › Guidelines provide guidance on very specific topic areas, they are not legally binding.

Do you want to know more?

A detailed overview of the topics covered can be found here.

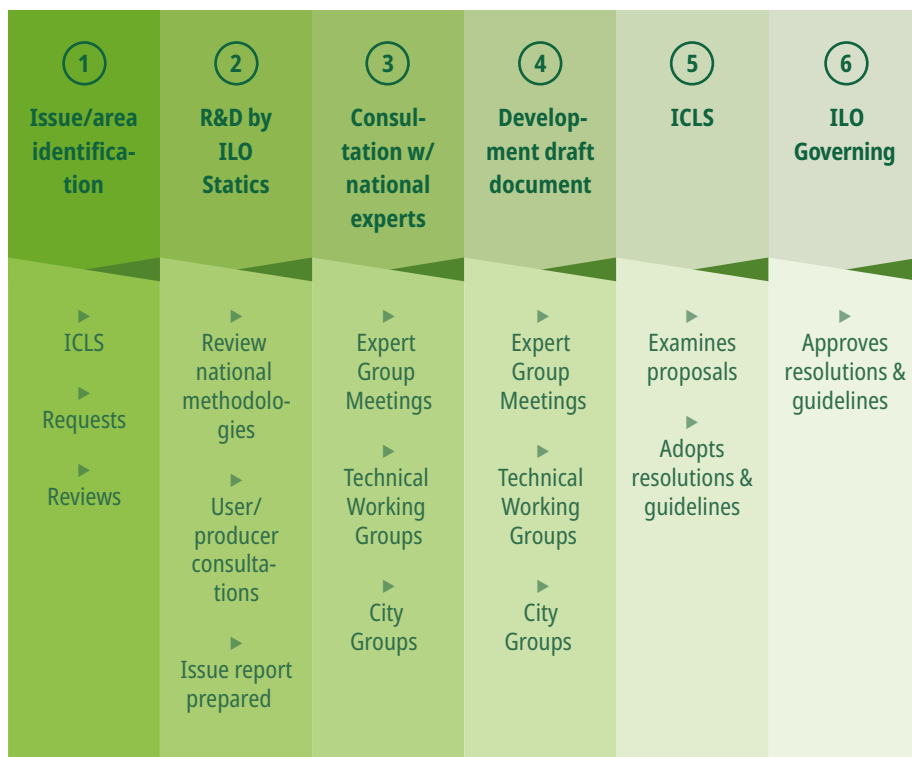
<https://ilostat.ilo.org/about/standards/icls/icls-documents/#icls20>

The existing legal instruments adopted by the ILC are the Labour Statistics Convention (C160) and the Labour Statistics Recommendation (R170), both adopted in 1985. The Labour Statistics Convention aims to provide a basic framework within which countries may progressively develop their statistical programs in the field of labour, in accordance with their needs for economic and social planning and policy making, and their national resources. It covers an array of labour-related topics, including labour force, employment, unemployment, time-related underemployment, earnings, working time, wage structure and distribution, labour cost, consumer price indices, household expenditure, occupational injuries and industrial disputes. Also C160 aims to promote the comparability of labour statistics between countries. That said, countries are allowed to ratify selected articles of the convention if they are not ready to ratify it in full (that is to say, they can ratify the parts pertaining to some topics only). Ratifying countries - so far 50 countries - commit themselves to regularly collecting, compiling and disseminating basic statistics on the relevant topics. Although originally adopted in 1985, C160 stays up-to-date and relevant, as it is automatically updated by the ICLS.

R170 complements the Labour Statistics Convention by providing specifications on the advisable frequency of data collection and dissemination, the desired breakdowns per indicator ("data disaggregation") and the major elements needed for an appropriate national statistical system ("statistical infrastructure").

Resolutions and Guidelines provide guidance on a variety of labour market topics, including work, employment, unemployment, child labour, consumer price indices, as well as gender mainstreaming, labour migration and skill mismatches, to mention only a few. A schematic overview of the standard-setting process for ICLS Resolutions and Guidelines is provided below:





Resolution concerning statistics of work, employment and labour underutilization

In October 2013, a very important Resolution was adopted by 19th ICLS: the Resolution concerning statistics of work, employment and labour underutilization. Updating a preceding Resolution from 1982, the new Resolution sets a new framework for work and labour market statistics, promoting progressive implementation, enables reconstruction of existing statistical series and facilitating international comparability. The Resolution provides concepts, definitions and guidelines for:

- ▶ distinct subsets of work activities, referred to as forms of work;
- ▶ related classifications of the population according to their labour force status and main form of work;
- ▶ measures of labour underutilization.

The Resolution provides a clear and simple **statistical definition of work**: “Any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use”. The definition applies irrespective of legality, the formality of the nature of activity, the context or person status. In simple terms, the revised statistical definition of works now comprises services as productive activities in households, which were previously excluded. For instance, activities such as washing, preparing meals, caring for children, the sick or aged are all activities that can be provided by other economic units and, therefore, fall within the general production boundary. Indeed, many households employ paid domestic staff to carry out these activities for them.

In addition, the Resolution introduced a statistical definition of **labour underutilization** and four labour underutilization indicators. Labour underutilization is defined as all mismatches between labour supply and demand which translate into an unmet need for employment among the population. Measures of labour underutilization include, but may not be restricted to:

- ▶ **time-related underemployment**: persons in employment whose working time is insufficient in relation to alternative employment situations in which they are willing and available to engage;
- ▶ **unemployment**: persons not in employment, available and actively searching for a job;
- ▶ **potential labour force**: persons not in employment who express an interest in it but for whom existing conditions limit their active job search and/or their availability.

Do you want to know more?

A full overview of the different indicators can be found here.

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_644467.pdf

To promote comparability of labour statistics across countries, the Resolution recommends that all national reporting selects at minimum two measures of Labour underutilization, the unemployment rate (LU1) and one of three other measures, as per national context.



2. Guidelines concerning statistics of international labour migration

International labour migration is a rising policy priority and there is a need to respond equitably to the interests of countries of origin and countries of destination, as well as to the interests of migrant workers. To be effective, policies must be based on strong evidence, requiring reliable and comparable statistics on the number of international migrant workers involved, their characteristics and their employment patterns.

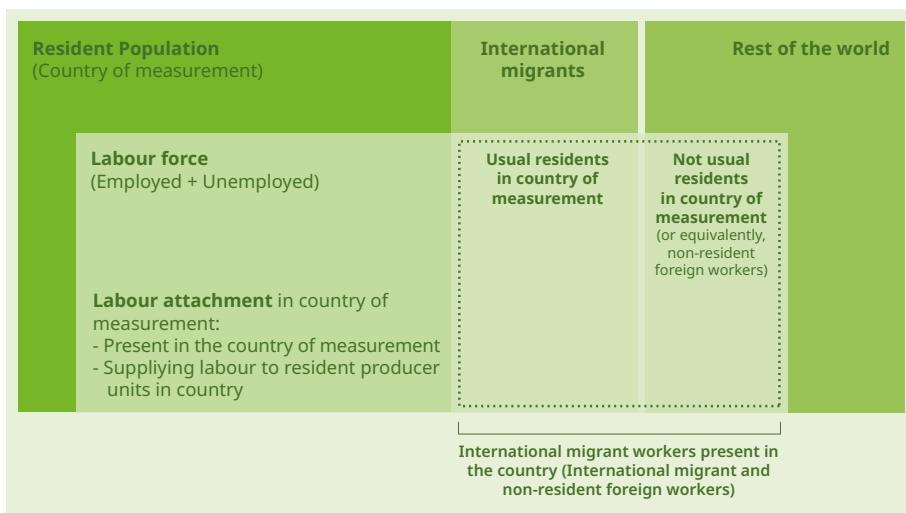
The ILO Guidelines concerning statistics of international labour migration, available [here](#), were established by the 20th ILCS in 2018. The key goal is to support countries in developing their national statistics, to ensure international comparability and evaluation of migration magnitude, trends and patterns and to allow the assessment of conditions of work of international migrant workers. According to the

Guidelines, the reference population of international migrant workers should cover both usual residents as well as non-residents included in the (potential) labour force. To ensure we speak the same language throughout this module, the section below presents key concepts and definitions on international migration:

- ▶ **International migrants:** Residents of a country who have ever changed their country of usual residence. This includes:
- ▶ **Foreign-born population**, which is the population whose place of birth is located in another country;
- ▶ **Foreign population**, comprising non-citizens, i.e. citizens of another country.
- ▶ **International migrant workers**, which is meant to measure current labour attachment of the two groups based on labour attachment and presence criteria. It includes all persons of working-age who are present in the country of measurement, i.e.:
- ▶ **Usual residents in the labour force:** international migrants who, during a specified reference period, were in the labour force of the country of their usual residence, either in employment or in unemployment;
- ▶ **Non residents with labour attachment to the country** (i.e. working or seeking work);

- ▶ **For-work international migrants** measure the movements of persons from one country to another for the purpose of undertaking or seeking work, i.e. usual residents and not usual residents who entered the country for the declared purpose work (either through intention to undertake or seek employment or intention declared at time of entry).
- ▶ **Return international migrants** are all current residents who were previously international migrant workers in another country(ies). This definition is intended to provide a basis for measuring the work experience of persons returning after being international migrant workers abroad, irrespective of their current labour force status and including those previously working abroad without being usual resident of the country where they worked.

The chart below provides a graphic overview of the key statistical definitions:



International migrant workers include vast and diverse cohorts of people who migrate for various purposes and durations. Key categories of migrant workers are presented below. Please note that these categories are not exhaustive and mutually exclusive, and should not be measured separately in all circumstances:

- ▶ **Seasonal workers**, who are not usual residents of the country of employment, whose work by its character is dependent on seasonal conditions and is performed during part of the year;
- ▶ **Itinerant workers**, who are not usual residents of the country of measurement but travel to the country for short periods for work-related reasons;
- ▶ **Foreign domestic workers**, who are engaged by resident employers;
- ▶ **Project-tied workers**, who are admitted to the country of employment for a defined period of employment solely on a specific project being carried out in that country by their employer;
- ▶ **...and many other categories:** self-employed workers, foreign students and refugees/asylum seekers/displaced people working or seeking work...

Please be aware that this definition of international migrant workers explicitly excludes foreign military, diplomatic personal, call center staff providing services from a foreign location as well as international travellers on tourism trips, even if they worked incidentally.

A different approach to classifying international labour migration is to look through the lenses of directionality, duration and nature of stay, as presented in the table below:

Directionality	Duration of stay	Nature of stay
<ul style="list-style-type: none"> ▶ Country of origin (birth, citizenship, previous residence) ▶ Country of labour attachment ▶ Country of destination ▶ Country of previous labour attachment 	<ul style="list-style-type: none"> ▶ Long-term (12 months +) ▶ Short-term ▶ Seasonal 	<ul style="list-style-type: none"> ▶ Permanent ▶ Temporary ▶ Circular

In a next step, let us consider how to categorise international migrant workers by stage of mobility. The ILO Guidelines differentiate between 'flows', i.e. the number of migrants entering (inflow) or leaving (outflow) a country/region during a specific period of time and 'stocks', i.e. numbers of migrants living in a country/region at a given point in time. As the table below shows, the core indicators for flows and stocks depends on which population of migrant workers we are looking at:

Category	Inflows	Stock	Outflows	Core indicators
International migrant workers	<ul style="list-style-type: none"> ▶ International migrant workers entering the country ▶ International migrants present in the country and entering the labour force ▶ Non-residents who started to have labour attachment in the country...during the reference period. 	Number of international migrants workers present in a country at a given time	International migrant workers <ul style="list-style-type: none"> ▶ left the country ▶ left the labour force but remaining in the country ▶ lost the labour attachment with the country... during the reference period. 	<ul style="list-style-type: none"> ▶ Stock of international migrant workers ▶ Labour force participation rate ▶ Employment-to-population ratio ▶ Unemployment rate
For-work international migrants	<ul style="list-style-type: none"> ▶ Number of for-work international migrants who entered the country during the reference period 	Number of for-work international migrants present in a country at a given time		<ul style="list-style-type: none"> ▶ Share of inflow of for-work migrants in the total inflow of international migrants
Return international migrants workers	<ul style="list-style-type: none"> ▶ Number of international migrants workers who returned to the country during the reference period 	Number of return international migrants workers present in a country at a given time	<ul style="list-style-type: none"> ▶ Number of return international migrants workers who leave the country during the reference period 	<ul style="list-style-type: none"> ▶ Share of return international migrants workers in working-age population

Information on different aspects of international labour migration and categories of international migrant workers may come from diverse sources. These different statistical sources should be treated as complementary, to be used in combination in order to derive comprehensive sets of statistics to the extent possible. It is useful to distinguish the sources of stock and flow statistics as follows:

- ▶ **Stock statistics:** population censuses; household surveys, in particular labour force surveys; specialized migration and demographic surveys; surveys limited to, or focused on, particular populations or domains (such as surveys near international borders, surveys of refugee camps); and establishment census and sample surveys;
- ▶ **Flow statistics:** border registrations; statistics of residence permits issued; statistics of work permits issued, statistics of visas issued; departure registrations; and household surveys;
- ▶ **Stock and flow statistics:** population registers; household surveys, registers of foreigners; tax and social security registrations; and registrations for use of utilities (e.g. phone, electricity)

Please note that certain groups of international migrant workers who are in need of international protection may require special surveys with targeted samples due to their particular characteristics and circumstances. For instance, appropriate administrative sources of data can complement sample surveys.

Now, let us turn our attention to some of the measurement issues presented in the Guidelines. Within each data source, special methodologies should be developed to deal with the particular measurement issues concerning international labour migration. Key measurement issues are presented below:

- ▶ **Usual residents:** Using household surveys, collect and match the information on migrant status and work status at individual level;

- ▶ **Return international migrant workers:** Using household surveys, collect and link data on past migrant status and past work status at the individual level;
- ▶ **Not usual residents** Using administrative records, avoid double-counting of individuals (all admissions vs first-time entries only, etc);
- ▶ **Inflows/Outflows** Using administrative records, ensure the accuracy of the information to adequately identify target populations;
- ▶ **Particular subcategories** Special sampling procedure to target undocumented workers, displaced workers in camps, etc.

It is important to note that household surveys as data source on international labour migration include general multi-purpose or integrated household surveys on living conditions, specialized surveys on household income and expenditure or demographic characteristics of the population, as well as dedicated surveys on international labour migration. It is a good practice for governments to include modules labour migration in existing household surveys, both to reduce costs and to ensure sustainability of data collection over time.

Finally, it is important to note that different international organisations can have slightly diverging definitions of key terminology related to labour and migration. Recently, the United Nations Expert Group on Migration Statistics Task Force developed a broader conceptual framework. Key definitions are provided below:

- ▶ **International mobility:** includes all movements that cross international borders within a given year;
- ▶ **International migration:** defined as a change in the country of residence and is considered a subset of international mobility.
 - › (i) resident population and international migration and
 - › (ii) temporary population, and international temporary population mobility.

In the above definition, the temporary population refers to all persons present in the country at a specific point in time who are not residents. The ILO's perspective on this definition is that the term "temporary" is not appropriate and not necessary. The existence of a great number of workers who cross borders each day to work in a neighbouring country. Many of these foreign workers have long term contracts and it would not be appropriate to use the term "temporary" to refer to them. Instead, the ILO would like to regard international labour migration as "a change in country of work", similar with the view that international migration is "a change of country of residence".



3. Global and regional estimates on international migrant workers: ILO experience

Based on figures for 2017, there are 258 million international migrants, 234 million migrants of working age (15 and older) and 164 million migrant workers worldwide. Overall, migrants of working age constitute 4.2 per cent of the global population aged 15 and older, while migrant workers constitute 4.7 per cent of all workers. In destination countries, the higher share of migrant workers among the global workforce than among the global population of working age is due to the higher labour force participation rate of migrants (70.0 per cent) compared to non-migrants (61.6 per cent).

The previous ILO global estimates on international migrant workers for reference year 2013 reported that there were 232 million international migrants, 207 million migrants of working age and 150 million migrant workers, suggesting increases from 2013 to 2017 of approximately 11 per cent for international migrants, 13 per cent for migrants of working age and 9 per cent for migrant workers. The substantially higher number of international migrants in 2017 could be attributed to migrant population growth.

Men constitute a larger proportion of migrant workers. In 2017, the stock of male migrant workers was estimated to be 95.7 million, while the corresponding estimate for female migrant workers was 68.1 million, or 58.4 and 41.6 per cent, respectively, of all migrant workers. The larger presence of men among migrant workers is likely explained by their larger share among international migrants of working age (54.2 per cent compared to 45.8 per cent for women) and their higher labour force participation (75.5 per cent compared to 63.5 per cent for women). Moreover, between 2013 and 2017, the share of men among migrant workers increased from 55.7 per cent to 58.4 per cent.

The labour force participation rate of migrants (aged 15 and older) is higher than that of non-migrants in 9 sub-regions out of 11 (figure 2.10). The largest difference is in the Arab States, where the labour force participation rate of migrants (75.4 per cent) is substantially higher than that of non-migrants (42.2 per cent), followed by Northern, Southern and Western Europe where the difference is 17 percentage points. Apart from Eastern Asia and South-Eastern Asia and the Pacific, where the difference between the labour force participation rates of migrants and non-migrants is negligible, and Sub-Saharan Africa and Latin America, where non-migrants have somewhat higher rates, the difference between the rates of migrants and non-migrants in other regions of the world is between 7 and 10 percentage points.

How did the ILO calculate these statistics?

Constructing the population database for the ILO global estimation of international migrant workers involved a number of steps:

- ▶ consolidating and formatting UN population data for 2017 by sex and 10-year age group in the form of a standard template;
- ▶ an initial modification was introduced to include refugees in some countries, which was subsequently deleted based on clarifications obtained from UN DESA;

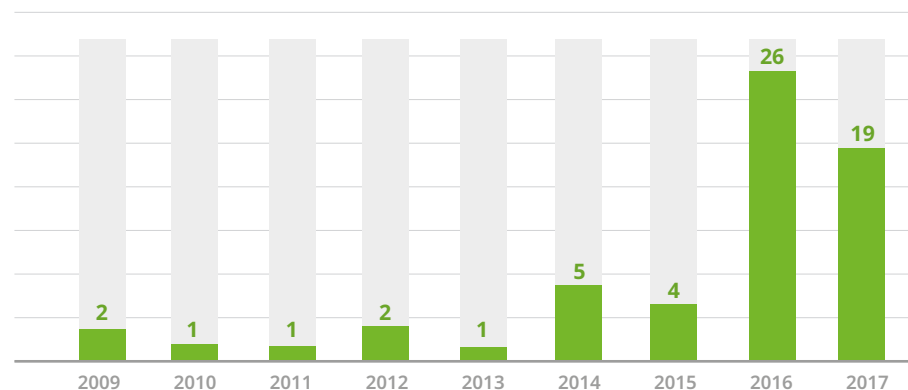
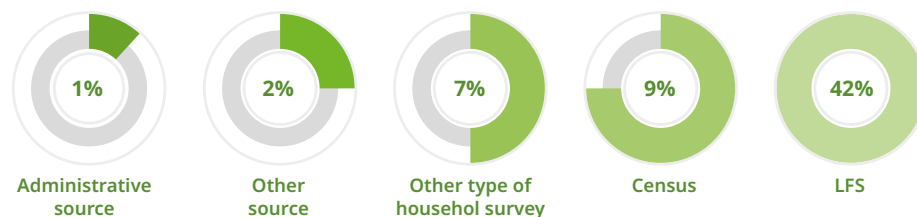
Do you want to know more?

For a detailed overview of the methodology, please refer to **ILO Global Estimates on International Migrant Workers, Chapter II.**

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_652001.pdf

- ▶ harmonizing UN population data with data on workingage population used in the ILO labour force database.

The next step was to compile as many national data points as possible on the main variable of global estimation, namely, international migrant workers. The data were obtained mostly by extracting the information from existing international and regional databases. Additional national data points were collected from publications or websites of national statistical offices. Key sources of information included the ILO International Labour Migration Statistics database in ASEAN, the EUROSTAT migrant integration statistics, the OECD international migration databases and various other sources of national data, presented below:



The International Labour Migration Statistics (ILMS) database

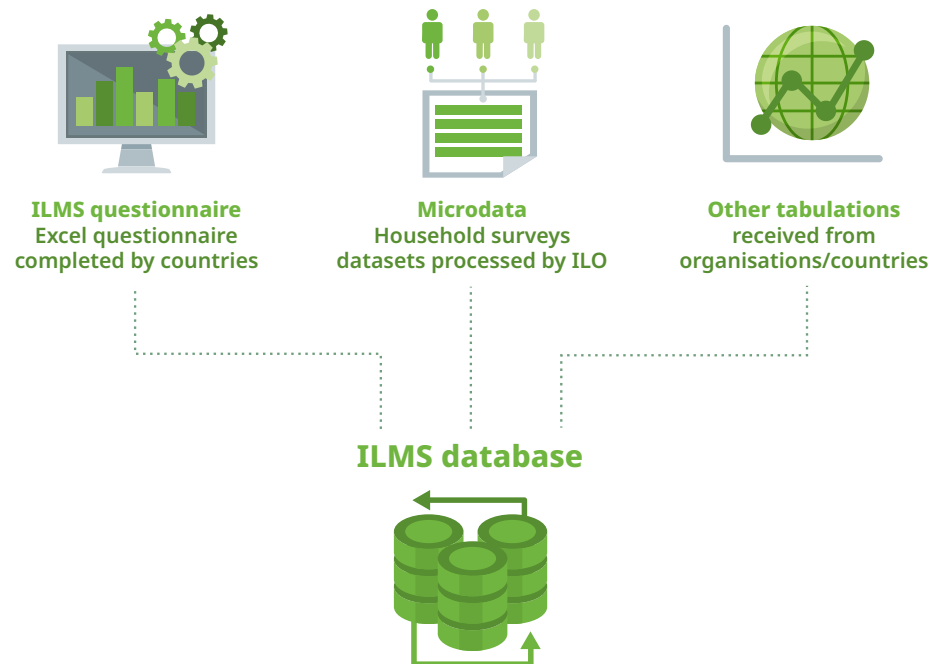
With the ILMS, the ILO established the only database on international labour migration in the world, producing regular updates of global estimates of international migrant workers. The database captures 51 indicators on stock (21), flow (14) and rates/distribution (16) of international migrant workers for 144 countries. Since 2018, the ILMS ensures global and regular data collection, whose concepts are

consistent with the 20th ICLS guidelines, hence reducing manual efforts for both ILO and countries, increasing data consistency and enhancing comparability. The table below provides an overview of the three ILMS topics and core indicators:

Stock of International Migrant	Inflow of International Migrants	Nationals Abroad
<ul style="list-style-type: none"> ▶ Working-age population ▶ Employment ▶ Unemployment ▶ Mean earnings 	<ul style="list-style-type: none"> ▶ Inflow of international migrants ▶ Inflow of employed international migrants 	<ul style="list-style-type: none"> ▶ Stock of nationals abroad ▶ Inflow of return migrants ▶ Outflow of nationals (for employment)

The main data sources for stock indicators are labour force surveys, followed by other household surveys and population censuses. Flow indicators usually come from administrative data sources. Administrative registration for residence or working permits from interior affairs or immigration services, foreign employment departments and other administrative services or border registration often allow for the measurement of new entries of migrants. Additionally, some household surveys may include information on migration flows. Stock and flow data

may also come from various official estimates produced by countries based on multiple data sources. The chart below depicts the three key data channels that are used to update the ILMS:



Do you want to know more?

Further information on the computation of indicators can be found at the following links:

<https://ilostat.ilo.org/resources/concepts-and-definitions/indicator-description-international-labour-migration-statistics/>

https://www.ilo.org/ilostat-files/SSM/SSM9/SSM9_E.html

Using administrative records for statistics on labour migration

Administrative registrations (ARs) are sets of registrations (usually electronic) made and stored to support, document and monitor the implementation of legislations and/or administrative regulations. ARs may include both structured information for easy retrieval and supporting documents with information that is less structured. They are usually managed and owned by the agency responsible for implementing the relevant legislation/regulation. The agency may process and/or store the registrations centrally or at each operational unit.

There are various quality concerns when statistics are based on administrative registrations made to support the implementation of laws and regulations:

- ▶ **Coverage:** The administrative registrations cover the population covered by the relevant regulations. Is this the population of interest for those using statistics for descriptions and analysis?
- ▶ **Definitions of and value sets of characteristics** reflect the criteria to be used to make administrative decisions;
- ▶ Are **characteristics of interest** registered completely or correctly?
- ▶ **Timeliness of the statistics** depends on the reporting, the case handling and the storage processes.

Possible ARs that can contribute to statistics on international labour migration and migrants are presented in the table below:

Phase/stage	Potentially relevant ARs
On the movements of migrant workers during a reference period	<ul style="list-style-type: none"> ▶ Records kept by recruitment agents ▶ Records of issued work permits and other types of residence permits giving the holder the right to employment (to capture both migrant workers and other (potential) working migrants), and their duration ▶ Registrations of new hirings (e.g. as reported to social security administrations) and new registrations of self employed workers (e.g. at tax authorities) ▶ Border registrations (if including information on possibility for employment)
On the emigration of workers (in addition)	<ul style="list-style-type: none"> ▶ Records of emigration permits granted ▶ Records of deregistrations of immigration permits granted (often less likely to be complete or reliable than the registrations of new entries) ▶ Dates of expiration for immigration permits granted ▶ Border registrations
On the operation of the regulation of international migration	<ul style="list-style-type: none"> ▶ Records of the regulating agencies

In addition, other important information can be extracted from registrations of changes to population, tax and social security/health registers, and to the registrations at postal services and of subscribers for electricity and water, as well as with phone and television companies or internet connections, provided they include reliable information on the (possibility for) employment and the citizenship of the individuals. Relevant information can also be derived from the accumulation of

all relevant permits granted/expired or all border movements in the direction of interest registered during a relevant period. To use ARs on stocks, it is important that procedures are in place for removing registrations that are no longer correct/relevant.

ARs are essential to provide statistics on the regulation of international labour migration and migrants, in order to monitor the effectiveness of the implementation of the relevant regulations and assess how they affect different groups of (potential) labour migrants, working migrants and employers. Relevant indicators for this purpose include the number of applications and decisions, as well as their (legal and factual) basis; the characteristics of applicants and other units involved; as well as case processing times. Important definitions and value sets required to use ARs for labour migration statistics are presented below:

- ▶ **Immigration/emigration status:** is defined by the relevant national legislation, not as defined by UN statistical recommendations
- ▶ **Labour force status,** as defined in the relevant legislation
- ▶ **Demographic characteristics and countries:** normally consistent with UN census recommendations
- ▶ **Occupation:** normally reflecting relevant legislation, not consistent with ISCO
- ▶ **Industry:** normally reflecting relevant legislation, not consistent with ISIC/NACE
- ▶ **Contractual situation:** normally reflecting relevant legislation, not consistent with ILO recommendations
- ▶ **Educational attainment:** normally reflecting relevant legislation, not consistent with ISCED
- ▶ **Recruitment costs:** See the ILO/KNOMAD [document](#)



4. Regional migration frameworks: data, analysis and regional arrangements

The Global Compact on Migration calls for the establishment and strengthening of regional centres for research and training on migration or migration observatories, such as the African Observatory for Migration and Development. The purpose of migration observatories is to collect and analyse data in line with international standards, including on best practices, the contributions of migrants, the overall economic, social and political benefits and challenges of migration in countries of origin, transit and destination, as well as drivers of migration, with a view to establishing shared strategies and maximizing the value of disaggregated migration data, in coordination with existing regional and sub-regional mechanisms.

For instance, UNDESA has promoted the establishment of regional and sub-regional statistical training centres and observatories as part of the Global Compact on Migration's strategy to increase capacity for countries to develop and use migration data. Examples of existing regional migration observatories include the African Institute for Remittances, developed by the African Union, the Continuous Reporting System on International Migration in the Americas (SICREMI), developed by OECD and the Organization of American States (OAS) and the African, Caribbean and Pacific (ACP) Observatory on Migration, supported by IOM and funded by the EU.

At the level of SADC, this policy thrust is reflected in a variety of instruments:

- ▶ The revised **Migration Policy Framework for Africa** (2016) recommends:
 - › Establish and strengthen national/regional/continental arrangements and capacities for migration research, data collection, analysis and sharing, as well as the exchange of best practices in these areas.

- ▶ The **SADC Labour Migration Policy Framework** (2014) calls for the commitment to put in place national labour migration policies by 2020, which should include:
 - › Collection and recording of migration data, and evidence on the economic contribution of labour migration.
- ▶ The **SADC Labour Migration Action Plan**, Output 2.3 specifies:
 - › Labour migration knowledge products, including statistical reports and research papers, produced and disseminated.

Examples from the region: The Southern Africa Migration Management (SAMM) Project

SAMM, funded by the European Commission, is a four-year project to improve migration management in the Southern Africa and Indian Ocean region. The SAMM Project is implemented by the ILO in collaboration with the International Organisation for Migration (IOM), the United Nations Office on Drugs and Crime (UNODC) and the United Nations High Commissioner for Refugees (UNHCR).

The project targets the Southern African Development Community (SADC), the Common Market for Eastern and Southern Africa (COMESA) and the Indian Ocean Commission (IOC). It focuses on the following countries: Angola, Botswana, Comoros, Democratic Republic of the Congo (DRC), Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia and Zimbabwe.

The objectives of the project include, amongst others:

- ▶ A Southern African and Indian Ocean migration observatory established and fully operational.
- ▶ Evidence-based management strategies and policies to address mixed migration challenges, including assurance of appropriate protection frameworks for vulnerable migrants, are formulated and implemented.
- ▶ Improved policy environment for labour migration across the region and improved access to legal and efficient means of labour mobility for (prospective) labour migrants.
- ▶ Strengthened and informed decision-making as well as management of mixed migration flows, including improved protection of vulnerable migrants in the Southern African and Indian Ocean region.

Key project activities include:

- ▶ Assessments of the availability of statistical data and information
- ▶ List of minimum indicators reviewed (including indicators on refugees)
- ▶ Capacity building and technical assistance to introduce labour migration in national Labour Force Surveys

The implementation of the project started in January 2020 with the recruitment of staff and the preparation of stocktaking exercise regarding completed and on-going activities in the field of labour migration undertaken in the countries covered by the project, to the extent that these activities have a bearing on the workplan of the project.

More information on the project can be found on the official project website.

Regional migration observatories can take various forms, follow different mandates and have different stakeholder compositions. For instance, the Western Balkans Migration Network is currently developing a regional migration observatory, which will be an online platform for policy makers, researchers and donors interested in the migration issues in Western Balkans countries. The observatory is a

product of a cooperation of seven think tanks the Western Balkans Migration Network initiated by representatives of seven Western Balkan countries. The Observatory aims to give new information for the migration processes of the Western Balkan countries and to promote new policy approaches that will help to maximize the potential benefits of migration, whilst minimizing its negative consequences.

The Southern African Development Community Labour Market Observatory

The Southern African Development Community (SADC) is collaborating with the ILO and the Southern African Migration Management (SAMM) project to develop a fully functional SADC Labour Market Observatory (LMO). The LMO, which was approved by the SADC Meeting of Employment and Labour Ministers in April 2021, will have an inclusive governance structure and will integrate critical information on labour markets, including statistical and non-statistical information, to inform the development and implementation of regional policies and strategies. The LMO will pool available national level labour market information including information on labour migration and skills, among other areas.

While SADC has developed a comprehensive Regional Qualifications Framework (RQF) for schooling, Technical and Vocational Education and Training (TVET) and higher education, implementation at national levels is challenging, and aggregation of resulting data remains lacking. At the same time, there exists no regional observatory which focuses explicitly on labour migration data. In order to bring these two needs together, the SADC LMO will also gather data and information on labour migration and skills.

The SADC LMO is not a mechanism to replace national LMIS, though SADC Member States are encouraged to implement and strengthen their own LMIS in such a way that these systems can be easily linked to the LMO. The ultimate purpose of the proposed LMO will be to ensure aggregation and the availability of up-to-date and comparable labour market information generated by tracking agreed/selected labour market (including labour migration) indicators across the Member States.

The Observatory will consist of an online data repository built as an aspirational and scalable-tiered system, with levels of classifications aligned to internationally accepted labour market, labour migration and skills indicators. The tiered system will facilitate engagement of all Member States, at their level of data availability. This broad engagement is made possible through technical support, toolkits (i.e. software) and training provided by the ILO, which can support:

1. Collection and compilation of data and information
2. Storage of information (data and indicators)
3. Analytical capacity and tools
4. Institutional arrangements and networks

The African Migration Observatory, inaugurated in 2020, is a dedicated agency set up within the African Union to respond to the need for the continent to generate its own data and information about migratory phenomena within Africa. The Observatory will provide information for the 55 member states of the African Union as well as the eight Regional Economic Communities on the continent. The key objective is to provide centralized data and information about migration to all the countries on the continent. Data is intended to help research, formulate and establish migration policies. The research, studies and data that the observatory carries out will be managed by a new specialized agency, the African Center for Study and Research on Migration, which will be set up in Bamako, Mali and will become operational in 2021.

An overview of the key opportunities and challenges is provided in the table below:

Opportunities	Challenges
<ul style="list-style-type: none"> ▶ Strong incentive to produce comparable data ▶ Potential for a broad user and support base ▶ Potential to produce cross-national analytical insights not otherwise possible ▶ Can provide capacity building and experience sharing to participating states with less statistical capacity ▶ Coherence between regional observatories contributes to global debates on migration and development 	<ul style="list-style-type: none"> ▶ Competition between observatories ▶ Little to no reliance on national/ official statistics ▶ Almost no observatory focuses specifically on labour migration ▶ Some observatories focus on very specific corridors or are simply data aggregators with little added analytical value ▶ Others might have clear (or less clear) policy agendas and be used as advocacy tools instead of providing independent analysis/research.



5. Labour Market Information System (LMIS) for matching and anticipating skills

Some discrepancies between labour supply and demand may be positive because they enable social mobility and provide incentives for skills development and innovation. However, the real challenge is to minimise skills mismatch and its consequences for economy, society, enterprises and individuals.

Labour Market Information System (LMIS) refers to any information concerning the size and composition of the labour market, the way it functions, its problems and opportunities, as well as employment-related intentions of its actors. As one component of a broader labour market information system (LMIS), skills needs anticipation can be broken down into a number of key elements:

- ▶ **Institutions (Social dialogue and coordination):** In every country, a number of institutions have an interest in skills development: the include, among others, various government agencies, education and training institutions and employers and worker organisations. The functions of various institutions in the labour market information system ideally should be complementary to one another in order to ensue good coverage and dissemination of data, multifaceted and multipurpose analytical outputs, and translation of findings into policy and practice.
- ▶ **Analytical capacity:** It is crucial to understand that the mere production of information on current and future skills needs is necessary, but not sufficient for effective skills anticipation and matching. The concept of anticipation is broader, requiring not only the production of results from analytical models, but the analytical expertise to interpret and validate them, and the capacity then to translate them into the development of practical policies. Both these steps require agreed and coordinated responses by a range of stakeholders.

- ▶ **Methods and tools:** As well as identifying past and current trends, the anticipation of skills needs clearly required a future focus. The trends identified, and various other pieces of intelligence, can be combined and project to reflect potential future outcomes in different ways. Tools are guidelines and instruments that provide food practice on the use of data sources, methodologies and approaches relevant to a specific aspect of skills needs anticipation. They are aimed at providing step-by-step assistance in the development and implementation of systems to anticipate skills needs, based on what works best in countries around the world. (This will be topic in the next section of this module).
- ▶ **Data (Production and use):** Various data sources are available to identify key pays and current trends in the demand for and supply of skills. Each data source has its own strengths and limitations, and provides insight into different aspects of skills needs. Data availability and quality can present difficulties, particularly in developing and transition countries. Ideally, a number of different data and indicators needs to be considered in the analysis to find a detailed and objective picture (This was the topic of our module on Statistics and labour migration).

Skills assessment and anticipation in the skills development policy cycle

Skills development is a broad concept composed of 3 pillars: initial TVET and universities, active labour market policy and workplace learning:

- ▶ **Initial TVET and universities:** Mid-to-long term forecasting (quantity) and ongoing information non changes in labour market demand in terms of quality (competences, skills gaps)
- ▶ **Active Labour Market policy:** Short-to-medium term skill needs forecasting and assessments and information on current labour market signals.
- ▶ **Workplace learning:** Immediate to long-term assessments and linkage between longer-terms strategy in enterprise development and skill needs assessments.



6. Statistical methods to assess labour and skills needs

There are many approaches and methods developed to identify and analyse current and future skills needs. All methods have their own strengths and weaknesses. Their use largely depends on the level of analysis, the availability of data and analytical capacities and the study objectives. Readers need to keep in mind that an effective system to anticipate skills demand usually combines several methods and addresses challenges that are not merely of technical but also institutional nature. Before undertaking any identification of skill needs research always answer the following questions:

1. What are your policy objectives / needs?
2. What are your research objectives? What do you want to find out?
3. Who will be a primary user of the findings?
4. Who will perform research / data collection / analysis?
5. What are the financial resources you have for the study?

Once these questions are answered, you will know:

1. At which level you need to undertake the research (macro, meso, micro: national economy, sector, industry, region, local community, occupation etc.).
2. What time span of skills identification is needed: projection – short/medium/long-term? Trend? Current need?
3. What will be key target groups, clients – direct and indirect beneficiaries
4. Which methods you may apply
5. and who will be your major partners.

Examples from the Region: Botswana's Labour Market Observatory

The Human Resource Development Council (HRDC) of Botswana manages a Labour Market Observatory (LMO) that generates and updates labour market information and publishes data and reports on its website. The mission of the LMO is to provide relevant, quality and timely labour market information for data users to make informed decisions regarding the labour market situation in Botswana. As a 'one-stop shop' for Labour Market Information, the LMO serves a variety of functions:

1. Collect all information on labour market information:

- ▶ All data, reports, information on planned activities, government policies, (major) private and public investments, legal information, international practices, etc.;
- ▶ Data collected by others (only in exceptional cases LMO executes its own surveys on a limited scale);
- ▶ Information on vacancies and jobseekers.

2. Analyse the information:

- ▶ Assess the quality of the information and make recommendations for improvement when applicable;
- ▶ Determine which information is missing, show how missing information can be approximated, recommend on additional questions in existing surveys or administrations, assist in obtaining additional funding if required, etc.;
- ▶ Conduct or subcontract analytical studies;
- ▶ Harmonise data.

3. Construct and populate a Labour Market Information System

- ▶ Forecast the labour demand and supply; and identify mismatches between the two;
- ▶ Disseminate the information on the labour market through: Labour market bulletins and reports Website Seminars and workshops;
- ▶ Prepare labour market plans recommending measures to reduce the mismatches.

The latest list of priority occupations in demand can be found [here](#)

Do you want to know more?

To find out more about the methods to assess labour market and skills needs, please refer to Module 8 of this toolkit.



7. Linking labour migration data to evidence-based policies

Why is there a need for migration policy?

The basic rationale for a country's migration policy remains the need to protect the interest of those who belong to that state. People, however, can have different views on what would protect their interests. Some argue that migration policy must be designed to serve as a filter or a sieve, letting in only those foreign nationals who contribute most to the country's welfare, such as artists and scientists, and keeping the rest out. Others argue that migration policy should serve to solve problems in balancing the labour market, and this may mean increasing the supply of workers willing to perform dangerous or menial jobs. On the other hand, for many countries with excess supplies of labour, migration policy is aimed at protecting the rights and welfare of their citizens to settle or work in foreign countries. The objective of migration policy is thus the same: to protect citizens. But the content of that policy differs, depending on whether the country plays host to migrants or is a source of workers. In short, the content of labour migration policies differs, depending on whether the country is a host to migrants or a source of migrants. Public policy is almost always what emerges out of bargaining and compromises among different groups that have conflicting interests. Migration policies are no exception.

In countries of origin, the questions typically addressed by policy are:

- ▶ Should the State assign to a specialized agency of government the task of regulating the contracting of nationals for employment abroad?
- ▶ When would it be justified to restrict nationals from accepting employment abroad?
- ▶ If the State is to intervene, what minimum standards should be set?
- ▶ How should migration of workers be organized? What are the options – government monopoly, private monopoly or government regulation of private agencies?
- ▶ Should the migrant workers be covered by social insurance? If so, how?
- ▶ How can the State see to it that the rights and interests of their nationals working abroad are protected?

In countries of destination, the questions typically addressed by policy are:

- ▶ How can population aging and skills shortages be addressed successfully through labour migration?
- ▶ How should bilateral, regional and multilateral agreements for labour migration be successfully implemented?

- ▶ How can migrant workers be integrated?
- ▶ How can successful labour market matching for migrant workers be ensured to address pressing skills gaps and needs?
- ▶ How can migrant workers with the right skill levels and occupations identified?
- ▶ How can irregular migration be prevented?

Linking labour and migration statistics to policy making

The table below provides an overview of the type of data and information needed for countries of origin and destination across the policy cycle:

Policy Cycle	Countries of Origin	Countries of Destination
Policy design	<ul style="list-style-type: none"> ▶ Overseas markets and demand for workers by sectors, occupations, skill levels 	<ul style="list-style-type: none"> ▶ Labour market shortages in different sectors and for different occupations, skills
Implementation	<ul style="list-style-type: none"> ▶ Stocks, profiles of migrant workers abroad and the numbers leaving the country ▶ Return migration and labour market reintegration ▶ Remigration ▶ Diaspora engagement 	<ul style="list-style-type: none"> ▶ Numbers and profiles of foreign workers admitted under different programmes;
Monitoring and Evaluation	<ul style="list-style-type: none"> ▶ Impact on the local labour market and human resources ▶ Remittances 	<ul style="list-style-type: none"> ▶ Impact on the local labour market, including employment, wages, working conditions, skills recognition, matching and development, remittances ▶ Labour market integration
Revision/New policy	<ul style="list-style-type: none"> ▶ Policy feedback ▶ Impact assessment results and evaluation reports ▶ All data from the previous stages could be relevant 	<ul style="list-style-type: none"> ▶ Policy feedback ▶ Impact assessment results and evaluation reports ▶ All data from the previous stages could be relevant ▶ New, emerging needs on labour demand for foreign labour

Elements of sound migration policy

Coherence, transparency, broad public support and good governance characterize sound migration policies. Key elements include:

- ▶ **Solid and up-to-date evidence base**
- ▶ **Transparency** – The policy must have clearly stated objectives that people can understand and should be implemented through instruments and measures that are likely to produce the desired outcomes.
- ▶ **Broad public support** - Migration is a delicate political issue in many countries and lack of careful studies of impact and consequences have often resulted in heated policy debates. It is clear that for almost all countries there can be no policy of completely opening, nor completely closing, doors to migration. There is, however, a broad scope for negotiating sensible compromises among stakeholders and the political constituents at large.

- ▶ **Good governance** - In the case of labour migration, good governance starts with having policies based on respect for human and fundamental labour rights, and also requires the appropriate legislation to support such policies, along with the financial and technical resources required, and having an effective and efficient administrative machinery for implementation.
- ▶ **Coherence** - Policy coherence means ensuring that policies and programmes on migration and other areas do not undermine each other, either directly or through unintended consequences.

The table below provides a comprehensive overview of the sources of information required for the design and implementation stage of a labour migration policy:

Phase	Indicator	Means of verification	Sources
Policy Design	National labour migration policies are designed to be coherent with employment and education / training policies, and gender- sensitive (all government areas)	National labour migration policy documents and related actions containing policy interlinkages with employment and education/ training policies, and vice versa; Academic studies on policy design/development of labour migration, employment or education/training policies; institutional analyses	Government, academia, think tanks, journal articles
	There are institutionalized shared responsibilities for drafting labour migration policies	Regulations/decrees/executive orders/by-laws, indicating shared institutional responsibilities for drafting labour migration policies	Government
	Active consultations take place on labour migration policy	Meeting proceedings/minutes, documenting consultation processes between the relevant line ministry in charge of drafting labour migration policy, other ministries and particularly the Ministry of Labour, and relevant stakeholders	Government, workers' and employers' organizations, other relevant stakeholders

	Percentage of the state budget envisaged for labour migration policy	Government budget; government annual financial statement	Government
	Number of meetings/ consultations of permanent or ad-hoc consultation forums established for drafting labour migration policy	Minutes/records from the meetings, meeting agendas, online access to specific websites	Government, participating organizations
	Number of stakeholders representing other policy areas (e.g. employment, education/training), actively involved in the labour migration policy design process	Minutes/records from the meetings, meeting agendas, list of participants	Government, participating organizations
	Number of new bilateral and multilateral agreements on labour migration, reflecting employment and education/ training aspects	New treaties on labour migration deposited	Government
Policy Implementation	More coherent bilateral and multilateral labour migration agreements, reflecting employment and education / training aspects, are implemented	Implementation reports of bilateral and multilateral agreements on labour migration, containing inter-linkages with employment and education/training policies (clauses on recognition of qualifications, quotas based on labour demands and demographic developments, etc.)	Government
	Policy coherence is part of labour migration policy monitoring and evaluation reports	Monitoring and evaluation reports on the implementation of national labour migration policy, or employment and education/ training policies, containing labour migration issues; bilateral committees' monitoring reports, where such arrangements exist	Government
	Permanent or ad-hoc consultation forums have been established to monitor the implementation of labour migration policy	Minutes from meetings, meeting agendas, lists of participants, online forums	Government, workers' and employers' organizations, other relevant stakeholders
	Ratified Conventions and their respective Recommendations, treaties, etc. on labour migration are implemented and reported on	Government reports to international organizations on their obligations under ratified Conventions and their respective Recommendations, treaties, etc. on labour migration; parliament records of legal ratifications	Government, official journal

Key stakeholders are actively involved in the labour migration policy implementation and monitoring process

Transcripts of interviews with key stakeholders involved in the policy design process (employers' and workers' organizations, line ministries and their implementing agencies (e.g. public employment services, non-governmental organizations); monitoring reports

Government officials, employers' and workers' organizations

Number of migrant workers, by age and sex, going abroad under bilateral labour agreements

Government implementation reports of bilateral labour migration agreements

Government, national statistical offices



Key learning points

- ▶ 1. Labour statistics are official statistics which deal with work, productive activities, workers, the characteristics of the labour market and the way it operates. Having timely, valid, reliable, and comparable labour statistics is crucial to inform policy formulation, implementation and evaluation, labour market research and goal setting and monitoring.
- ▶ 2. The quality and meaning of the labour statistics produced depends on the characteristics, strengths and limitations of the source used. To ensure the comparability and robustness of labour statistics, the methodology used to produce them should follow international standards.
- ▶ 3. The production of labour statistics is never a goal in itself, but it is always a means to an end (or more accurately, various ends). The true value of labour statistics lies in the analysis and interpretation made of them, and their ability to support evidence-based decision and policy-making.
- ▶ 4. The existing legal instruments adopted by the ILC are the Labour Statistics Convention (C160) and the Labour Statistics Recommendation (R170), both adopted in 1985. The Labour Statistics Convention aims to provide a basic framework within which countries may progressively develop their statistical programs in the field of labour, in accordance with their needs for economic and social planning and policy making, and their national resources. R170 complements the Labour Statistics

Convention by providing specifications on the advisable frequency of data collection and dissemination, the desired breakdowns per indicator (“data disaggregation”) and the major elements needed for an appropriate national statistical system (“statistical infrastructure”).

- ▶ 5. The Resolution concerning statistics of work, employment and labour underutilization adopted in 2013 sets a new framework for work and labour market statistics, promoting progressive implementation, enables reconstruction of existing statistical series and facilitating international comparability and provides concepts, definitions and guidelines for distinct subsets of work activities, referred to as forms of work; related classifications of the population according to their labour force status and main form of work; measures of labour underutilization.
- ▶ 6. The ILO Guidelines concerning statistics of international labour migration aim to support countries in developing national statistics, to ensure international comparability and evaluation of migration magnitude, trends and patterns and to allow the assessment of conditions of work of international migrant workers.
- ▶ 7. The International Labour Migration Statistics (ILMS) database is the only database on international labour migration in the world, producing regular updates of global estimates of international migrant workers. The database captures 51 indicators on stock (21), flow (14) and rates/distribution (16)

of international migrant workers for 144 countries. Since 2018, the ILMS ensures global and regular data collection, whose concepts are consistent with the 20th ICLS guidelines, hence reducing manual efforts for both ILO and countries, increasing data consistency and enhancing comparability.

- ▶ 8. The purpose of migration observatories is to collect and analyse data in line with international standards, including on best practices, the contributions of migrants, the overall economic, social and political benefits and challenges of migration in countries of origin, transit and destination, as well as drivers of migration, with a view to establishing shared strategies and maximizing the value of disaggregated migration data, in coordination with existing regional and sub-regional mechanisms.
- ▶ 9. Labour Market Information System (LMIS) refers to any information concerning the size and composition of the labour market, the way it functions, its problems and opportunities, as well as employment-related intentions of its actors.
- ▶ 10. The objective of migration policy is always to protect citizens. But the content of that policy differs, depending on whether the country is a host to migrants or a source of migrants. Coherence, transparency, broad public support and good governance characterize sound migration policies. Key elements include Solid and up-to-date evidence base, Transparency, broad public support, good governance and coherence.



Knowledge Acquisition Test

Question 1

What practical criterion is used for defining international migrants living in a given country in the International Labour Migration Statistics (ILMS) database?

- (a) Foreign population holding a valid residence permit
- (b) Foreign-born population with intention to reside at least 6 months
- (c) Foreign-born or foreign usual resident population
- (d) Foreign-born or foreign population holding a valid work permit

Question 2

Which UN agency is responsible to organize the International Conference of Labour Statisticians (ICLS)?

- (a) UNSD-DESA
- (b) International Organization of Migration
- (c) United Nations Economic Commission for Europe (UNECE)
- (d) International Labour Organization (ILO)

Question 3

What type of migration statistics is more useful at the labour migration policy design stage for origin countries?

- (a) Demand for migrant workers by sectors, occupations, and skill levels
- (b) Number of recruitment agencies
- (c) Minimum wage in the country of destination
- (d) All of the above

Question 4

What is the main reason, one conducts a sample survey of the international migrant population rather than a complete census?

- (a) It is more accurate
- (b) It is less costly
- (c) It is easier
- (d) It is more credible

Question 5

Which characteristics of international migrant workers and their employment are most likely to be registered completely and correctly by an migration authority?

- (a) The type of activity (industry) of the employer/employment
- (b) The type of work (occupation) of the job
- (c) The educational attainment of the migrant
- (d) The identity of the migrant and the reason for the decision

Question 6

Which of the following is the best source to collect data on international labour migration?

- (a) Wage structure survey
- (b) Household income and expenditure survey
- (c) Labour force survey
- (d) None of them

Question 7

Which indicator is not collected through the International Labour Migration Statistics (ILMS) questionnaire?

- (a) Employment by sex, status in employment and citizenship
- (b) Labour force by sex, age and citizenship
- (c) Mean nominal monthly earnings of employees by sex and citizenship
- (d) Inflow of employed non-citizens by sex and occupation

Question 8

In your view, which continent has the highest number of international migrant workers?

- (a) Africa
- (b) Americas
- (c) Asia and Pacific
- (d) Europe

Question 9

Which is not the reason for inadequate use of existing labour migration data in some countries?

- (a) Coordination issues among different national agencies
- (b) Statistical information not user-friendly
- (c) Lack of interest from policy makers
- (d) Lack of or low capacity for identifying, processing, producing and compiling data

Question 10

What is it most essential to understand when considering using administrative registrations for statistics on international migration?

- (a) The IT-solutions used for the registrations
- (b) The history of the administration making the registrations
- (c) The details of the regulations being administered
- (d) The scope of the regulations and how the information is obtained, registered and stored

Correct answers: 1c, 2d, 3d, 4b, 5d, 6c, 7b, 8d, 9c, 10d.



Suggestions for group work:

1

Training activity 1 - discussion

- ▶ **Type:** Individual or Group Exercise
- ▶ **Time:** 45 min
- ▶ **Modality:** Residential or online
- ▶ **Level of difficulty for the Trainer:** level 1 beginner
- ▶ **Objective:** Apply some of the key terminology and concepts to their own country context

Modality 1: Residential

Divide participants into small groups and ask them to discuss the following questions:

Which is/are the most **problematic barrier(s) in accessing relevant data** in your country? Is there any specific reason behind unavailability of data? Do you have **more information** that you can share on this topic?

If the participants are all from the same country, help them bring the discussion forward by asking what they think the **root causes** could be, and what **strategies** could be put in place to minimize/solve this issue.

If participants are from different countries, another follow up question could be what **commonalities** or **differences** they see in their countries' response to this issue. Is there potential for **cooperation**? What can be **learned** from neighbouring countries' experiences?

Ideally, the guiding questions should be projected on a slide or written on a piece of flipchart paper for participants to be able to refer to them with ease throughout the exercise. You can also print them out on a task sheet to be distributed to each group.

Allow 30 minutes for discussion then ask each group to nominate a spokesperson who will summarize the key points for the plenary. Allow at least 5 minutes for each group to present and reply to questions posed by other groups, if any.

Modality 2: online

Ask participants to reply to the same questions individually in a forum.

2

Training activity 2 – group work

- ▶ **Type :** Group Exercise
- ▶ **Time:** 45 to 90 min
- ▶ **Modality:** Residential or online
- ▶ **Level of difficulty for the Trainer:** level 2intermediate (requires preparation)
- ▶ **Objective:** Review a sample questionnaire in light of what has been learned from the module

Modality 1: Residential

Divide participants into small groups and distribute the instructions as well as the sample questionnaire (found below).

Allow 30 to 60 minutes for discussion then ask each group to nominate a spokesperson who will summarize the key points for the plenary. Allow at least 5 minutes for each group to present feed back and reply to questions posed by other groups, if any.

Modality 2: online

Ask participants to reply to the same questions in a forum. The group work can be carried out in separate zoom calls, via email, WhatsApp group etc as preferred.

3

Training activity 3 – World Cafè (adaptation)

- ▶ **Type:** Group Exercise
- ▶ **Time:** up to 2hrs
- ▶ **Modality:** Residential
- ▶ **Level of difficulty for the Trainer:** level 3 advanced
- ▶ **Objective:** Reflection and systematization of learning

Set the scene: prepare three large tables and cover them with brown paper or flipchart paper then put some markers and sticky notes on each table. Write one of the guiding questions on each table (a different one on each). Ask a volunteer to join each table and act as ambassador.

Guiding questions:

1. Why are statistics from administrative sources so important in understanding labour migration and distilling evidence based lessons for better governance?
2. Upgrading a Labour Market Information System (LMIS) requires a step-by-step approach. What are the two key priorities for better statistics in your country and how they are linked to public policy questions?

3. How could you set up and formalize cooperation for the establishment of common LMIS elements with countries you partner with in the management of labour migration corridors? Think about examples of intra-regional cooperation on statistics to detect magnitude and quality of irregular migration, as well as examples on data required for a BLAs to enable the exchange of skilled labour trained in the Country of Origin and deployed in the labour market of the Country of Destination.

Explain the rules: the exercise starts when the music starts. Participants can join any table they want while the music plays, but they must be seated when the music ends. If all the seats at the table they chose are full, they have to move to a different table. When they are seated, they will have 20 minutes to discuss the guiding question on their table. They can capture the results of their discussion by writing on the table, drawing, making graphs, arrows etc. there are no limits to creativity. This will be repeated three times, and everyone has to visit each table at least once, except for the ambassador, who never moves.

After 20 minutes start the music again and give participants time to move to a different table. Then stop the music and give them 20 minutes to discuss. This should be repeated for a total of three rounds.

At the end of the third round, thank participants for their discussion and ask the ambassadors from each table to present the results of each round of discussion, then allow time for any potential questions or feedback.

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