Migration and Employability Indicators: A Structural Analysis

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After the recent sharp increase of migrants, refugees and asylum seekers (MRAs) arrival in Europe, the issue of migration is forefront in the policy agenda of all European countries. In this context, a crucial issue is to investigate the employability potential of MRAs and their integration process into the labour markets of their host countries. The aim of this research (funded by H2020-SC6-REVINEQUAL-2017) is twofold: first, to propose a methodology for estimating the MRAs' employability for a specific economy and, second, to investigate the results of the methodology for a selected panel of EU countries , namely the Czech Republic, Denmark, Greece, Italy, Finland, Switzerland and the United Kingdom. Two composite indicators are introduced, providing a method for the matching of skills and qualifications of MRAs across the various sectors (the first indicator) and the occupations (the second indicator) of the economy; aiming at the optimization of the integration process. For the construction of the indicators a number of variables are taking into account in order to identify the structural characteristics of the examined labour market at the sectoral (2-digit NACE Rev. 2) and occupational level (2-digit ISCO-08). These variables are: (i) the structure of employment by sectors of economic activity and by occupations; (ii) the growth rate of employment; (iii) the backward and forward employment multipliers; (iv) the occupational multipliers and v) job vacancy rate by sector. Additionally, the similarity of the MRAs' skills (educational attainment level) is estimated in sectoral and occupational level using the Manhattan distance. The data used in the research are: the input-output tables for the examined countries (WIOD), data on the structure of employment by sector and occupation at the 2-digit level (LFS) and data on job vacancy rate by sector of economic activity (Eurostat). The findings suggest that employability opportunities for MRAs' in most economies are allocated in primary and secondary sector, whereas in terms of occupations these opportunities are allocated to skilled workers and elementary occupations. Nonetheless, it is apparent from the analysis that these labour markets exhibit increased heterogeneity in terms of structure. This in turn implies that tailor-made policy actions should be put forward in order to aid the smooth integration of MRAs' in these economies.