

Migration, Skills and Development

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The Beginning

Where were we at the start of the Migration
DRC, five years ago?

Review of Policy

- Key Questions
- Destinations:
 - Should states attempt to slow or prohibit the recruitment from developing countries of the skilled people that are needed to implement development in countries of origin?
- Origins
 - The idea of a brain drain looms large & attitudes were to keep the brains at home and to stop the "poaching".

Review of Evidence 1

- Skilled migrants circulated among the countries of the developed world or come from a relatively small number of middle-income developing countries
- Only developed and middle-income developing countries have the institutions to generate significant numbers of the skilled.
- The loss of small numbers of skilled could have a prejudicial impact on small economies. Size and location in the global system matter.

Review of Evidence 2

- In the academic literature, two approaches to the migration of the skilled emerged:
- The majority view that the exodus of large numbers of the skilled was detrimental to the development of economies of origin
- A revisionist view that the exodus of the highly skilled could be beneficial to countries of origin
- So:
A need to move away from simple associations of the migration of people and indicators of development



Migration DRC Activities

- Assessment and reinterpretation of secondary data and literature on the movement of the skilled
- Surveys of nurse training schools in Ghana and surveys of nurses and doctors in that country
- Assessment whether Bangladesh could supply nurses for overseas markets
- (cognate, UNDP-supported) activity assessment of the impact of the exodus of academics from Albania
- Workshop on the mobility of the highly skilled



Findings from secondary data

- Distribution of the skilled in countries of origin.
- Exodus from the sector but not the country.
- Place of training and who funds the training.
- Appropriate training: training for local as well as global markets.
- The immigration of appropriate skills
- The significance of outsourcing



Broader Recommendations

- Caution about policies of ethical recruitment
- Caution about the role of the diaspora
- Emphasis on appropriate skill training, local and global
- Acceptance of importance of immigration of skills
- The need for flexible approaches



Conclusions

- Has the debate moved on from simple negative or positive consequences for development because of the migration of the skilled?
- Development means increased population migration and mobility
- The skilled pioneer these movements