

Skilled-Worker Mobility and Development in Latin America and the Caribbean: Between Brain Drain and Brain Waste

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Objectives

- Analyze the **current emigration trends** of **qualified human resources** from **Latin American** and the **Caribbean (LAC)** countries. Our special interest is identifying the countries and sub-regions in Latin America and the Caribbean that have been most hardly hit by qualified migration in the past few years.
- Similarly, we will analyze the issue of “brain drain” in light of the changes in the global market for qualified labor force. Specifically, we analyze the case of **brain waste** of skilled migration originates in LAC and whose destination is the USA.

Information Sources

- 1) The **database** prepared by **Docquier, Lowell and Marfouk** (2008) on the **stock of international migrants** who are 25 years and older and who are living in **OECD countries**, according to their academic level, for the years **1990 and 2000**, which is the most complete statistical information available to date.

We estimated the 2007 values. The basic assumption of these estimates is that the growth pace of qualified migration remained steady between 2000 and 2007.

- 2) The “**American Community Survey (ACS) 3-year estimates**”, 2005-2007 of the United States.

The 2005-2007 estimates are average over the period from January 1, 2005 to December 31, 2007. Multiyear estimates can be used to say only what the average value is over the full period, not on in any particular year in the period.

Presentation

1. INTRODUCTION. Theoretical Perspectives
2. MAJOR GLOBAL TRENDS
3. EMIGRATION OF SKILLED HUMAN RESOURCES FROM LATIN AMERICA AND THE CARIBBEAN
 - Qualified migration to OECD countries. Changes from 1990 to 2000
 - United States: Main destination of skilled migrants from the world and LAC
 - Brain Waste
4. FINAL REMARKS

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INTRODUCTION

Theoretical Perspectives

The debate on skilled migration in Latin American and Caribbean countries:

1960s-1970s

Brain drain

Heterogeneous impact

Policy:
Retention,
Return

Lose of
skilled
workers

Pesimistic view

1990s-2000s

Brain
circulation,
exchange &
gain

Heterogeneous
impact

Policy: links
with the
diaspora

Skilled
workers:
agents of
change &
innovation

Optimistic view

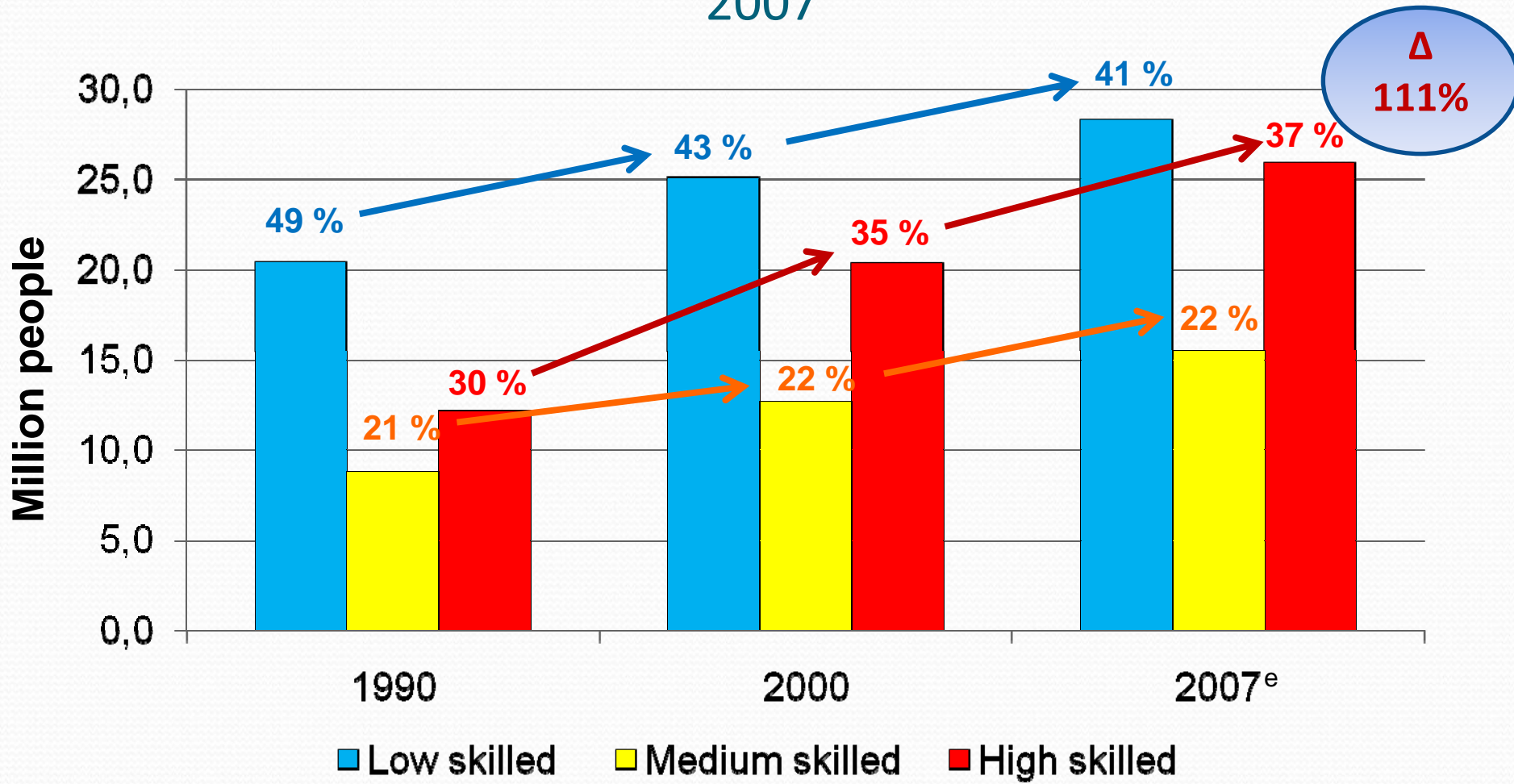
versus

- These analytical frames could **polarize** the discussion and don't allow us to underline that skilled migration has an ***heterogeneous impact*** in sending and receiving countries (positive, negative or even in both directions) and expresses the difficulty involved in addressing simplistic, unidirectional and deterministic approaches.
- In theoretical terms “...neither the pessimists nor the optimists were right, as the heterogeneity of real-life migration-development interactions is too high to fit them into deterministic theoretical schemes predicting the development outcome of migration” (De Haas 2010 IMR).
=> **A more “pluralist” perspective.**

MAJOR GLOBAL TRENDS

Worldwide migration of skilled labor

Migrant population 25 years or older residing in OECD countries by skill level (years of education), 1990, 2000 and 2007



Source: Prepared by the author based on Docquier, Lowell and Marfouk 2008.
 Data for 2007 is an estimation based on the growth rates observed during the period 1990-2000.

Migrant population 25 years or older residing in OECD countries by skill level (years of education), 1990, 2000 and 2007

30,0

Δ
111%

	% Change 1990-2007
MALES	97.5%
FEMALES	127.2%

Source: Prepared by the author based on Docquier, Lowell and Marfouk 2008.
Data for 2007 is an estimation based on the growth rates observed during the period 1990-2000.

MAJOR GLOBAL TRENDS

- Unprecedented growth of qualified migration
- Growth pace of high skilled migration faster than medium-skilled and low-skilled migration
- Increasing involvement of female migrants in the flow of skilled labor



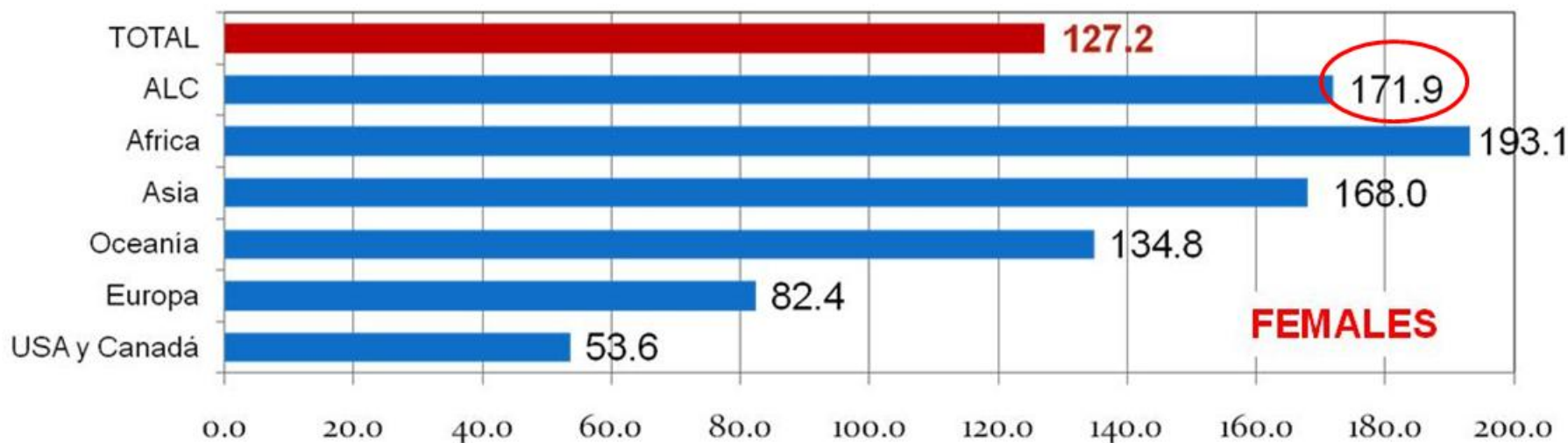
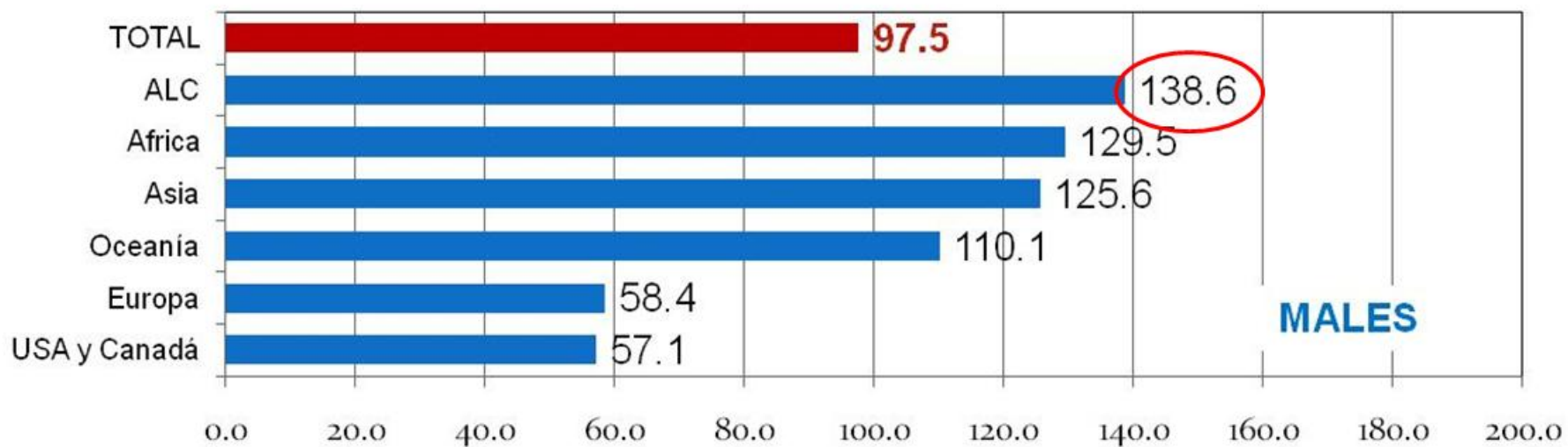
New Profile of international migration



- Higher education level of people in developing countries
- Increasing selection of individuals with a high level education (faster growth of skilled migrants versus unskilled migrants)
- Growing demand of skilled labor in developed countries

EMIGRATION OF SKILLED HUMAN RESOURCES FROM LATIN AMERICA AND THE CARIBBEAN

Qualified migration to OECD countries.
Changes from 1990 to 2000 by sub regions and
countries



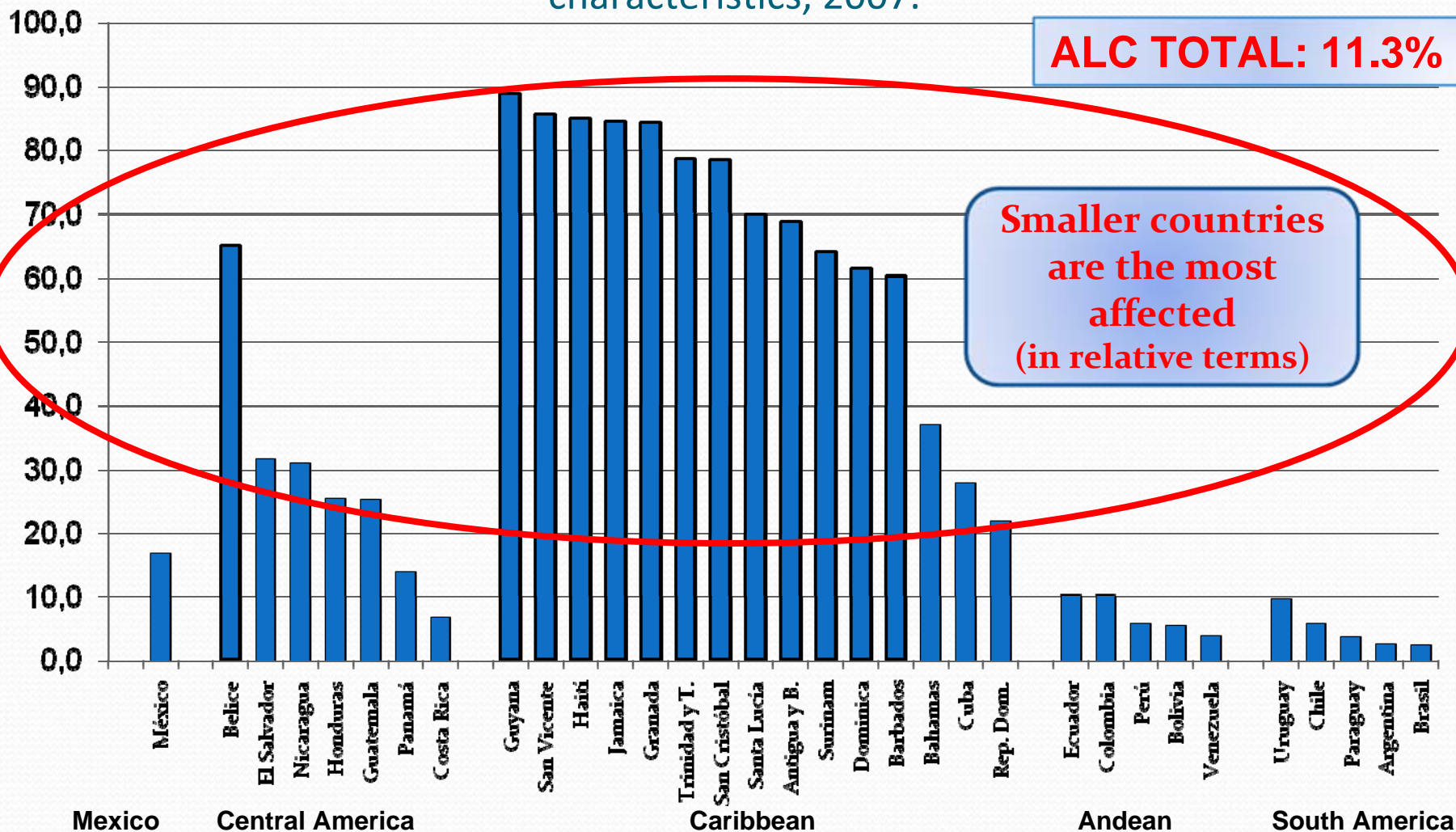
Source: Prepared by the author based on Docquier, Lowell and Marfouk 2008.

Data for 2007 is an estimation based on the growth rates observed during the period 1990-2000.

These percentages don't show us the heterogeneity by sub-regions nor between countries...

Sub-region	% Change 1990-2007
México	270
Central America	137
<i>Panamá</i>	6,4
<i>Honduras</i>	229
Caribbean	112
<i>Barbados</i>	61
<i>Haiti</i>	232
Andean Countries	162
<i>Bolivia</i>	104
<i>Venezuela</i>	216
South America	127
<i>Uruguay</i>	65
<i>Brasil</i>	247

Stock of highly skilled migrant 25 years or older residing in OECD countries by LAC region and country of origin, as **percentage** of the native population with the same characteristics, 2007.

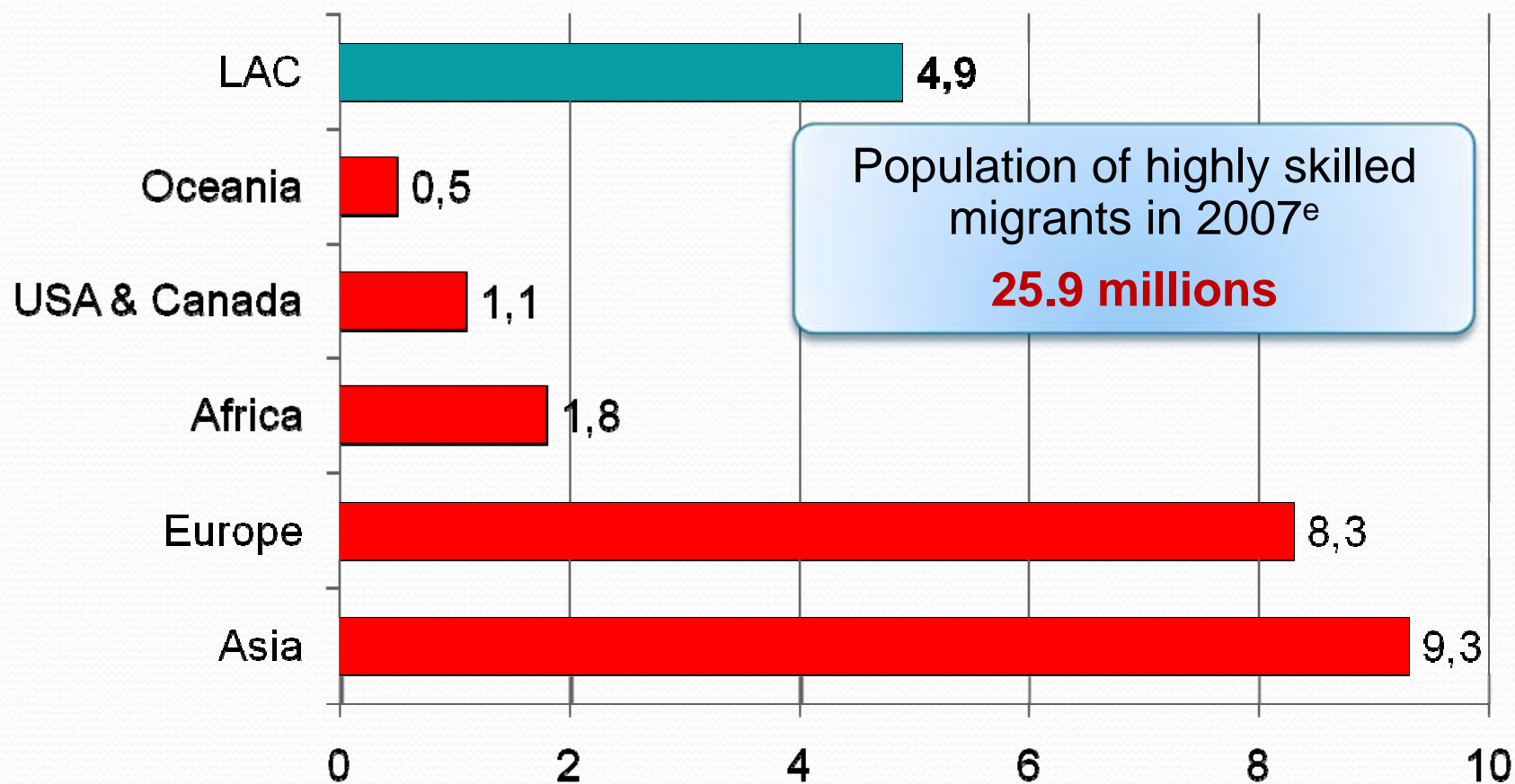


Source: Prepared by the author based on Docquier, Lowell and Marfouk 2008.
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EMIGRATION OF SKILLED HUMAN RESOURCES FROM LATIN AMERICA AND THE CARIBBEAN

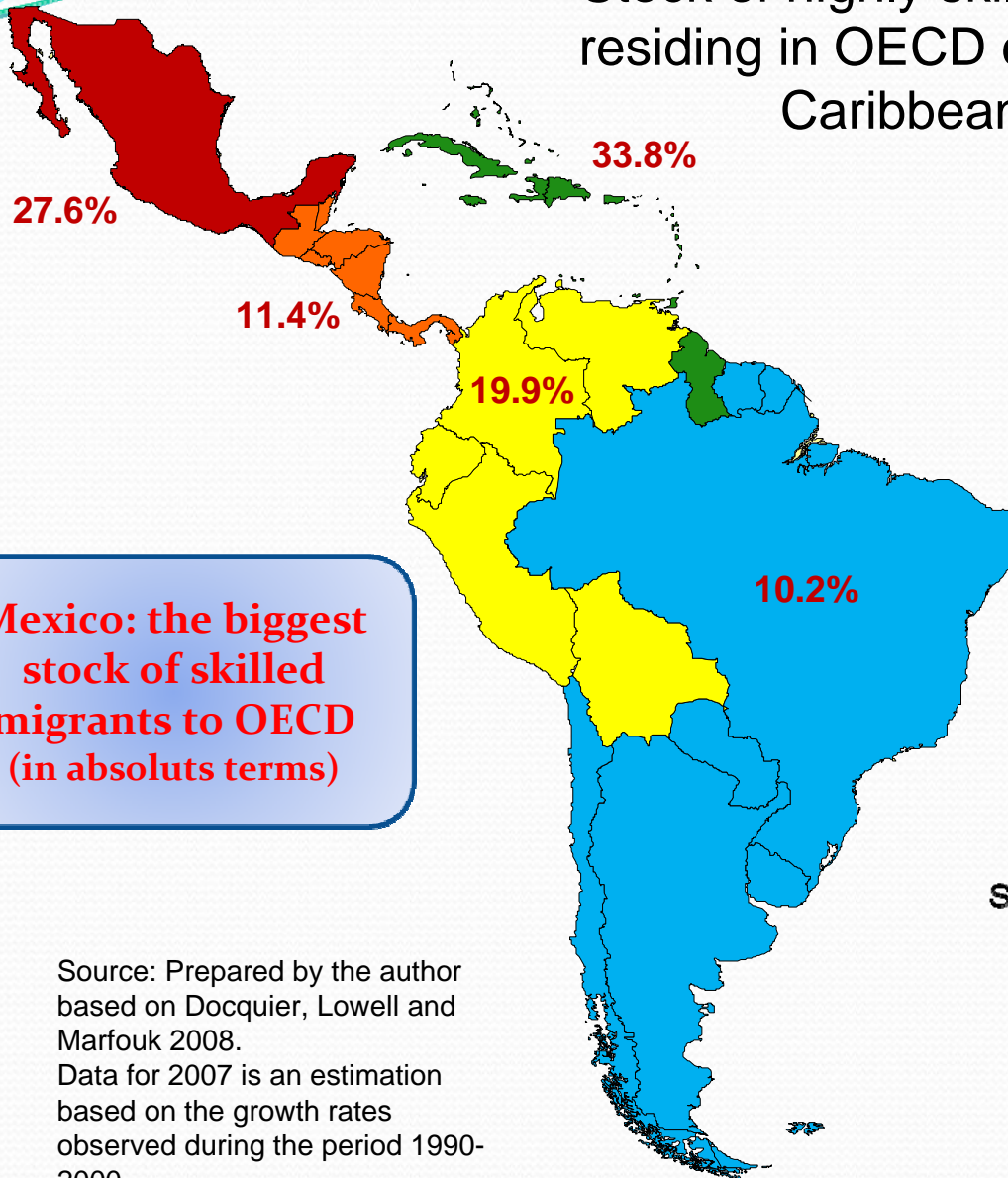
**United States: Main destination of skilled
migrants from the world and LAC**

Stock of highly skilled migrants 25 years or older, residing in OECD countries by region of origin, 2007. (Population in millions)

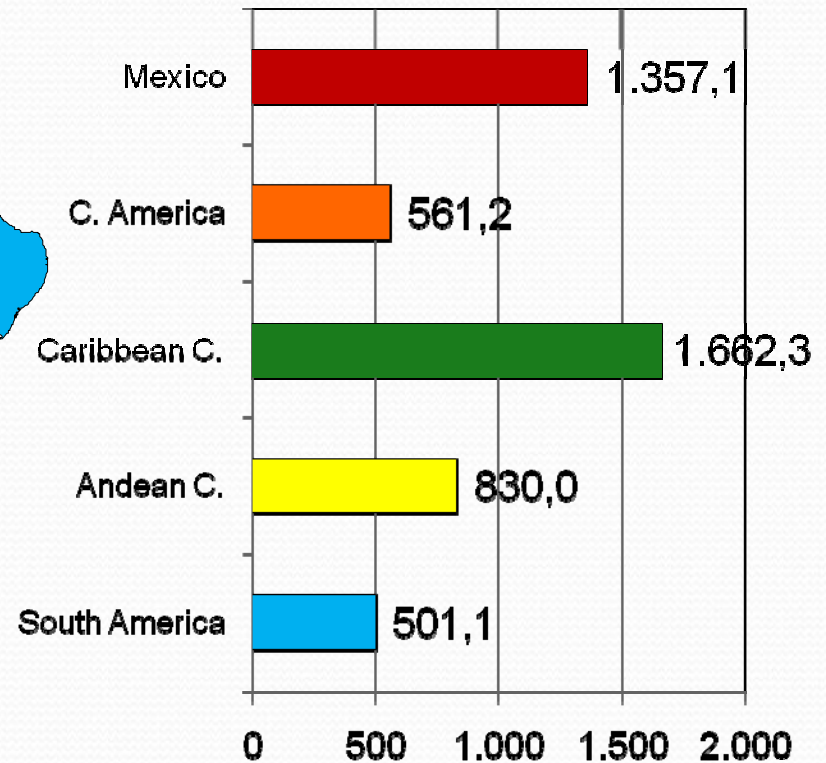


Source: Prepared by the author based on Docquier, Lowell and Marfouk 2008.
Data for 2007 is an estimation based on the growth rates observed during the period 1990-2000.

Stock of highly skilled migrants 25 years and older residing in OECD countries by Latin American and Caribbean region of origin, 2007^e



Population of highly skilled migrants in LAC countries (**4.9 millions**)

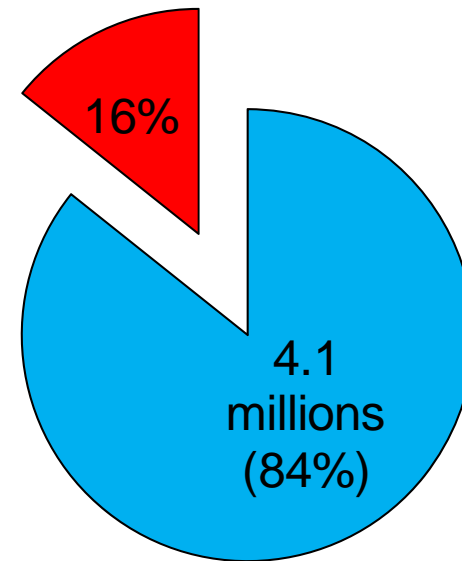


Mexico: the biggest stock of skilled migrants to OECD (in absolute terms)

Source: Prepared by the author based on Docquier, Lowell and Marfouk 2008. Data for 2007 is an estimation based on the growth rates observed during the period 1990-2000.

The United States: main destination of LAC skilled migrants

From the **4.9 millions** of skilled LAC migrants in OECD countries, **4.1 millions** (84%) migrated to the United States



■ USA ■ Other OECD countries

EMIGRATION OF SKILLED HUMAN RESOURCES FROM LATIN AMERICA AND THE CARIBBEAN

Brain Waste

Brain Waste

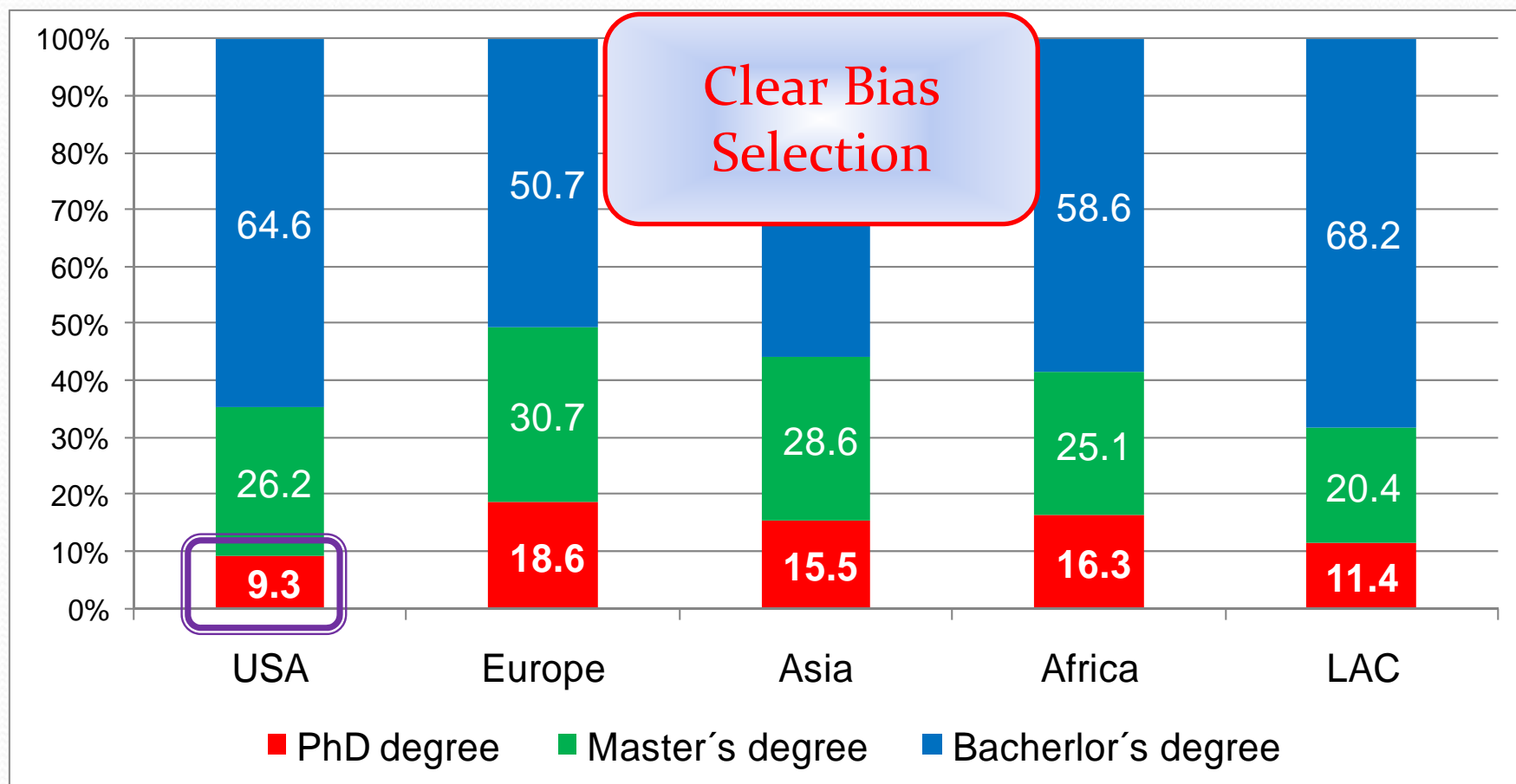
- Concept which refers to **not taking advantage** of the **skills** or education levels.
- It occurs when individuals work in **occupations** whose **qualification** requirements are **lower** than their **education** levels (Mattoo, Neagu & Özden, 2005; Özden, 2005).
- It is a **form of sub-employment**, defined by situations the “persons whose job levels in terms of schedules or productivity at work is well below their capabilities and preferences” are found in (ILO, 1998).

Brain Waste

Level of qualification of the occupation	Level of studies		
	Bachelor	Master	PhD
No qualification	WASTE	WASTE	WASTE
Technical	WASTE	WASTE	WASTE
High	CORRESPONDENCE	CORRESPONDENCE	CORRESPONDENCE

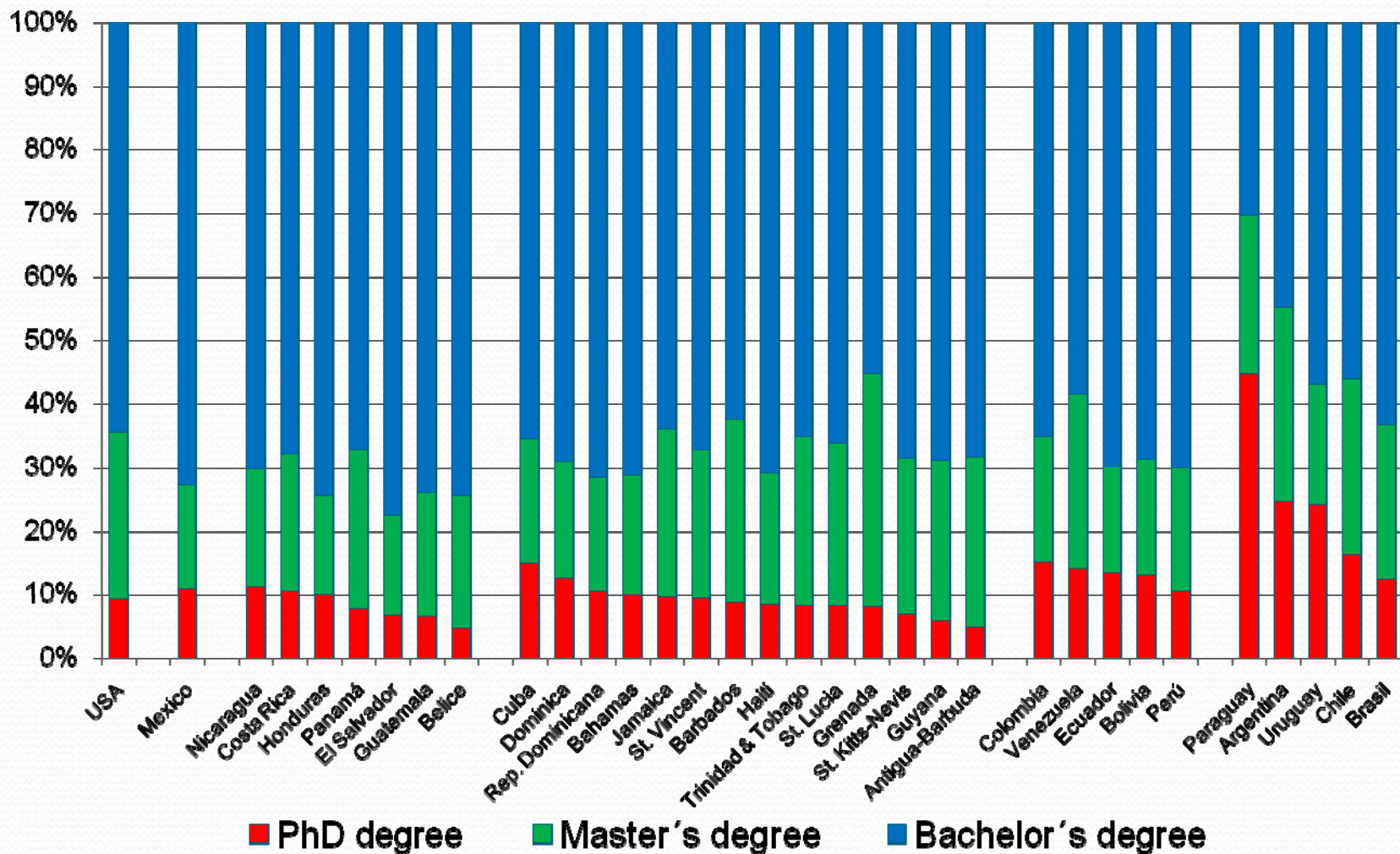
Based on the methodology proposed by Batalova & Fix, 2008

Wage-earning skilled migrants residing in the US, 25 years and older, by region of origin and academic level, 2005-2007 (percentage distribution)



Source: Prepared by the author based on the American Community Survey 3-year estimates, 2005-2007.

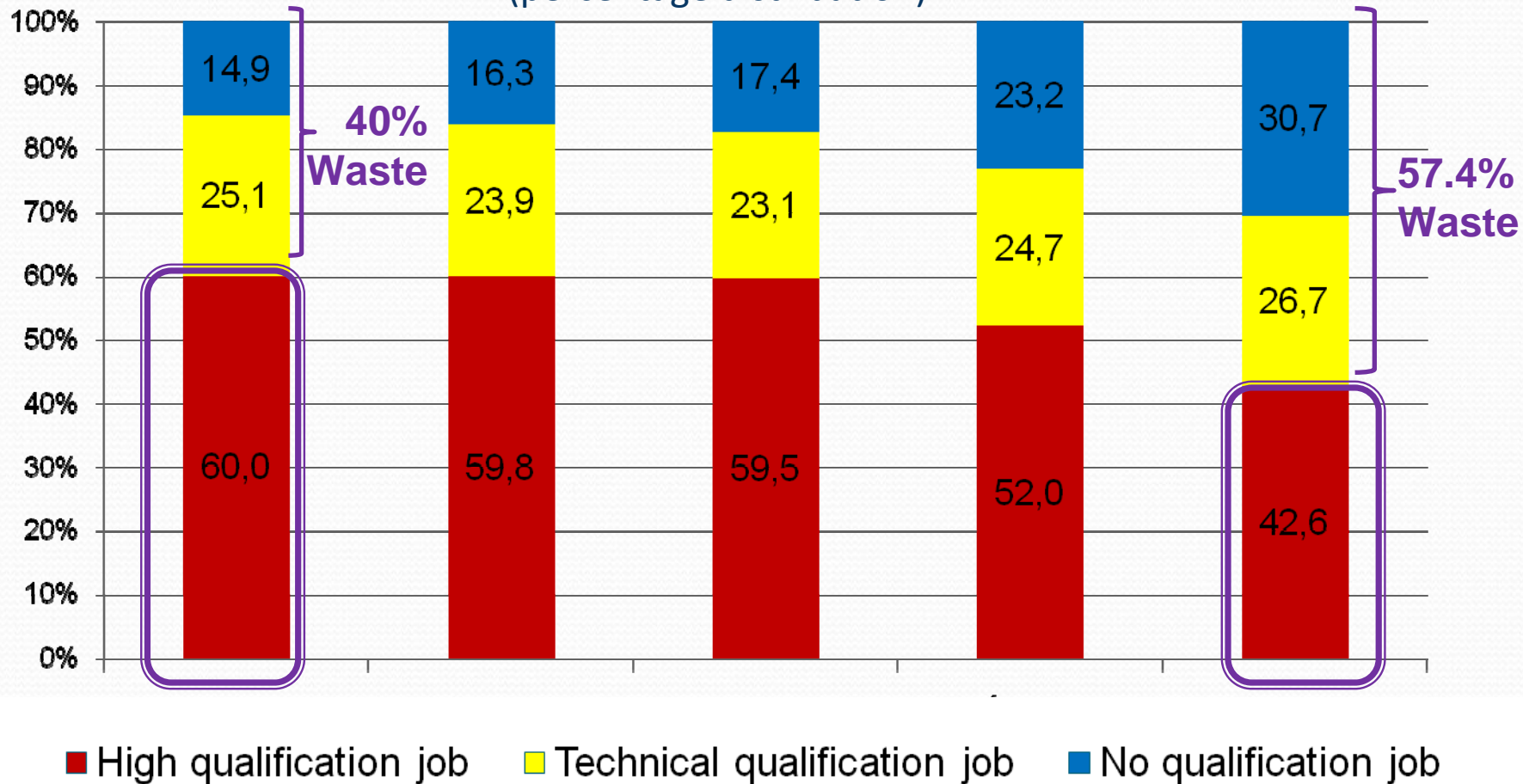
Wage-earning skilled migrants residing in the US, 25 years and older, by LAC country of origin and academic level, 2005-2007 (percentage distribution)



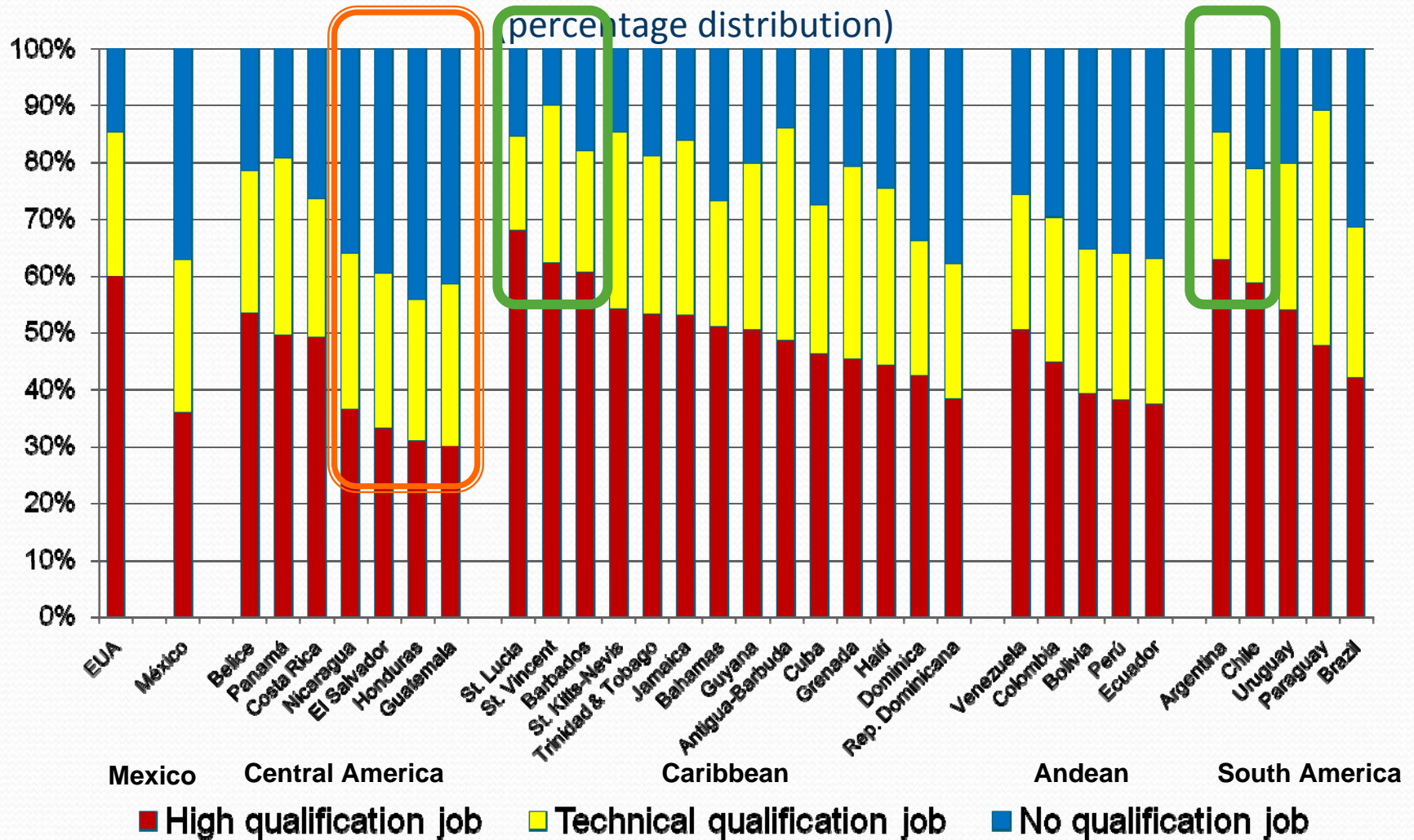
Source: Prepared by the author based on the American Community Survey 3-year estimates, 2005-2007.

Wage-earning highly skilled migrants residing in the US, 25 years and older, by region of origin and job classification, 2005-2007

(percentage distribution)

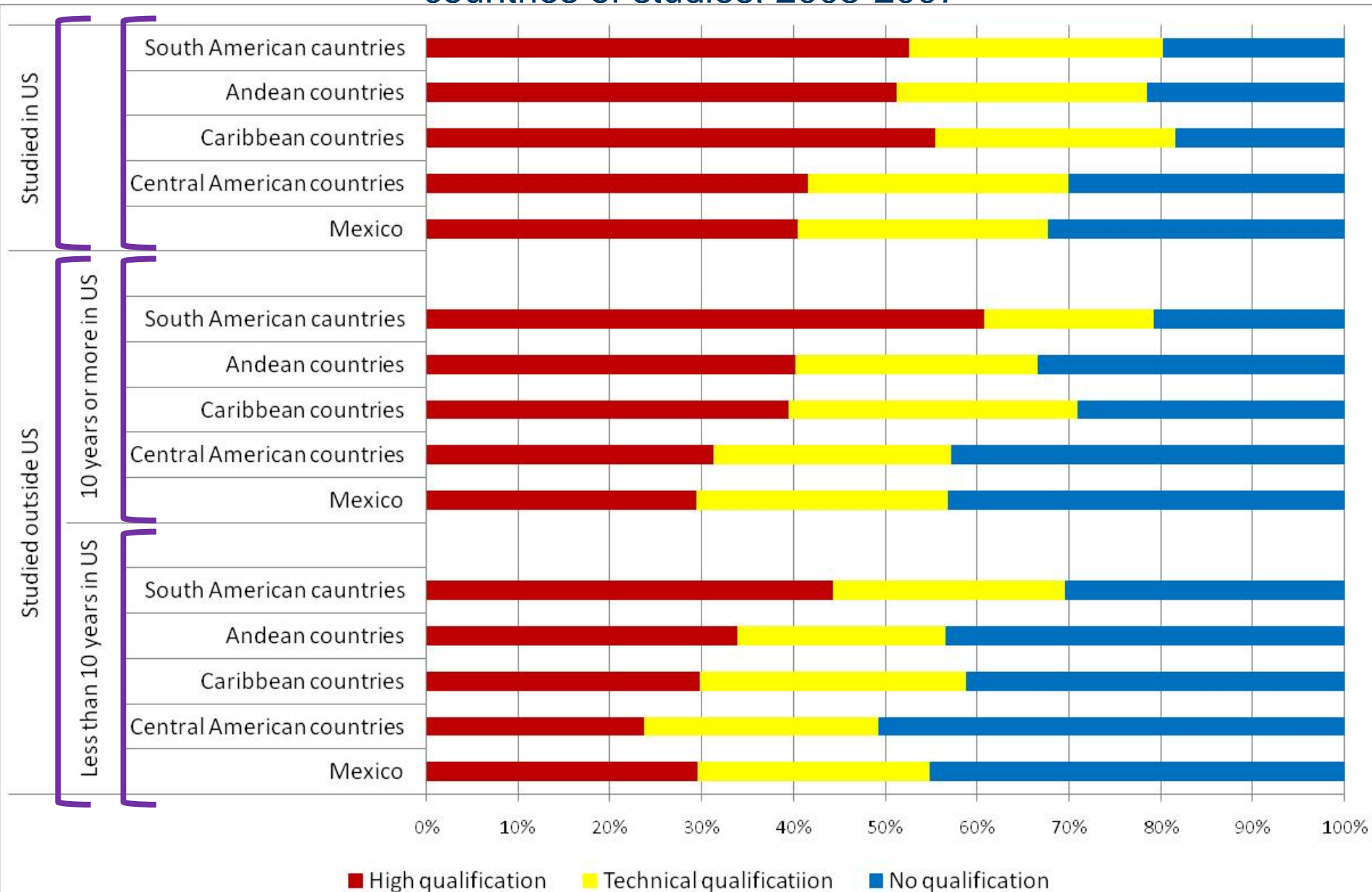


Wage-earning highly skilled migrants residing in the US, 25 years and older, by LAC country of origin and job classification, 2005-07



Source: Prepared by the author based on the American Community Survey 3-year estimates, 2005-2007.

Levels of waste of highly skilled migrants residing in the US, 25 years and older, by region of origin and job classification, by sex, countries of origin, countries of studies. 2005-2007



Percentages of waste of highly skilled migrants residing in the US, 25 years and older, by region of origin and educational level and arrival's time. 2005-2007

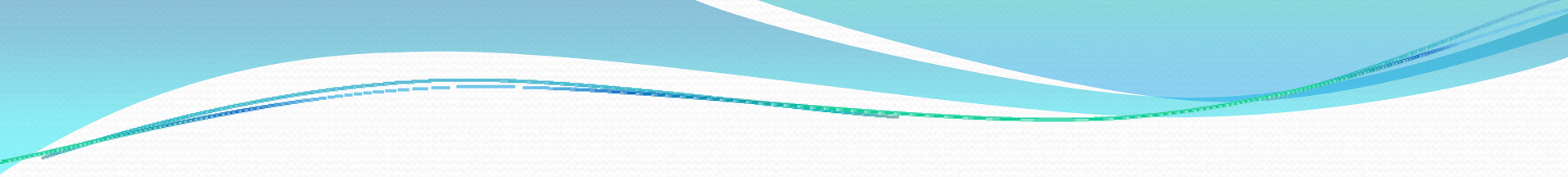
	<i>Migrants with <u>less</u> than 10 years in US</i>					<i>Migrants with <u>10 years</u> or <u>more</u> in US</i>				
Educational Level	Mexico	Central American countries	Caribbean countries	Andean countries	South American countries	Mexico	Central American countries	Caribbean countries	Andean countries	South American countries
Bachelor	76	84	76	74	70	78	76	70	71	58
Master	52	57	51	49	37	53	52	45	38	27
PhD	66	64	62	58	35	59	46	43	42	19

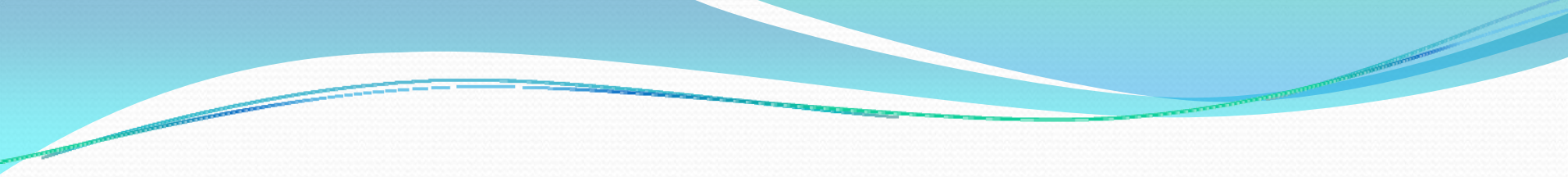
Source: Prepared by the author based on the American Community Survey 3-year estimates, 2005-2007.

Patterns:

- **Skilled migrants** from all the LAC countries tend to be at **higher proportions** in unqualified jobs compared to the native populations.
- The pattern of **disadvantage** of qualified LAC migrants compared to the natives is appreciated at **all educational levels**. Nevertheless, as the educational level is higher, the possibility of insertion in qualified occupations also increases. The proportions are similar but never reach the former.
- The results show that the **arrival time** and the **studying place**, as the **educational level** (bachelor, master and PhD), are factors that **affects** the greater **changes** of work insertion in correspondence with the educational level.
- Important **subregional differences** are evident. Migrants educated in Mexico and other countries in Central America have poorer performances, in comparison not only to the natives, but also with respect to other migrants.

FINAL REMARKS

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- **Educational waste** => paradoxical situation: whereas the countries of origin lose these human resources, the economies receiving them do not manage to take proper advantage of them.
 - Although the migrants can derive higher **economic benefits** than those they could obtain in their country of origin, they are affected by **adverse effects**, among many others:
 - non-actualization of knowledge and skills,
 - absence of work experience in their fields,
 - truncated or interrupted careers and the subsequent difficulty in returning to their specific scope, etc.

- 
- **Brain Waste** => a concept in construction
 - It's only an analytical tool to show one face of the phenomena.
 - For future research, we have to consider many other aspects, among them, if brain waste is:
 - ✓ Voluntary or involuntary
 - ✓ With satisfaction for the migrant or not
 - ✓ The situation about brain waste in the country of origin (by the analysis of labor trajectories, life course approach, etc.)



¡Muchas gracias!

Thank you for your kind attention