



**SISEKAITSEAKADEEMIA  
MIGRATSIOONIUURINGUTE  
KESKUS**



# **LABOUR MIGRATION TO ESTONIA FROM THIRD COUNTRIES**

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# Centre for Migration Studies

- ▶ ...aim is to compile research on migration, asylum and integration issues; from an opinion on migration issues and encourage public debate between different stakeholders.
- ▶ The national contact point for **European Migration Network** – aim is to provide objective, reliable and up-to-date information on migration and asylum to EU and MS institutions.

[www.emn.europa.eu](http://www.emn.europa.eu)

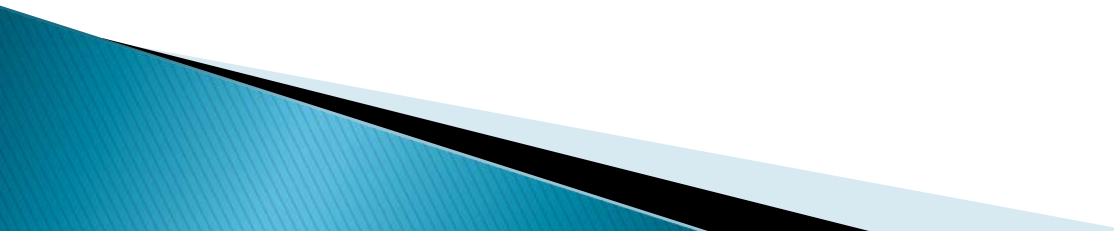
# EMN studies

CMS/EMN studies on labour migration:

- ✓ **Entry and Residence Conditions for Highly- Qualified Third-Country Nationals (2006)**
- ✓ **Managed Migration and the Labour Market- The Health Sector (2006)**
- ✓ **Satisfying Labour Demand Through Migration in Estonia (2010)**
- ✓ **Temporary and Circular Migration: Empirical evidence, current policy practices and future options in Estonia (2010)**
- ✓ **Intra- EU Mobility of Third-Country Nationals (2013)**
- ✓ **Attracting High-Qualified and Qualified Third-Country Nationals: Good Practices and Lessons Learns (2013)**

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# Benefits of labour immigration

- ▶ In recent years labour migration is seen as a mean of compensating the impact of ageing population, ensuring a supply of workers to pensions and boost the proportion of the population active in the labour market.
  - ▶ Many MS are moving away from the type of restrictive approaches that have been favoured since the early 1970s.
  - ▶ Many governments and EC argue that selective labour migration could help boost productivity and growth, by filling labour and skills shortages.
  - ▶ Cultural diversity – a source of innovation.
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# Estonia's demographic challenges

- ▶ **Population is decreasing**

1.32 million in 2010 to 1.17 million in 2060 (-12%)

- ▶ **Population is ageing**

Proportion of 65+ is increasing from 17% in 2010 to 24% in 2050. Life expectancy is increasing.

- ▶ **Number of persons of working age (20-64) is decreasing** from 61% in 2010 to 52% in 2050 (more than 100 000 persons less)
- ▶ **Dependency ration is increasing** from 47% in 2008 to 80% in 2061
- ▶ **Demographic labour pressure index stays under 1** until year 2050 – meaning more people leave the labour market than enter.
- ▶ **Negative net migration**- More people leave than come to Estonia.

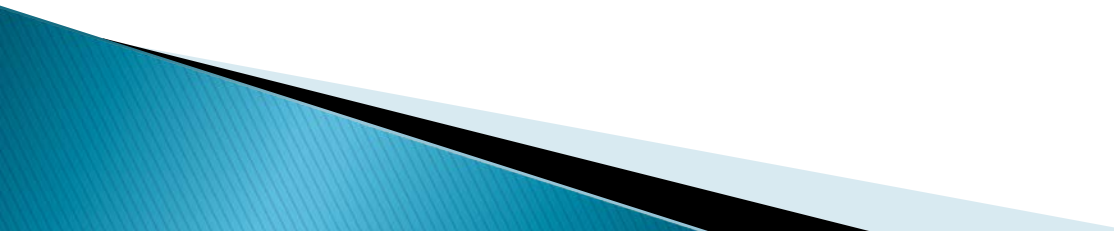
# Need for labour?

According to the Labour Demand Predictions until the year 2019, the need for employees increases in all the sectors for specialist, skilled workers and machinery operators. The need for low skilled jobs decreases.

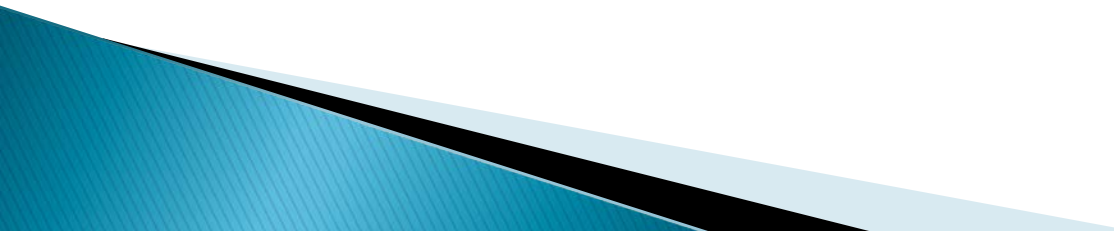
Employees are needed in the following areas:

- ▶ real-estate, education, healthcare- higher concentration of elderly people
- ▶ IT, electronics, machinery, research - fast developing areas
- ▶ Sales, construction, transportation - employment rate increases after the economic crisis.

Need for 140 000 persons. The number of youth who enter labour market is lower.



# Labour migration policy (1)

- ▶ Estonia's migration policy has always been clearly restrictive towards immigration.
  - ▶ WHY? „The high proportion of non-nationals in the population has set clear boundaries for facilitating immigration of foreign labour...” (Eesti 2020).
  - ▶ 30% of Estonian population is made up of non-nationals (Russians 87%, Ukrainians 7%, Belarusians 3%, Finns 2%).
  - ▶ Therefore, only the highly skilled labour is expected to Estonia. No low-skilled migrants.
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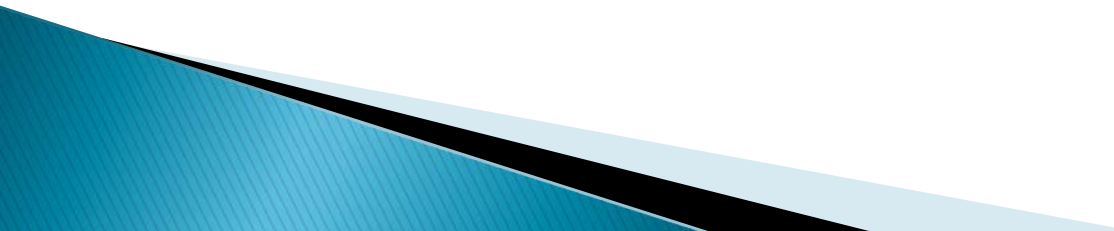
# Labour migration policy (2)

- ▶ Employment-based recruitment scheme
- ▶ Labour market test – demonstrating that there is no EU/EEA national available for the job (consent of the Estonian Unemployment Insurance Fund).
- ▶ Annual immigration quota–max. 0.1% of the population (approx. 1 000 persons)
- ▶ Salary threshold – 1.24 times the averages, 1.5 for EU Blue Card

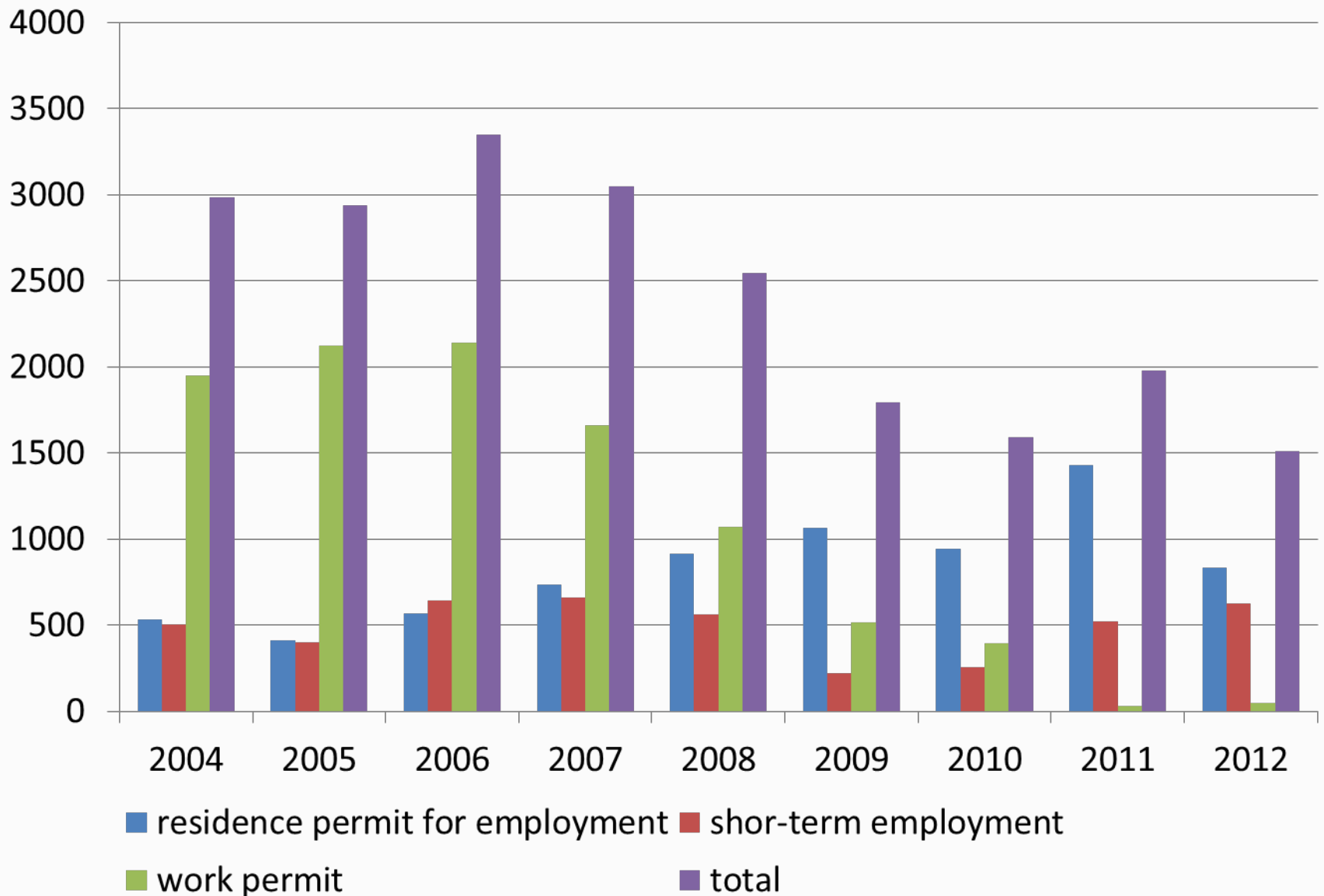
The purpose of these requirements is to protect Estonian labour market. Foreign labour is allowed to Estonian labour market if there are not people with the necessary skills available. No low- skilled labour.



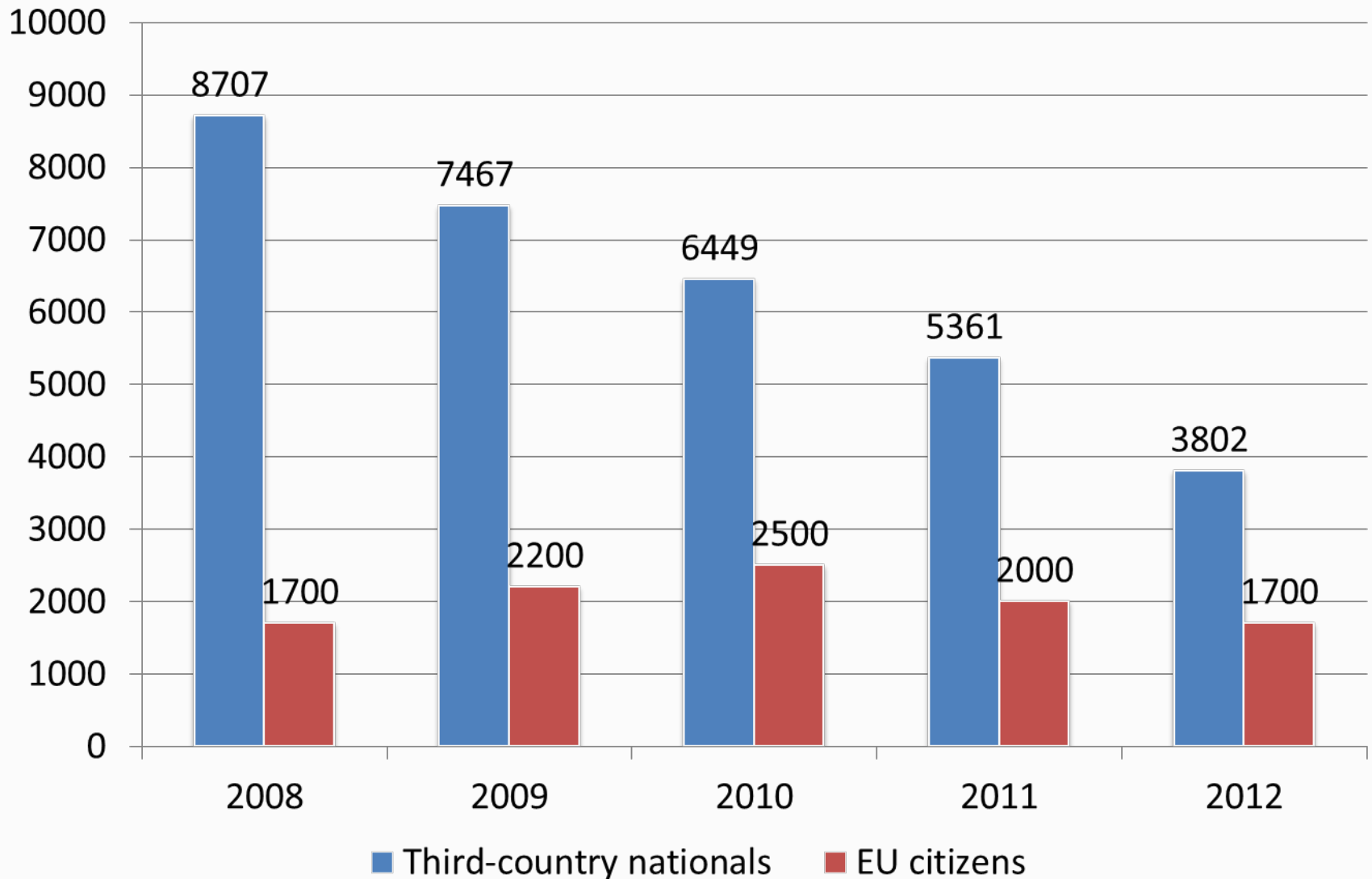
# Labour migration policy (3)

- ▶ Residence permit is issued for up to 2 years and extended up to 5 years
  - ▶ EU Blue card is issued up to 2 years + 3 months and extended up to 4 years + 3 months.
  - ▶ Employer and place of employment are fixed on the residence permit.
  - ▶ Short-term employment– up to 6 months, D-visa
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# Inflow of foreign labour



# Foreign labour force



Source: Politsei-ja Piirivalveamet, Statistikaamet

	2008	2009	2010	2011	2012	Total
<b>Employment</b>	485	318	76	121	262	<b>1262</b>
Member of managing body (€)	220	336	612	637	66	<b>1871</b>
minister of religion, nun or monk	41	42	45	47	55	<b>230</b>
journalist	0	0	1	1	1	<b>3</b>
person engaged in creative activities	32	19	16	22	18	<b>107</b>
teacher or lecturer	18	26	16	25	27	<b>112</b>
researcher	7	15	19	25	34	<b>100</b>
sportsman, coach	25	35	39	27	40	<b>166</b>
posted worker	26	246	90	462	212	<b>1036</b>
expert, adviser or consultant (€)	33	26	27	62	104	<b>252</b>
Skilled workers and machinery operators	23	0				<b>23</b>
<b>EU Blue card</b>				1	16	<b>17</b>
<b>Total</b>	<b>911</b>	<b>1063</b>	<b>941</b>	<b>1430</b>	<b>835</b>	<b>5180</b>

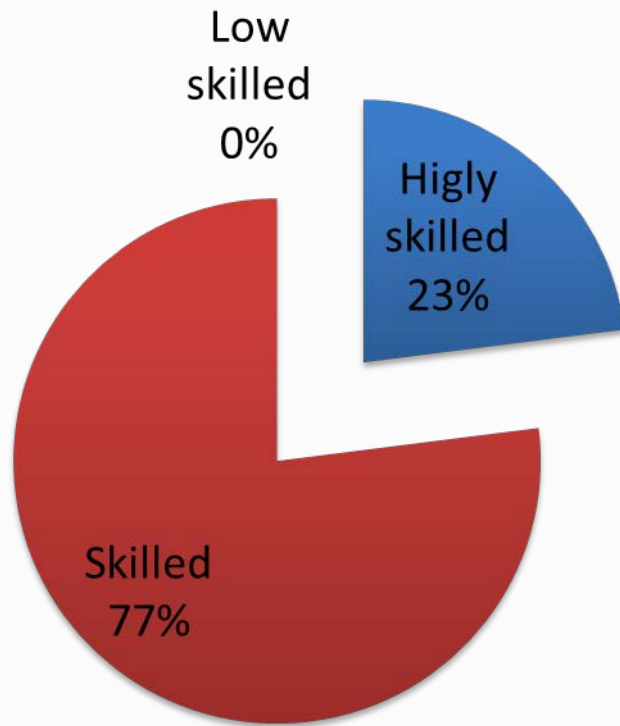
Source: Politsei-ja Piirivalveamet

Professions	2008	2009	2010	2011	2012	Total
Legislators, senior official and managers	10	8	8	10	22	<b>58</b>
Professionals	66	37	39	38	101	<b>281</b>
Technicians and associate professionals	22	18	5	16	17	<b>78</b>
Clerks	1	1	0	0	1	<b>3</b>
Service and sales workers	44	22	15	26	32	<b>139</b>
Skilled workers in agriculture and fisheries	0	0	0	0	0	<b>0</b>
Skilled workers and craftsmen	611	179	127	48	149	<b>1114</b>
Plant and machinery operators and assemblers	38	6	5	50	40	<b>139</b>
Elementary occupations	0	0	0	0	2	<b>2</b>

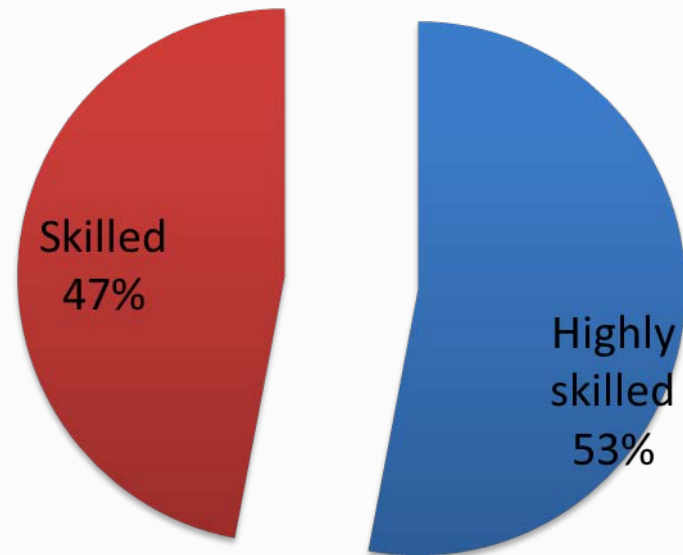
Source: Töötukassa

# Foreign labour by skills level

**RP for employment by skills level-  
under standard procedure**



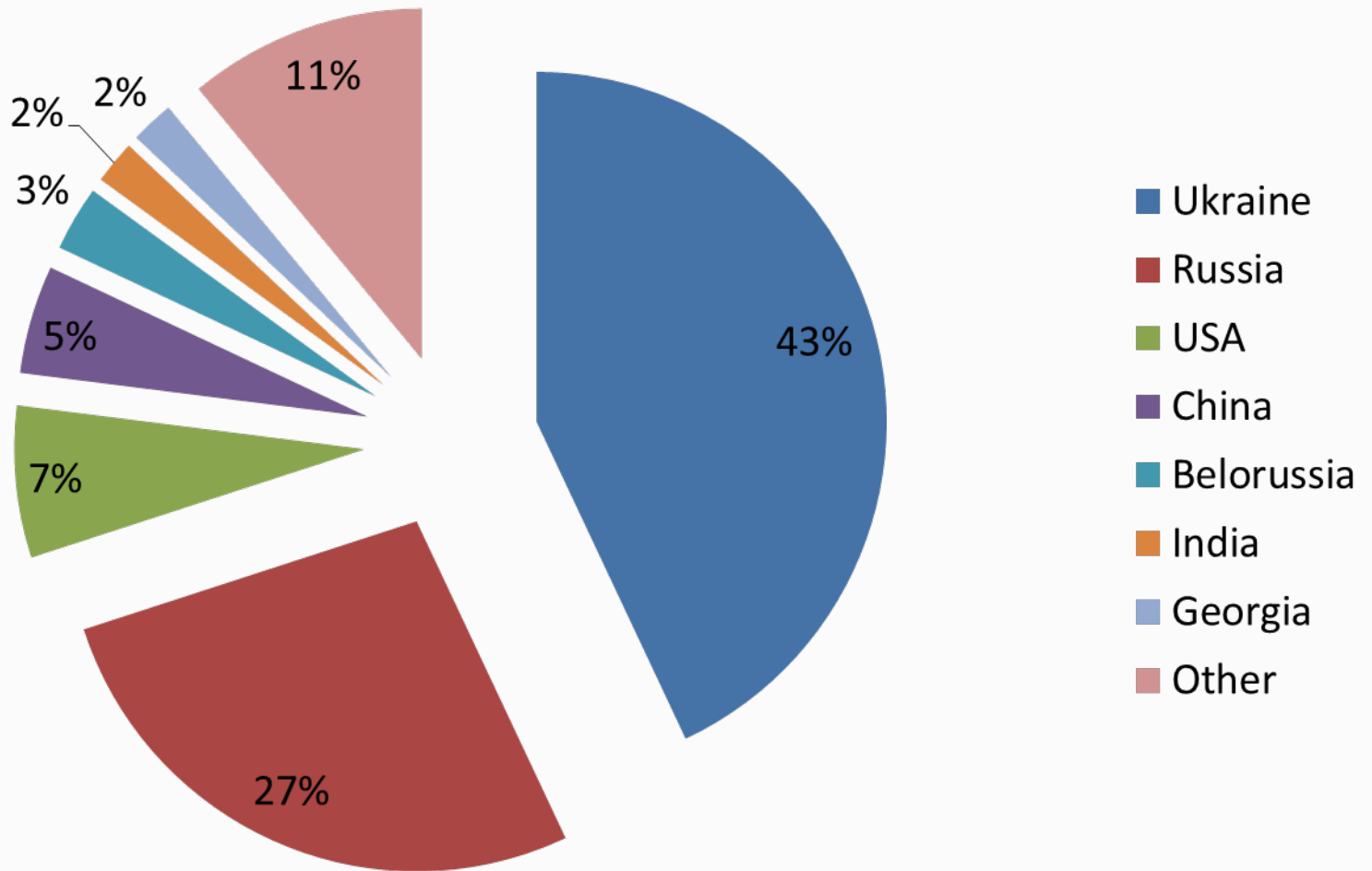
**Total**



# Short-term employment

	2008	2009	2010	2011	2012
Teacher/ lecturer	9	7	8	8	14
interns	13	10	3	9	17
fitter of equipment or a skilled worker	302	42	87	217	246
expert, adviser or consultant	61	10	30	37	77
persons engaged in creative activities	93	101	108	225	189
researcher	8	6	8	4	5
employment within the framework of a youth project	0	0	0	3	2
<i>au pair</i>	4	0	3	1	0
sportsman, coach, referee	23	10	5	16	31
seasonal work in agriculture	19	0	0	0	43
Other	5	18	0	2	0
<b>Total</b>	<b>537</b>	<b>204</b>	<b>252</b>	<b>522</b>	<b>624</b>

# Foreign labour by nationality, 2008-2012





# Intra-EU mobility of TCN labour

	2008	2009	2010	2011	2012	Total
third-country nationals who have been granted a residence permit in Estonia and who hold a <b>long-term resident</b> residence permit in another EU MS	1	2	4	3	0	<b>10</b>
third-country nationals who have been granted a residence permit in Estonia and who hold a <b>EU blue card</b> in another EU MS	0	0	0	0	0	<b>0</b>
Third-country nationals who have been granted a residence permit for <b>research</b> in Estonia and who hold a residence permit in another EU MS.	0	2	3	1	3	<b>9</b>
Third-country nationals who have been granted a residence permit as <b>posted workers</b> in Estonia and who hold a residence permit in another EU MS.	0	5	1	38	5	<b>49</b>
<b>Total</b>	<b>1</b>	<b>9</b>	<b>8</b>	<b>42</b>	<b>8</b>	<b>68</b>

# Foreign students as potential qualified work force

	2007	2008	2009	2010	2011
<b>Studying</b>	885	908	1072	1282	1573
<b>Finland</b>	484	487	504	570	709
<b>Russia</b>	40	44	98	108	127
<b>Latvia</b>	141	109	92	103	103
<b>China</b>	51	51	60	70	75
<b>Turkey</b>	1	4	16	28	43
<b>Georgia</b>	3	8	14	27	50
<b>USA</b>	15	16	20	26	28
<b>Germany</b>	13	13	18	25	28
<b>Lithuania</b>	30	25	23	25	20
<b>Ukraine</b>	8	9	19	23	31
<b>India</b>	6	5	9	11	16
<b>Iraan</b>					18
<b>Others</b>	86	125	181	245	304

# Change of status

	2008	2009	2010	2011
Education → employment	35	24	27	21
Education → family	10	15	9	12
Education → other	3	2	1	2

In ESTONIA 5-10% of TCN students change the status each year to employment.

In OECD countries (e.g. DE, UK, NL, FI, NO, FR, CZ) 25-30% students stay for employment after graduation.

# Obstacles

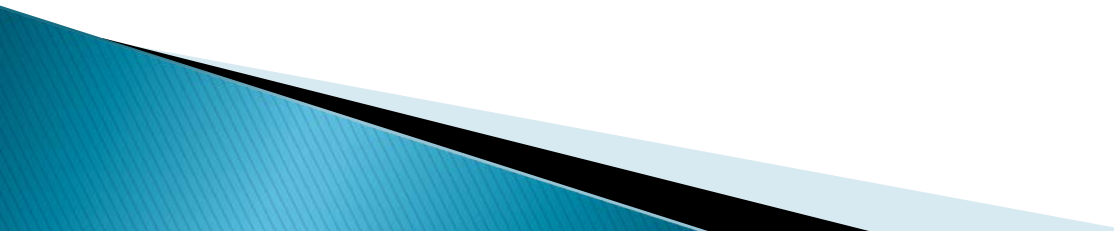
- ▶ Administrative – admission procedure (application must be submitted to Estonian consulates, which is time and money consuming for employer and applicant)
- ▶ Negative experiences– misuse of residence permits.
- ▶ Environment– not so tolerant locals, support system for integration, etc.

Go away, go away, we need you!!!

Need for a coherent migration strategy!



# Ideas for gaining brains?

1. We have to know who we really need and facilitate admission of that group labour migrant – sector based programmes? Skilled-based programmes?
  2. Facilitate „managed circular migration“ – good way to fill labour market needs while avoiding migrant settlement and the corresponding obligation of integration for the country of destination.
  3. Facilitate more intra-EU mobility.
  4. Facilitate the stay of foreign students after the graduation.
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Thank you for listening!

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## Net migration

