Promoting Decent Employment for Rural Migrant Workers

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# Overview of three counties

<table>
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<tr>
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<th>Timor-Leste</th>
<th>China</th>
<th>Korea</th>
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</thead>
<tbody>
<tr>
<td>Development stage</td>
<td>Start-up of development</td>
<td>Developing</td>
<td>Developed</td>
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<tr>
<td>Rural population (%)</td>
<td>70% (2010 Census data)</td>
<td>54% (2010)</td>
<td>7.1% (2002)</td>
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<tr>
<td>Migrant population (%)</td>
<td>18% (2010)</td>
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<tr>
<td>Education level</td>
<td># with secondary school completion (for those 18+): 25% urban, 10% rural. 53% of rural vs. 29% of urban had no education.</td>
<td>Primary 18.7% Junior High 70.1% Senior High 8.7% College 1.3% (2006)</td>
<td>under elementary school 54.3%, high school 30.3%, over college 6.2% (1995)</td>
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Chinese Case

- Development of rural migrant workers
- Policies & measures
- Policies & measures respond to financial crisis
- Lessons learnt
- Prospects
Development of RMW

- From 1992, the Chinese economy grew rapidly in line with a surging demand for rural migrant workers in urban areas.
- 15 million move to urban each year 1995-2008
- By 2008, 225 million migrant workers, 23% of working age population, mainly employed in manufacturing, construction and service industries.
Policies and Measures

• Equalization policies between urban and rural employment
• Cancellation of restrictive policies and removal of fees
• Urban and rural labor market integration
• Creation of quality public employment service for rural workers
• “rural migrants be treated equally, suitably guided” in 2002
• Discriminatory employment barriers against rural migrant workers were basically eliminated in 2005
Policies and Measures

- Establishment of public employment service system in rural areas
- Central and municipal government level
- Community, village and township level
- Training to enhance rural workers’ employability.
- Training Plan for Rural Migrant Workers (2003-2010)
  ① 50 million pre-employment training
  ② 35 million vocational skill training
  ③ 250 million on the job training
Policies & Measures Respond to Financial Crisis

• **Special crisis response training plan**
  1. Skill improvement training and job-transfer training
  2. Vocational skills training or business start-up training
  3. Medium or short-term skills training
  4. Skills training for new entrants

• **Business start-up support for returning migrants**
  1. Encourage rural migrant workers to return home to start up their own business
  2. “guidelines to enhance efforts to promote employment through start-up business” in 2008
Policies & Measures Respond to Financial Crisis

- Migrants’ jobs protected to promote the stability of employment
  ① Enterprises were allowed to postpone payment of social insurance contributions
  ② Social insurance contribution rates reduced
  ③ Subsidize enterprises on-job training
  ④ Social insurance subsidies and job subsidies up to 6 months
Lessons Learnt

- promote employment creation
- Ensure equal treatment for urban and rural residents
- Adjust policies to local conditions, including during implementation
- Adequate balance between long-term and short-term concerns is critical
- Learn from experience and adjust policies accordingly
Prospects

1. Abolish the segmentation between the rural and urban labor markets.
2. Ensure high quality public employment services across the whole territory.
3. Promote the economic development of the central and western provinces.
4. Support returning migrations through active labor market policies.
5. Build labor market institutions at the local level.
6. Bring successful pilot experiences up to scale.
Timor-Leste

OVERVIEW
• Increasing urbanization, driven by education, jobs, pull of better services
• Poverty rates are lower in urban areas, but grew at a higher rate than rural poverty betw 2001 and 2007.
• Urban unemployment is substantially higher, particularly among youth
• Preliminary data from Curtin U study (2011) shows that remittance flows are rural-urban

CHALLENGES
• Job creation, particularly for youth
• Urban planning and services (water and sanitation, schooling, housing)
• Security and social relations
• Skills matching
Korea

(1) Absolute Reduction of Population

As a result of being industrialized since 1960, the disparity between rural and urban areas has become bigger with rapidly increasing migration of rural and coastal areas to urban areas, leading to over 50% of reduction in the rural population.

(2) Change of Population Structure

1. Young people mainly go to cities while there remain the old, aged of over 50, in rural areas, becoming aging society.

2. In gender aspect, the number of female population who are ready for wedding is a few, men living in rural areas have difficulties in getting married.
Korea

• (3) Effect

① Because there are not many young people, workforce becomes scarce.

② In many cases, people abandon farming because of reduced workforce, resulting in more shrinking population and increased vacant houses.

③ The reduction of youth population in rural and coastal areas leads to the reduction of child population, that means the number of children going to school shrinks, so many schools increasingly go out of business.
Conclusions

1. Migration is international trends.
2. Different countries have different conditions.
3. Countries can learn from each other.
We are expecting your thought on this!
Thank you!