Workshop on SDG indicator 10.7.1
Measuring recruitment costs
Istanbul, Turkey, May 30-31ˢᵗ & June 1ˢᵗ, 2019

"Recruitment cost borne by employee as a proportion of monthly income earned in country of destination"

1 INTRODUCTION

The International Labour Organisation (ILO) and the Work Bank (WB), as joint custodians, put together a consolidated Guidelines for the Collection of Statistics for SDG indicator 10.7.1, based on past experiences of undertaking recruitment costs surveys by the two organizations, as well as on the pilot tests implemented in selected countries worldwide (2014 – 2017).

The methodology for the indicator benefited from the KNOMAD/ILO experience with conducting recruitment cost surveys, the ILO and World Bank prepared an initial concept note on the recruitment costs indicator, including the conceptual framework as well as a draft measurement methodology including key items for data collection.

While doing various consultations with selected experts on the subject, the ILO and the WB implemented a pilot initiative to document migration costs with the Lao PDR LFS 2017, using the opportunity that the country wanted to measure labour migrations statistics. This entailed ILO and the WB developing an initial draft module to be included in the LFS questionnaire.

The comprehensive draft Guidelines on the measurement of *"Recruitment cost borne by employee as a proportion of monthly income earned in country of destination"* was put together by the two agencies, and various consultations were undertaken with selected national statistical offices (NSOs). The Guidelines were presented to the experts from the NSOs in September 2018 and finalised with the participants' endorsement.

The *Guidelines for measuring recruitment costs indicator* include details on objectives and uses, concepts and definition, data collection methods and programme, data collection items, and indicators, and suggestions for survey and sampling strategies and the questionnaire to be used data dissemination. These guidelines endorsed by the representatives of 11 NSOs in the Workshop held in D.C. in September 2018, and the methodology is ready to be tested by more countries at the national level.

Based on the above background the Inter Agency Expert Group (IAEG-SDGs), in its latest meeting in November 2018, classified the SDG indicator 10.7.1 as Tier II.

While these guidelines are intended to be used primarily by National Statistical Offices (NSOs) or other research institutions in the preparation of recruitment cost surveys, many of the operational details for the data collection can be decided only on the basis of detailed knowledge about national circumstances, including the available resources and capacities of those responsible for producing these statistics. Hence, the guidelines are written very generally, and can be applicable within a broad range of analytical frameworks. Nonetheless, in order to ensure that the *Guidelines* provide the richest possible advice to implementing institutions, several conceptual issues (such as the choice of statistics needed, the target population, the reference period, the scope of 'recruitment costs borne by the employee', and complicated contractual situations) and technical issues (such as trade-offs in data collection strategies, questionnaire design, relevant coding procedures and choice of partner/implementing institutions) are addressed.

ILO and the World Bank have developed three set of questionnaires (short, medium and long one). Countries will used them according to their needs. However, the short questionnaire will allow a country to calculate the recruitment costs.

Both institutions are also developing a Manual of Operations to implement the guidelines for which the outline will be presented at the workshop for comments.

On the other hand, migrant workers are populations that have characteristics which make them elusive and difficult to capture through the usual sampling processes. Elusive populations are populations for which – by virtue of their characteristics, or lack of suitable sampling frames, or difficulties in obtaining the required information- adequate samples cannot be defined, drown or implemented using the normal procedures of general population sampling. Therefore, non-conventional sampling techniques may be required to survey these populations. Non-conventional sampling techniques may be requited in dealing with elusive populations. Various sampling schemes include multiplicity sampling, adaptive cluster sampling, controlled selection and balanced sampling, snowball sampling, and capture-recapture sampling.

Also, in October 2018, the 20th International Conference of Labour Statisticians (ICLS) endorsed guidelines concerning statistics of international labour migration. The guidelines are aimed "at supporting countries to develop their national statistics on international labour migration and at encouraging them to test the conceptual framework suggested in the guidelines".

2 OBJECTIVES

The workshop has the following objectives: a) to promote the Guidelines for measuring the recruitment costs indicator; b) to discuss the draft outline of the Operational Manual the Guidelines for measuring the recruitment costs indicator to be prepared for comments and inputs; c) to discuss the long, medium and short questionnaires drafted for measuring the recruitment costs indicator for comments; d) to exchange experiences and views on how to strengthen the capacity of national statistical systems to produce internationally comparable statistics for the recruitment indicator on a regular basis, using the guidelines and the questionnaires developed, along with the operational manual to be developed; e) to update participants about recent developments on the area of labour migration statistics; f) introduce non-conventional sampling techniques suitable for the measurement of recruitment cost indicators.

3 PARTICIPANTS

About 25 core experts from national statistical offices of the countries who conducted and/or potentially willing to implement surveys on the measurement of recruitment costs, the relevant international organizations, resource persons and academics with relevant experience working on labour statistics, in particular on measuring recruitment costs at the national level will be invited to the meeting to share their experience and expertise, as well as provide inputs for the improvement of the draft outline of the operational manual on the guidelines and the draft questionnaires

4 VENUE AND DATE

Istanbul, Turkey, May 30-31st & June 1st, 2019

5 EXPECTED OUTPUT

The workshop will produce a set of recommendations on feasible methods and survey approaches for measuring and monitoring recruitment costs, taking into account the experiences of the participating countries, and differences in circumstances and interests among countries, improve the proposed questionnaires and the outline of the operational manual to be developed.