Consultative workshop on SDG indicator 10.7.1
Guidelines for measuring recruitment costs
World Bank, Washington D.C., September 13-14th, 2018

1 INTRODUCTION

In September 2015 the international community emphasized the importance of international migration by increasing its prominence into the global and universal development agenda. Migration has now been mainstreamed into the 2030 Sustainable Development Goals (SDGs). The most salient reference to migration is in Target 10.7, which aims to "Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies."

The international community is also developing a global indicator framework for the SDGs (GIF), and another breakthrough for migration is the adoption of migratory status as one of the key disaggregation variable for all the proposed indicators. Furthermore, for Target 10.7 one of the proposed indicators is: *10.7.1 Recruitment cost borne by employee as a proportion of yearly income earned in country of destination.* ILO and the World Bank were proposed by the international community as joint custodian agencies for this indicator. The responsibilities of custodian agencies include developing the required methodology for estimating the indicator, as well as ensuring that the indicator is produced and disseminated by countries.

Since 2014, the Global Knowledge Partnership on Migration and Development (KNOMAD), a World Bank program, together with the ILO, has been conducting small-sample migrant surveys to measure worker-paid migration costs. This data collection effort across selected migration corridors aims to shed light on the magnitude as well as the key factors that influence costs for low-skilled migrants in the process of obtaining employment abroad. .

Building on the expertise and experience of a broad number of experts and studies done on recruitment and worker-paid migration costs under the auspices of the KNOMAD-ILO collaboration on recruitment costs[1], as well as other types of surveys, a set of guidelines is being developed to assist those aiming to produce the statistics needed to estimate indicator 10.7.1. These *Guidelines for measuring recruitment costs indicator* consist of, among others, discussions of the concepts to be measured, and suggestions for survey and sampling strategies and the questionnaire to be used.

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,

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[1] The 2014-2017 surveys jointly designed and conducted by KNOMAD and ILO used the broader term "migration costs", which included transport costs as well as information which can be the basis for estimating "implicit costs" such as the amount of income foregone due to time devoted to job search, the wage foregone because the migrant accepts a lower wage or fewer benefits compared to what a host country worker receives, the cost of sickness and injuries due to excessive working hours, etc.

questionnaire design, relevant coding procedures and choice of partner/implementing institutions) are addressed. These may require further exploration and discussion in order to start piloting the methodology and to present it at the 20th International Conference of Labour Statisticians (ICLS) in October 2018.

2 OBJECTIVES

This workshop aims to determine how best to promote the adoption and production by national statistical agencies of internationally comparable indicator of recruitment costs. Its conclusions will be presented at the Inter-Agency Consultation meeting on Labour Statistics in October 2018. A corollary objective is to exchange views on how to strengthen the capacity of national statistical systems to produce internationally comparable statistics for the recruitment indicator on a regular basis.

The workshop will consider a draft set of Guidelines produced by ILO and KNOMAD. The draft builds on previous work of KNOMAD and ILO on estimating migration costs through a number of surveys in major migration corridors as well as on experience with similar other surveys.[2] The Guidelines identifies a number of conceptual issues and definitions with respect to the SDG indicator, and suggests possible approaches to undertaking national surveys of recruitment costs tailored to national circumstances as well as the needs and resources of NSOs. The workshop will specifically aim at providing concrete feedback to the proposed Guidelines and hence contribute to its finalization.

3 PARTICIPANTS

The workshop will bring together representative from national statistical offices (NSOs), who are statistical experts with experience on household surveys, particularly labour force surveys or living standards measurement surveys, recruitment costs or migration surveys, technical specialists from the ILO and World Bank, and representatives from institutions that have implemented migration cost surveys in the past.

4 VENUE AND DATE

Washington D.C, September 13th and 14th, 2018

5 EXPECTED OUTPUT

The workshop will produce a set of recommendations on feasible methodologies and survey approaches for measuring and monitoring recruitment costs, taking into account differences in circumstances and interests among countries, and identify the steps necessary to involve national statistical agencies in the effort.

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[2] KNOMAD. (2016) "Draft concept note: a methodology for measuring recruitment costs", November 13, 2016.