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# **Post-2004 migration and the Polish labour market – impacts and future prospects**

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Labour Mobility in the Baltic Sea Region – crises and demographic challenges

Copenhagen, May 27th 2009

# Outline

- ❑ Introductory remarks
- ❑ Mobility of Poles in the post-accession period – basic facts
  - ❑ Scale and structural features
  - ❑ Selectivity issues
- ❑ Migration and the Polish labour market
  - ❑ Short- and medium-term effects
  - ❑ Long-term effects
- ❑ Prospects and challenges
- ❑ Conclusions

# Introductory remarks

- ❑ **Methodological remarks – migration and migrants in the transition period**
  - ❑ Permanent migrants: persons who cancelled their permanent residency in Poland
  - ❑ Temporary migrants: Permanent residents of Poland staying abroad for longer than 2 months (3 months)
  - ❑ Migration according to the LFS data
    - ❑ Problems: no information on persons who moved with family or were single before migration occurred, relatively low percentage of long-term migrants (relation between a migrant and the household) (adjustments possible)
    - ❑ CMR data base: pre-accession (1999-2004) and post-accession migrants (2004-2006); due to sample sizes analyses on the regional level possible



# Scale of recent migration from Poland

- ❑ **The 2002 National Census:** 786 thous. Polish citizens (counted as members of households in Poland) staying abroad for longer than 2 months (1.8% of the population).
- ❑ **CSO estimate (end of 2007):** 2,270 thous. persons staying temporarily abroad (5.9% of the total population)

Destination	May 2002	2005 <sup>†</sup>	2007 <sup>†</sup>	2008 <sup>†</sup>
Total	786	1000	1950	2270
European Union	451	750	1550	1860
Austria	11	15	34	39
Belgium	14	13	28	31
France	21	30	49	55
Germany	294	385	450	490
Ireland	2	15	120	200
Italy	39	59	85	87
Netherlands	10	23	55	98
Spain	14	26	44	80
Sweden	6	11	25	27
United Kingdom	24	150	580	690

<sup>†</sup> as of January 1<sup>st</sup>



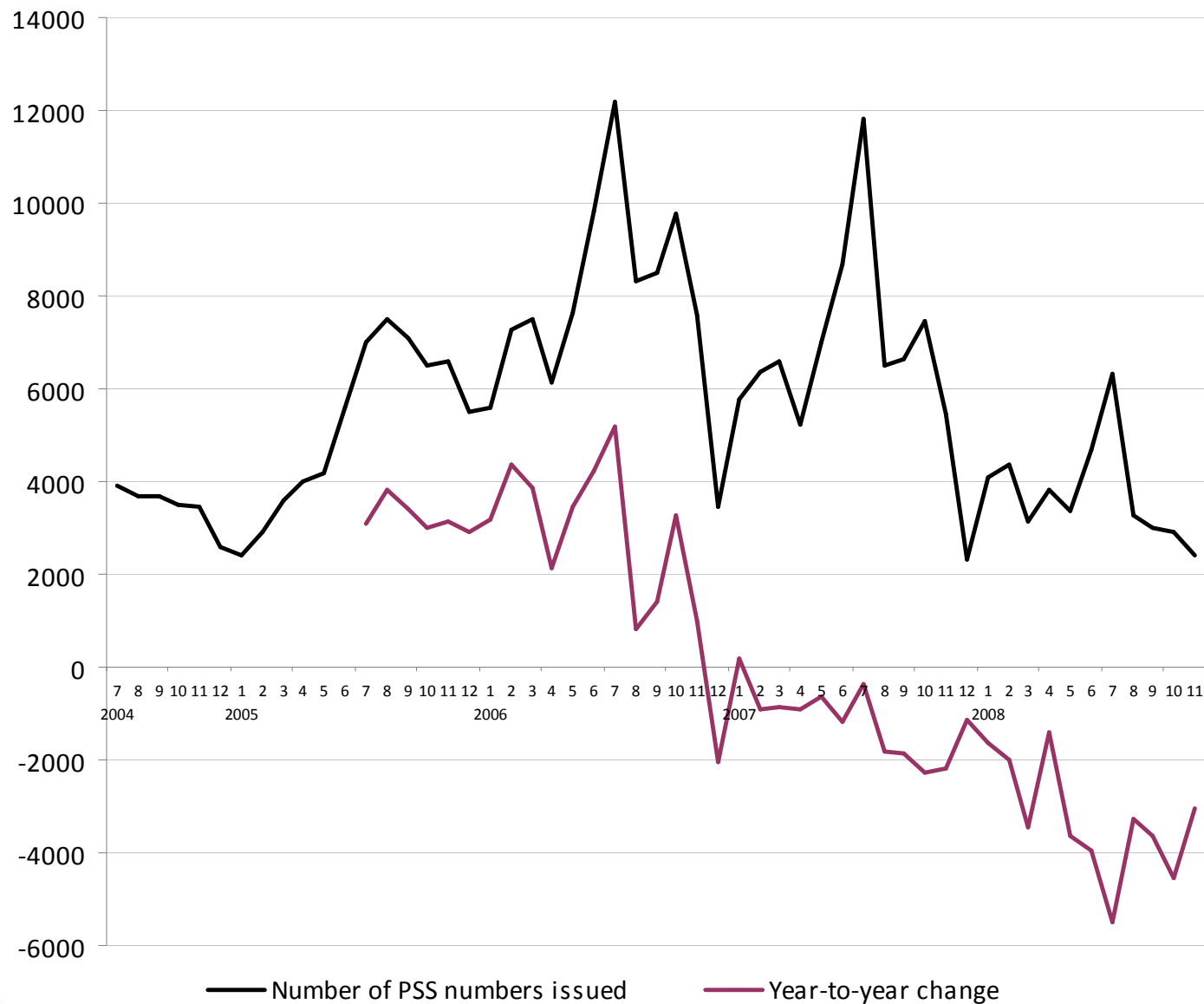
# Number of Polish applicants to the WRS system and year-to-year quarterly changes in number of applicants, 2004 (2nd quarter) - 2008 (3rd quarter)



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Source: Fihel, Kaczmarczyk and Mioduszevska 2009

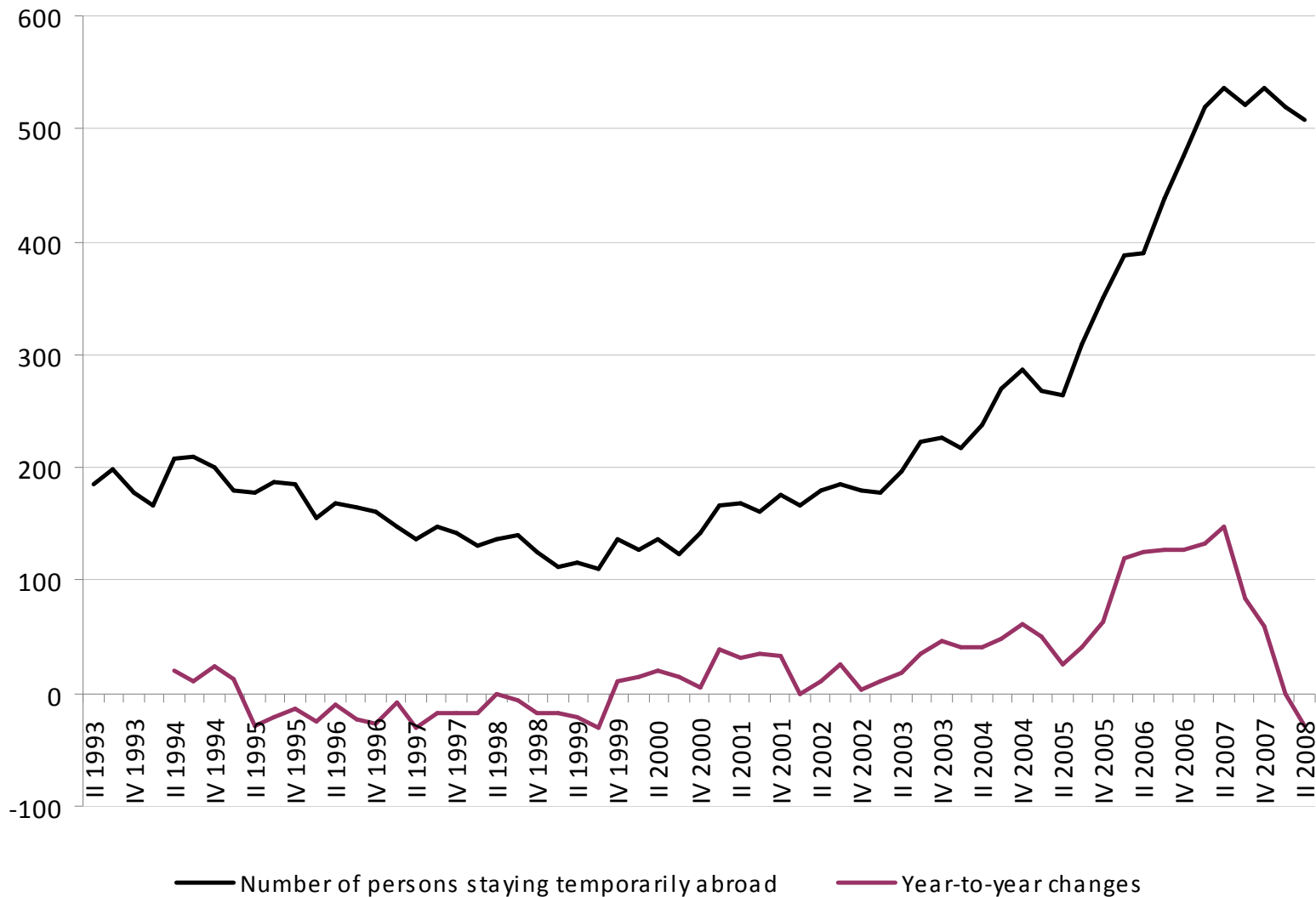
# PPS numbers issued to Polish citizens and year-to-year monthly changes (July 2004 – November 2008)



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Source: Fihel, Kaczmarczyk and Mioduszewska 2009

# Migrants from Poland according to the Polish LFS: number of people staying temporarily abroad and year-to-year quarterly changes, 1993-2008 (in thousands)



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Source: Fihel, Kaczmarczyk and Mioduszevska 2009

# Post-accession migration from Poland: main structural features

## ❑ **Continuity**

- ❑ Labour migration
- ❑ Predominance of short-term mobility

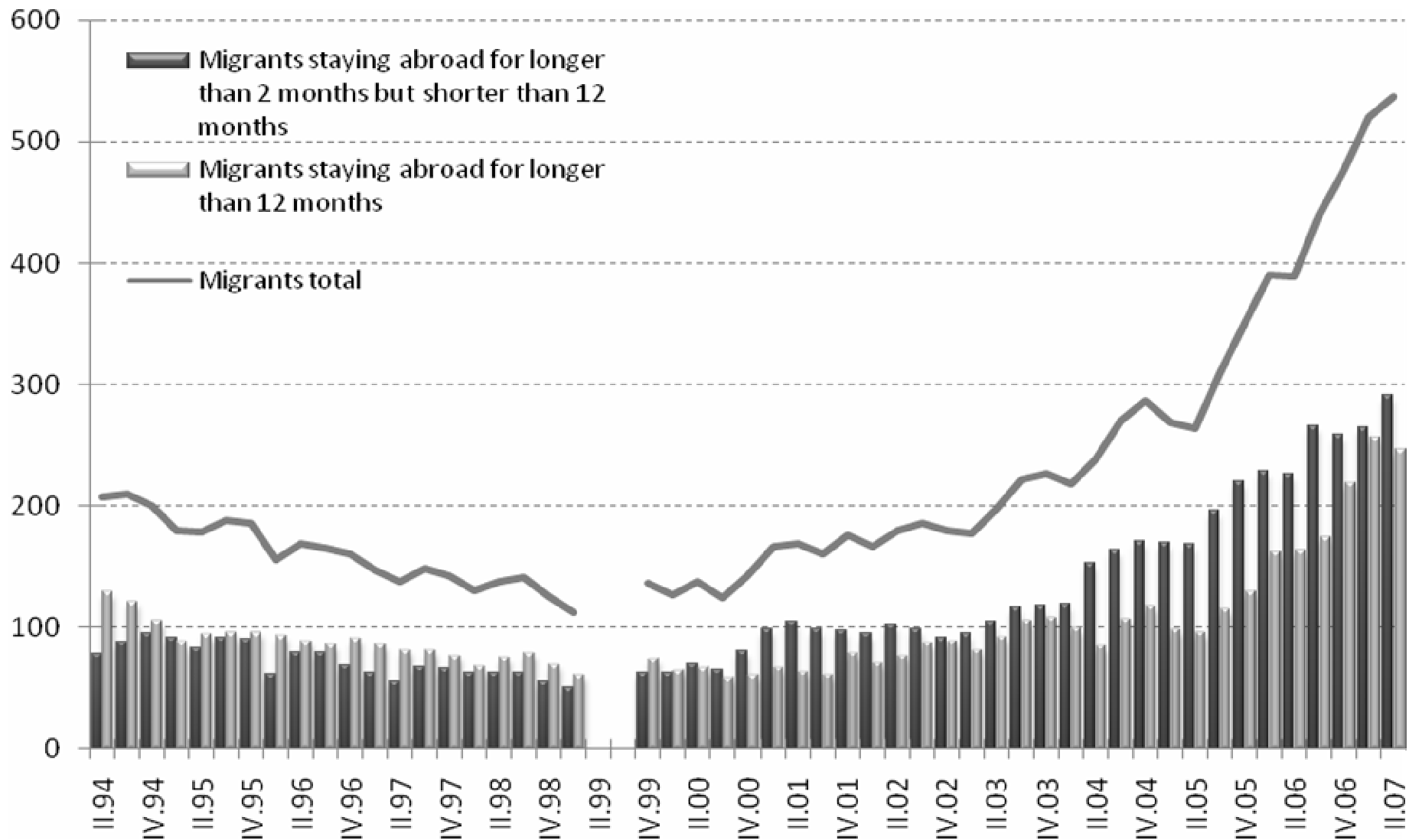
## ❑ **Change**

- ❑ Destination countries: the UK and Ireland but also 'spilling-over'
- ❑ Legality
- ❑ Migration strategies
- ❑ Structural features

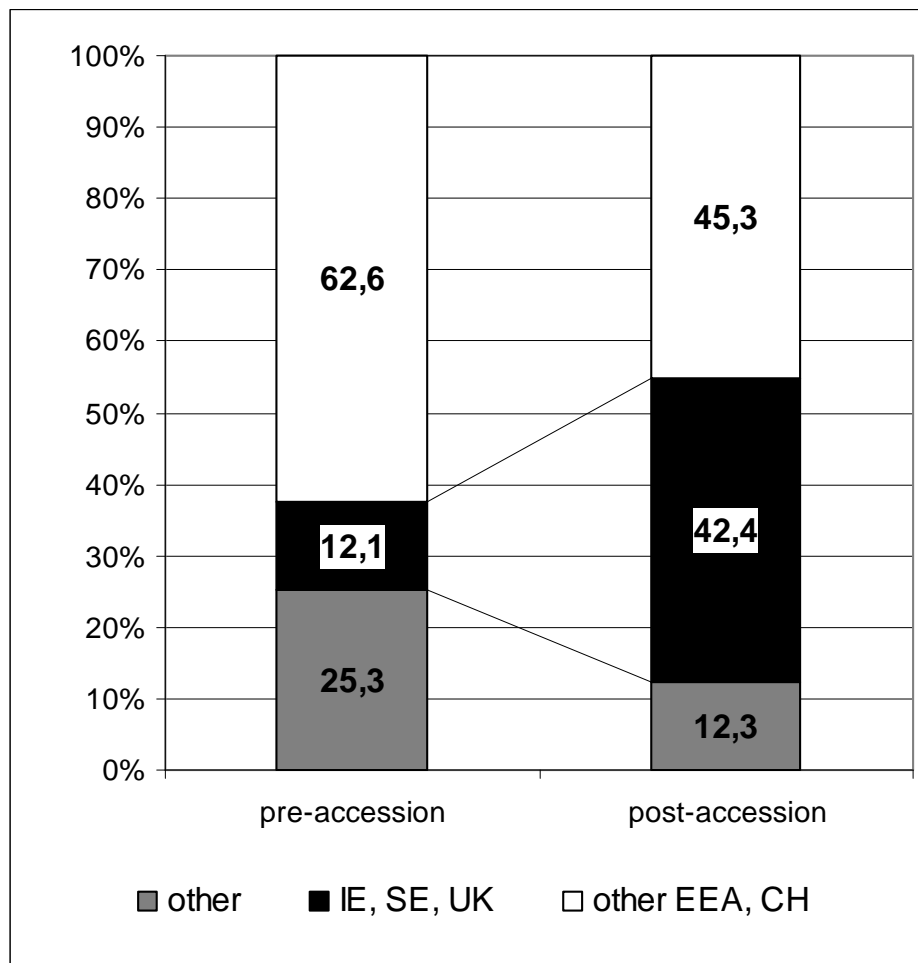




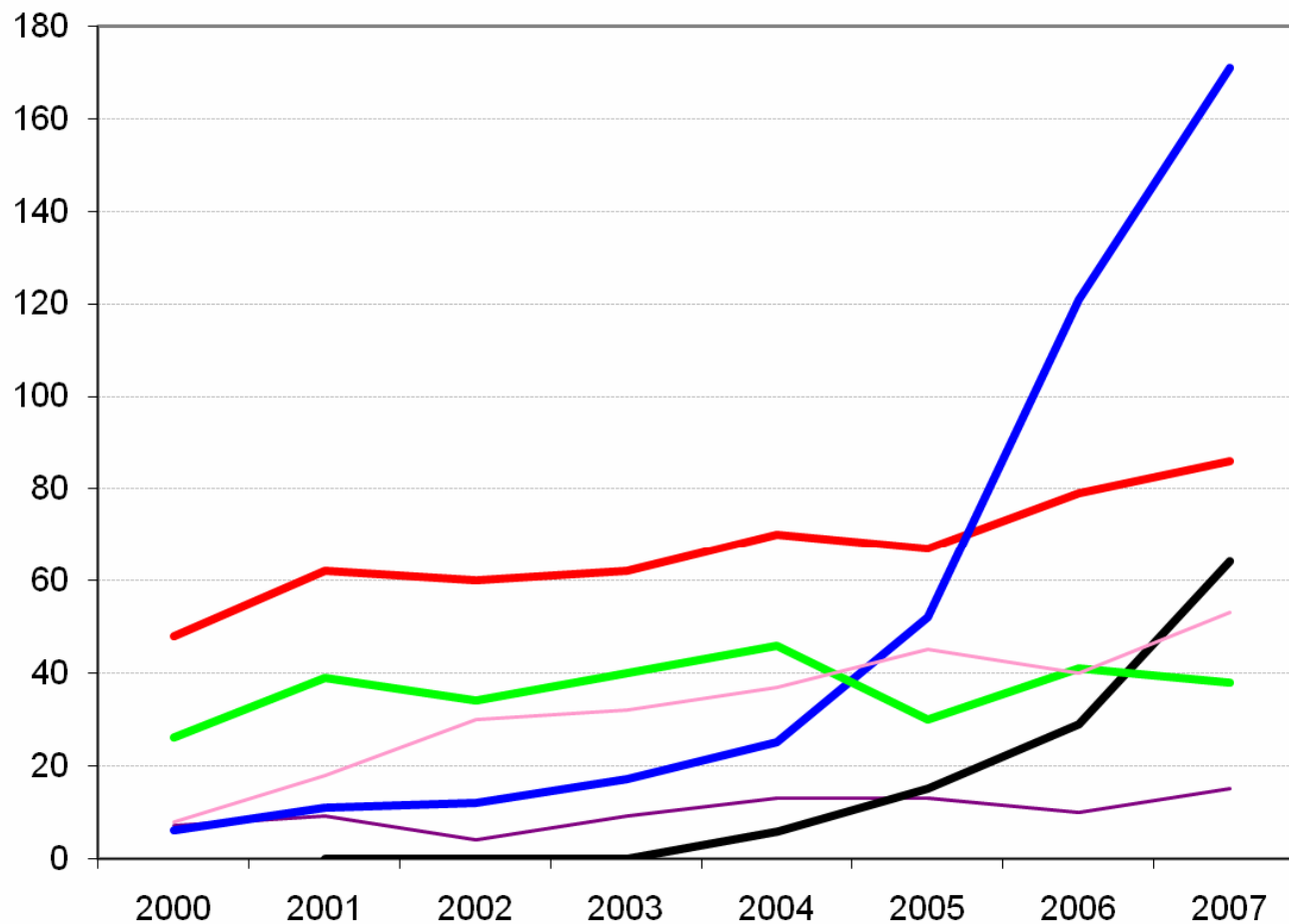
## Migration according to LFS data: Polish migrants by length of their stay abroad, 1994- 2007 (in thous.)



# Polish pre- and post-accession migrants, by group of destination countries, in %



## Migration according to LFS data: Polish migrants by country of destination, 2000-2007, 2nd quarter (in thous.)



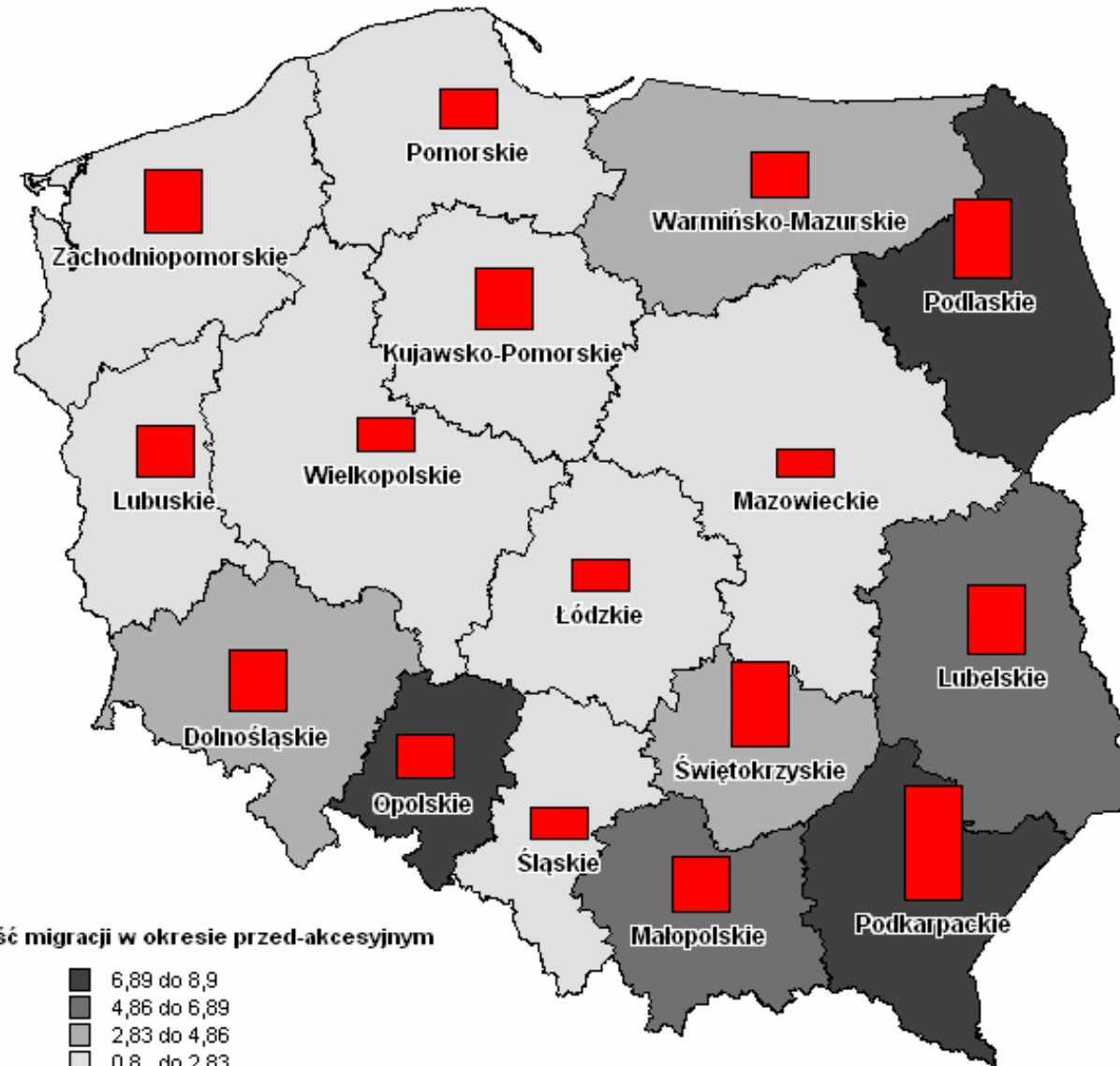
— France                      — Germany                      — Ireland  
— United Kingdom              — United States                      — Italy and Spain



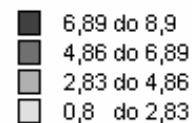
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Source: SOPEMI

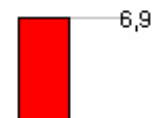
# Regional patterns of migration from Poland



Intensywność migracji w okresie przed-akcesyjnym

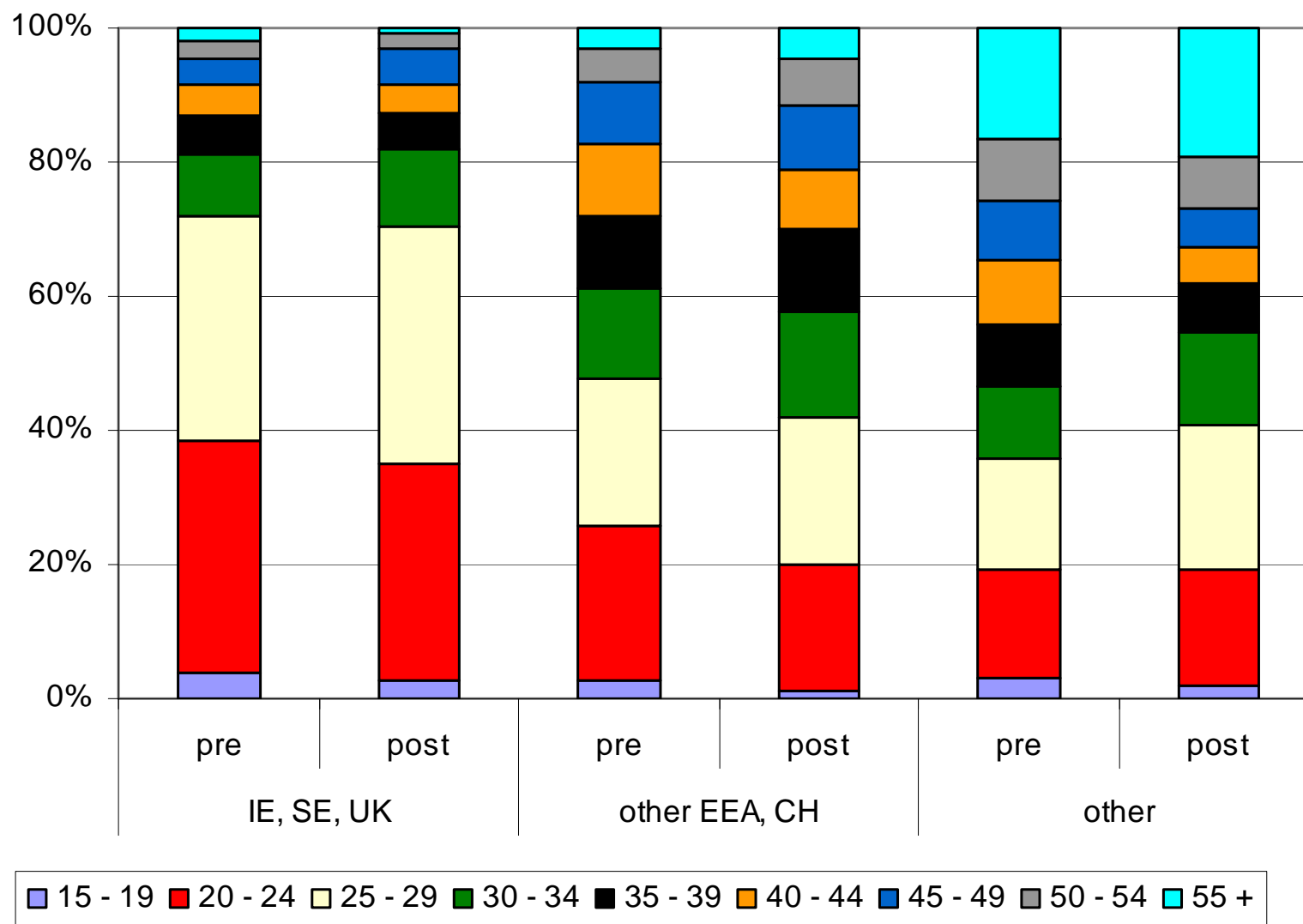


Intensywność migracji w okresie po-akcesyjnym



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## The age structure of Polish post-accession migrants by destination country, in %



# Scale of the highly-skilled mobility from the NMS

## Skill composition of native population and of emigrants from NMS to EU15 countries, year 2006

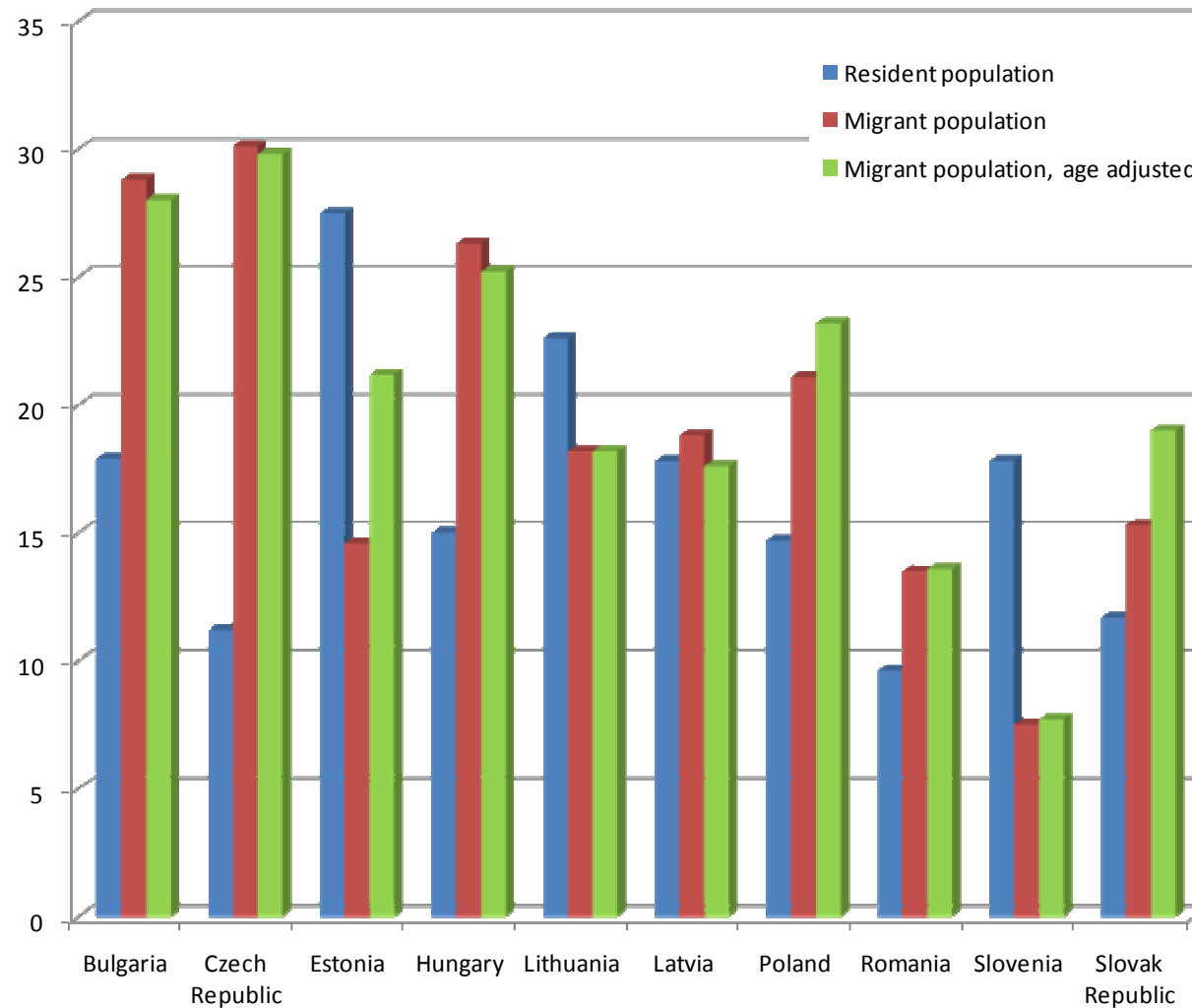
Country	Resident population,			Migrant population			Migrant population, age adjusted		
	low	medium	high	low	medium	high	low	medium	high
Bulgaria	31.3	50.8	17.9	22.7	48.5	28.8	24.2	47.8	28.0
Czech Republic	16.7	72.1	11.2	17.9	52.0	30.1	19.3	51.0	29.8
Estonia	22.7	49.8	27.5	27.8	57.6	14.6	26.8	52.0	21.2
Hungary	27.6	57.4	15.0	9.3	64.4	26.3	9.3	65.5	25.2
Lithuania	21.3	56.1	22.6	19.6	62.2	18.2	22.1	59.7	18.2
Latvia	25.4	56.8	17.8	7.5	73.7	18.8	4.6	77.8	17.6
Poland	21.3	64.1	14.7	22.2	56.8	21.1	21.5	55.3	23.2
Romania	33.0	57.5	9.6	33.2	53.3	13.5	33.2	53.3	13.6
Slovenia	23.4	58.8	17.8	34.0	58.5	7.5	33.2	59.2	7.7
Slovak Republic	19.2	69.1	11.7	21.8	62.9	15.3	17.3	63.7	19.0

Note: the age adjusted selection rates are computed applying the age distribution of the resident population to migrants' age-specific skill composition.

Source: authors' elaboration on EUROSTAT, Labor force surveys

# Scale of the highly-skilled mobility from the NMS

Percentage of persons with tertiary education in the native and migrant population in the NMS, 2006



# Migration of highly skilled from Poland – selectivity issues (1)

## The education structure of Polish pre- and post-accession migrants by sex, in percent

Level of education	Pre-accession*			Post-accession**		
	Total	Men	Women	Total	Men	Women
University degree***	14.7	12.0	18.3	<b>19.8</b>	<b>15.6</b>	<b>27.0</b>
Secondary	14.0	7.1	23.1	14.2	8.8	23.8
Secondary vocational	26.1	26.0	26.3	28.1	29.8	25.1
Vocational	34.8	45.4	20.9	30.9	39.2	16.2
Primary	9.9	9.3	10.9	7.0	6.6	7.8
Unfinished	0.4	0.2	0.5	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

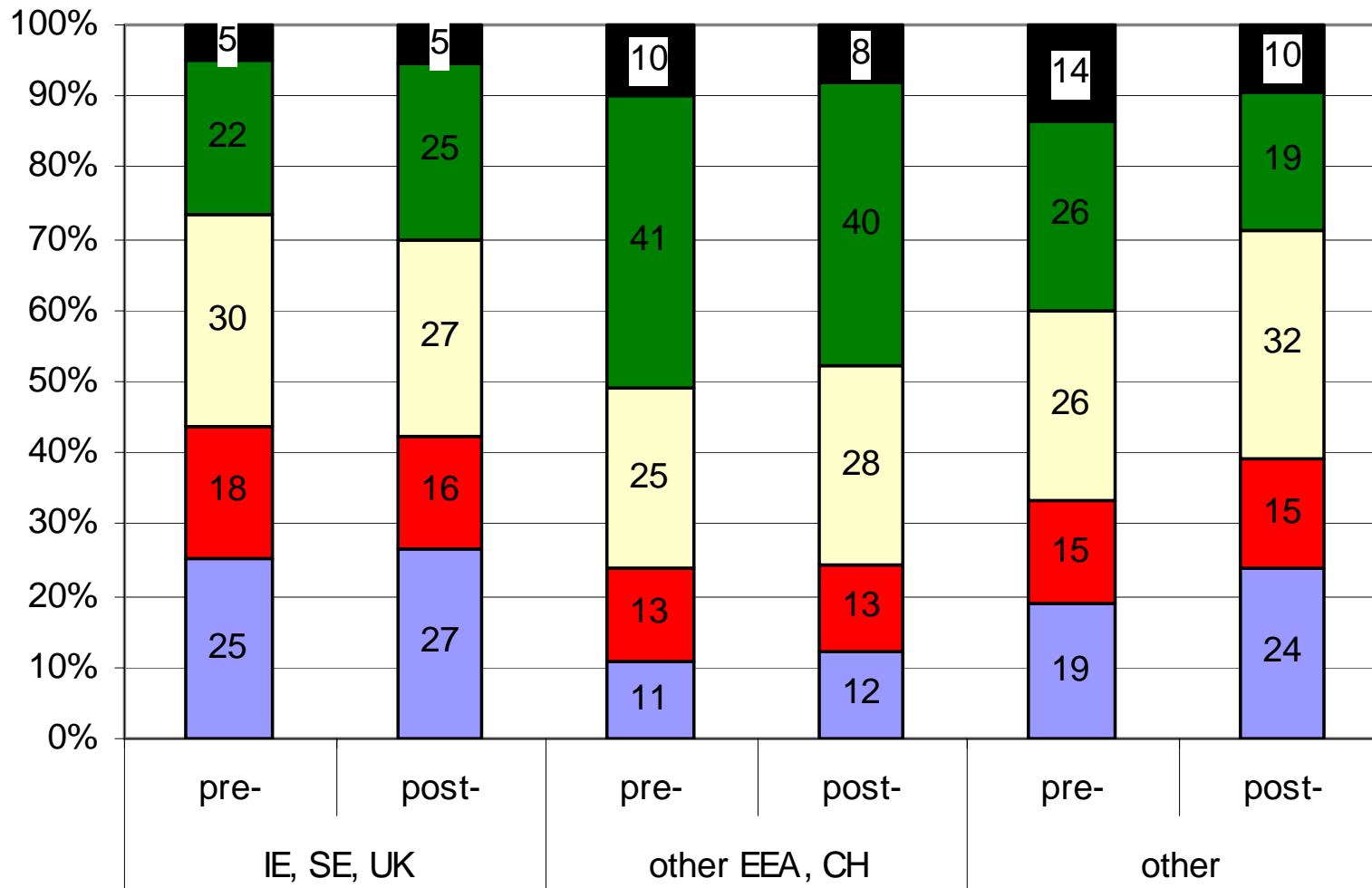
Notes:

\*Aged 15 and over who have been abroad for at least 2 months in the period 1999-2003; \*\*Aged 15 and over who have been abroad for at least 2 months in the period may 1<sup>st</sup> 2004-31<sup>st</sup> December 2006; \*\*\*Including bachelor, master and Ph.D. degree.

Source: CMR Migrants' Database, based on the Polish LFS



# The education structure of Polish post-accession migrants by destination country, selected features, in %



■ University 
 ■ secondary 
 ■ secondary vocational 
 ■ vocational 
 ■ primary and unfinished



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Source: Fihel and Kaczmarczyk 2008

## Migration of highly skilled from Poland – selectivity issues (2)

**Migrant selectivity indexes (*SI*) for post-secondary and vocational education before and after EU accession (all migrants), by selected countries of destination**

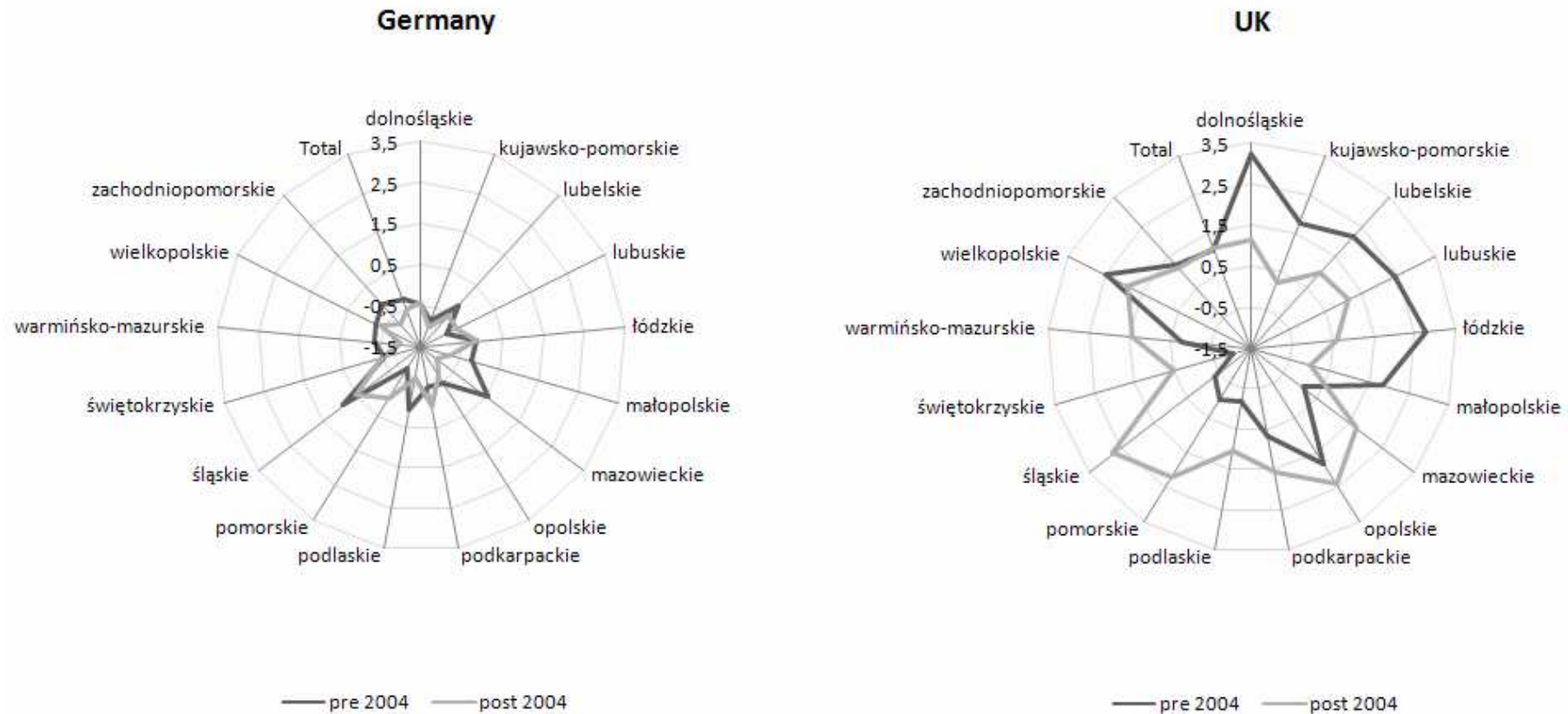
Educational level/ country of destination	Before accession	After accession
All countries		
Post-secondary	0.02	0.42
Vocational	0.34	0.30
The United Kingdom		
Post-secondary	1.09	1.13
Vocational	0.07	0.11
Germany		
Post-secondary	-0.29	-0.52
Vocational	0.51	0.57

Source: Kaczmarczyk and Okólski 2008.



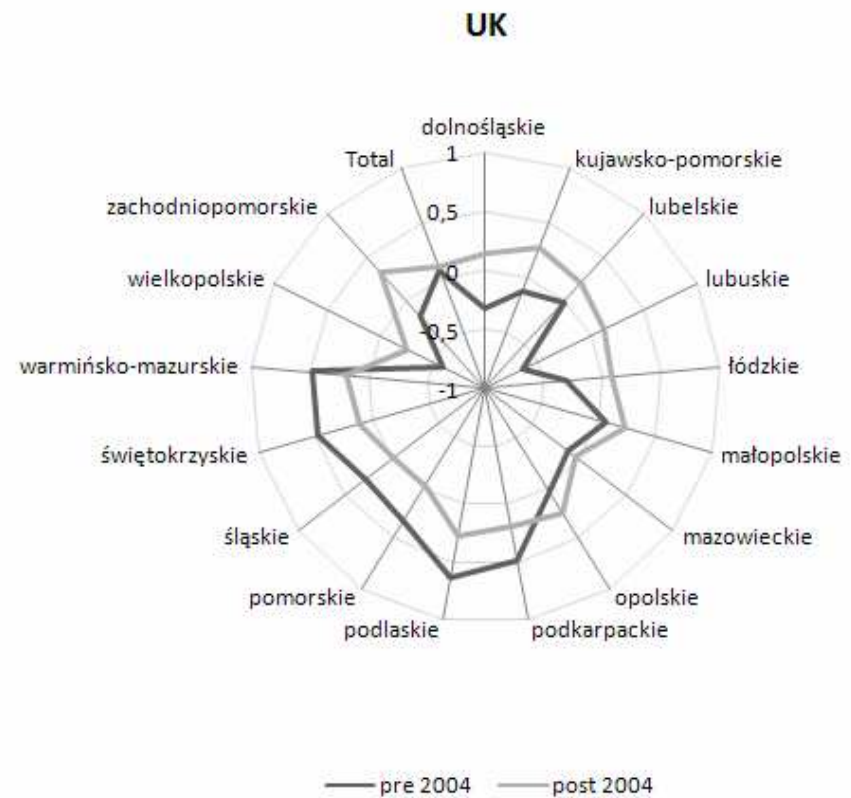
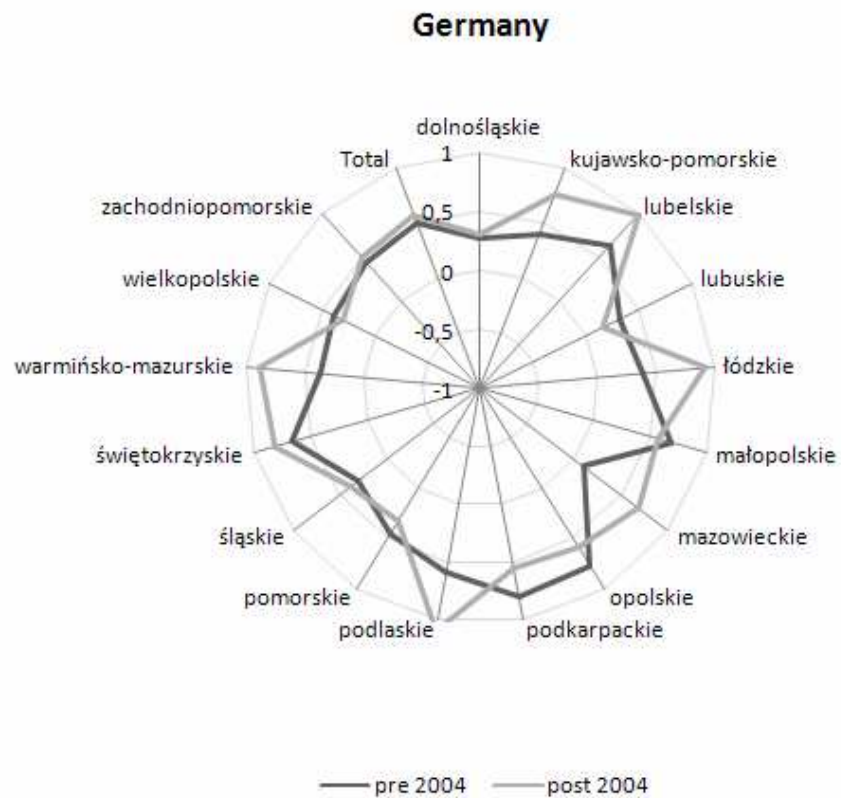
# Selectivity of recent mobility of Poles – educational attainment

## Migrant selectivity indexes (SI) for tertiary education



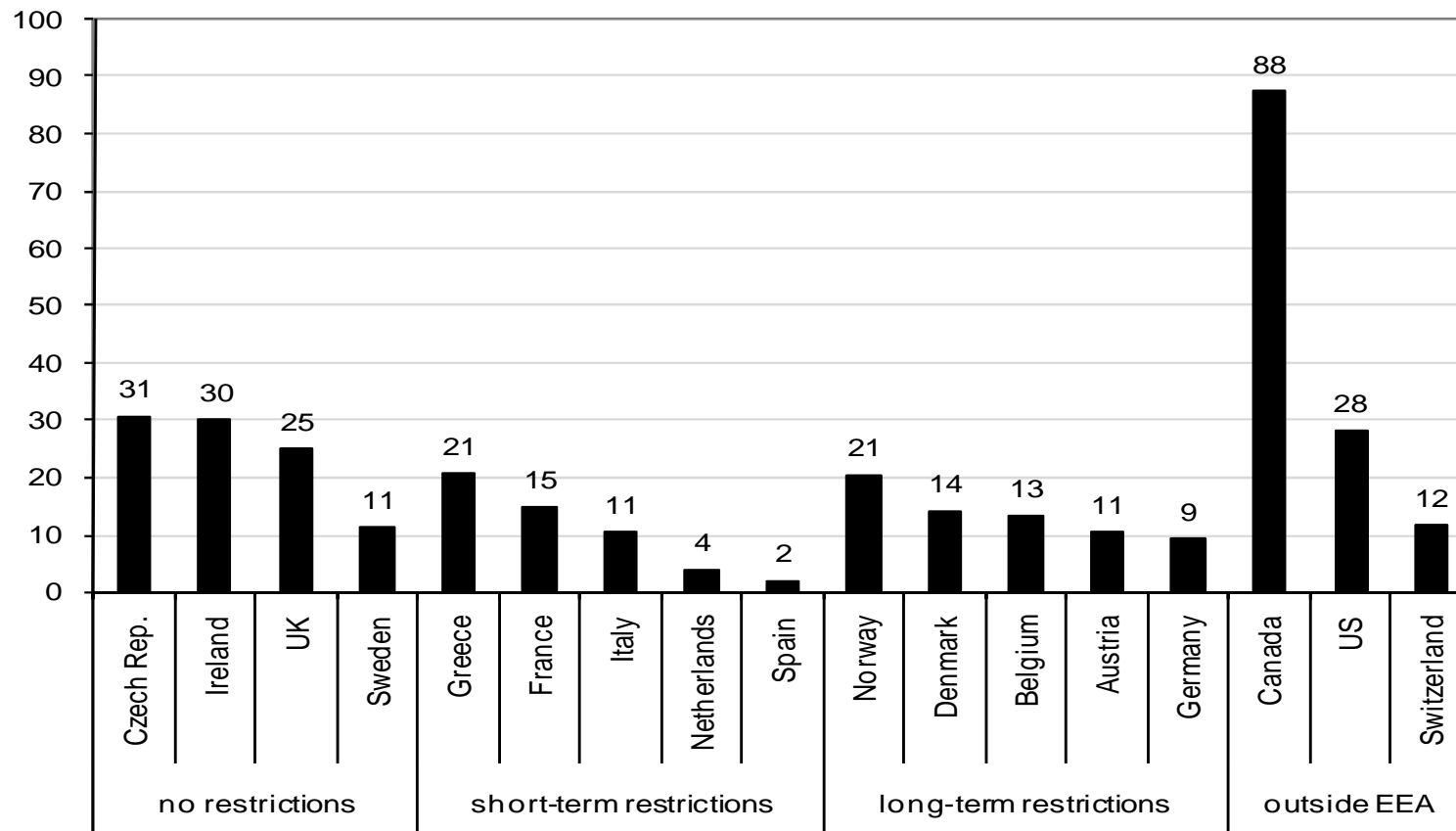
# Selectivity of recent mobility of Poles – educational attainment

## Migrant selectivity indexes (SI) for vocational education



# Migration of highly skilled from Poland – selectivity issues (3)

Share of university graduates among Polish migrants in the post-accession period, by type of restrictions imposed on the labour market access



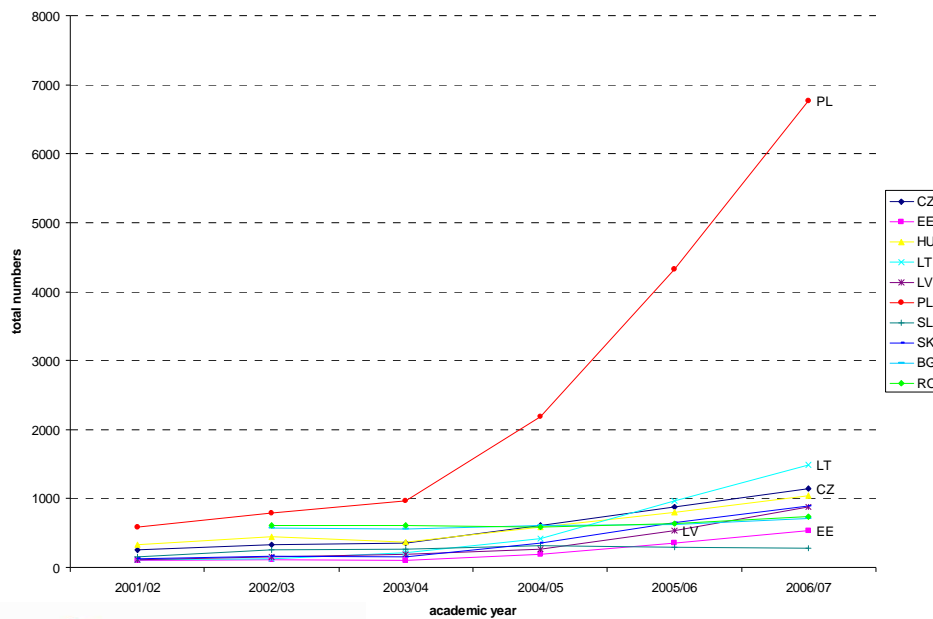
# Selectivity issues – mobility of students

## Enrolment trends with regard to NMS citizens

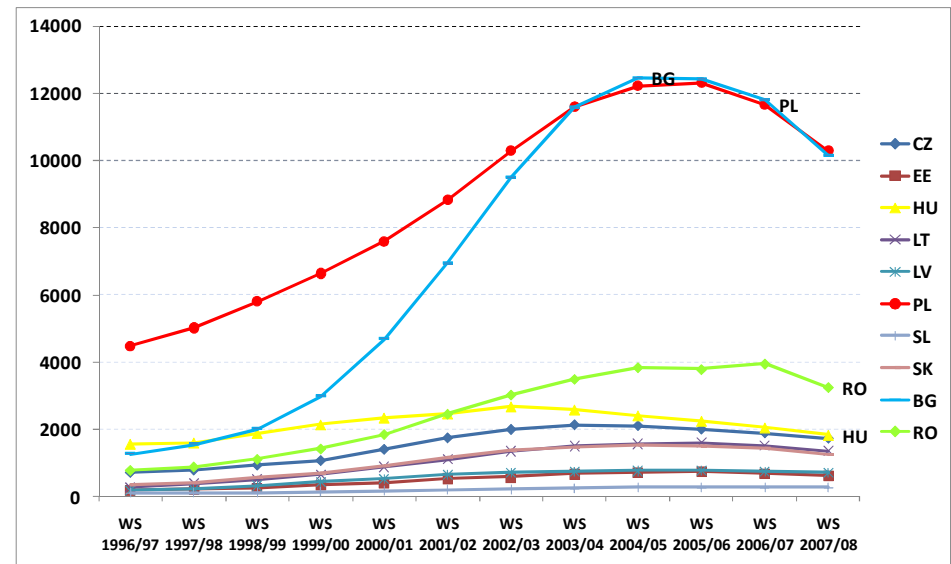
	AT	DE	FI	FR	GB	IE	NL	SE
general trend	→	↘	→	↘	↗	↗	↘	↘
exception from the general trend	BG ↘	RO →	EE, SL →	RO, CZ →				CZ, RO, BG, SI, SK →

Source: own elaboration

## Foreign domicile students from the EU8+2 countries in the UK 2001-2007



## Educational foreigners from EU-8+2 in Germany, 1996-2008



## Structural features of recent migration from Poland - summary

- ❑ **Post-accession migration:** more regular or legal than irregular or clandestine, more of a long-term duration than circular, more 'individualistic' than related to household strategies, more 'masculine' than 'feminine'

### **BUT:**

- ❑ At least two structurally different patterns of migration observed:
  - ❑ **Migration of the 'youth'** → persons under 35, mostly without children, often single or in informal relationships, relatively well educated, language and legality as an important factor, UK and Ireland as leading destinations.
  - ❑ **Migration of the 'older'** → persons with previous migration experiences, no language skills, more 'traditional' destinations: Germany, Italy, Spain.



# Short- and medium-term impacts of migration on the Polish labour market

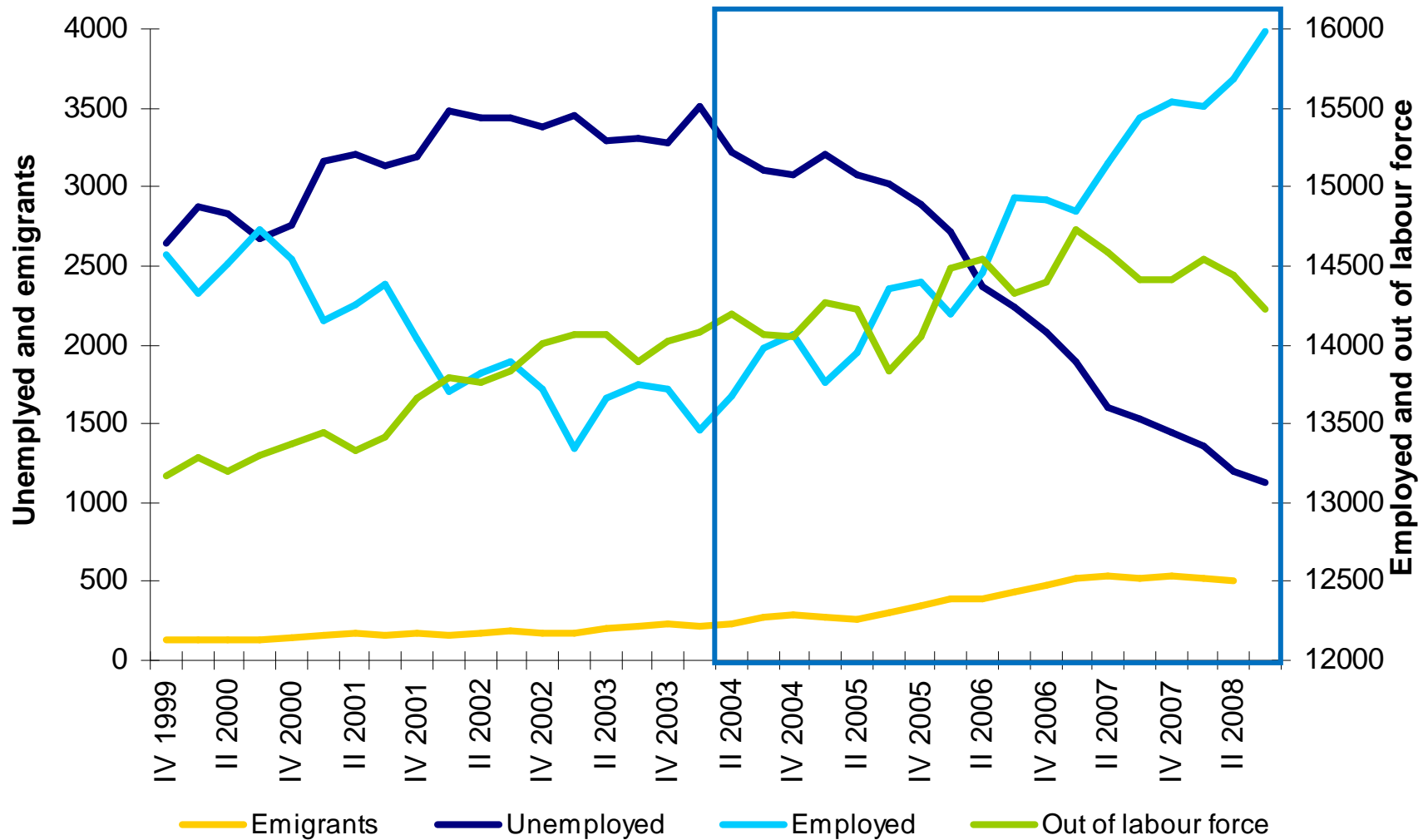
## Unemployment and labour shortages – stylized facts:

- ❑ 2002: unemployment rate approx. 20%
- ❑ 2007: unemployment rate below 10%
- ❑ Number of unemployed:
  - 2004 (2nd quarter) – 3.1 million
  - 2007 (2nd quarter) – 1.5 million
- ❑ Percentage of companies reporting hiring difficulties:
  - 2005 (4th quarter) – 1.8%
  - 2007 (2nd quarter) – 12.7%

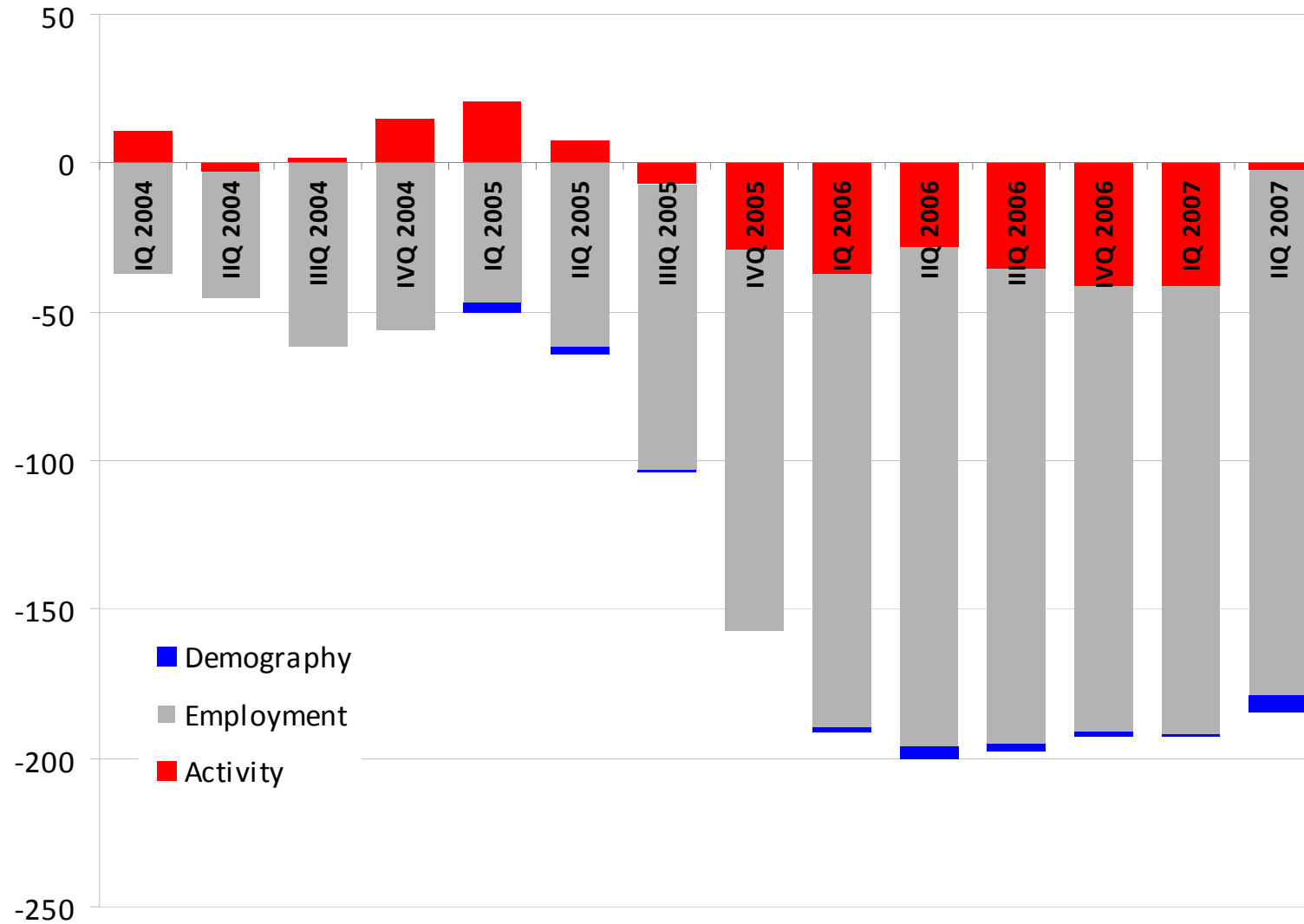




# Migrants from Poland and labour market phenomena according to LFS, 1999-2008



# Impact of demographic factors, changes in economic activity and employment on changes in unemployment (in thous. of unemployed)

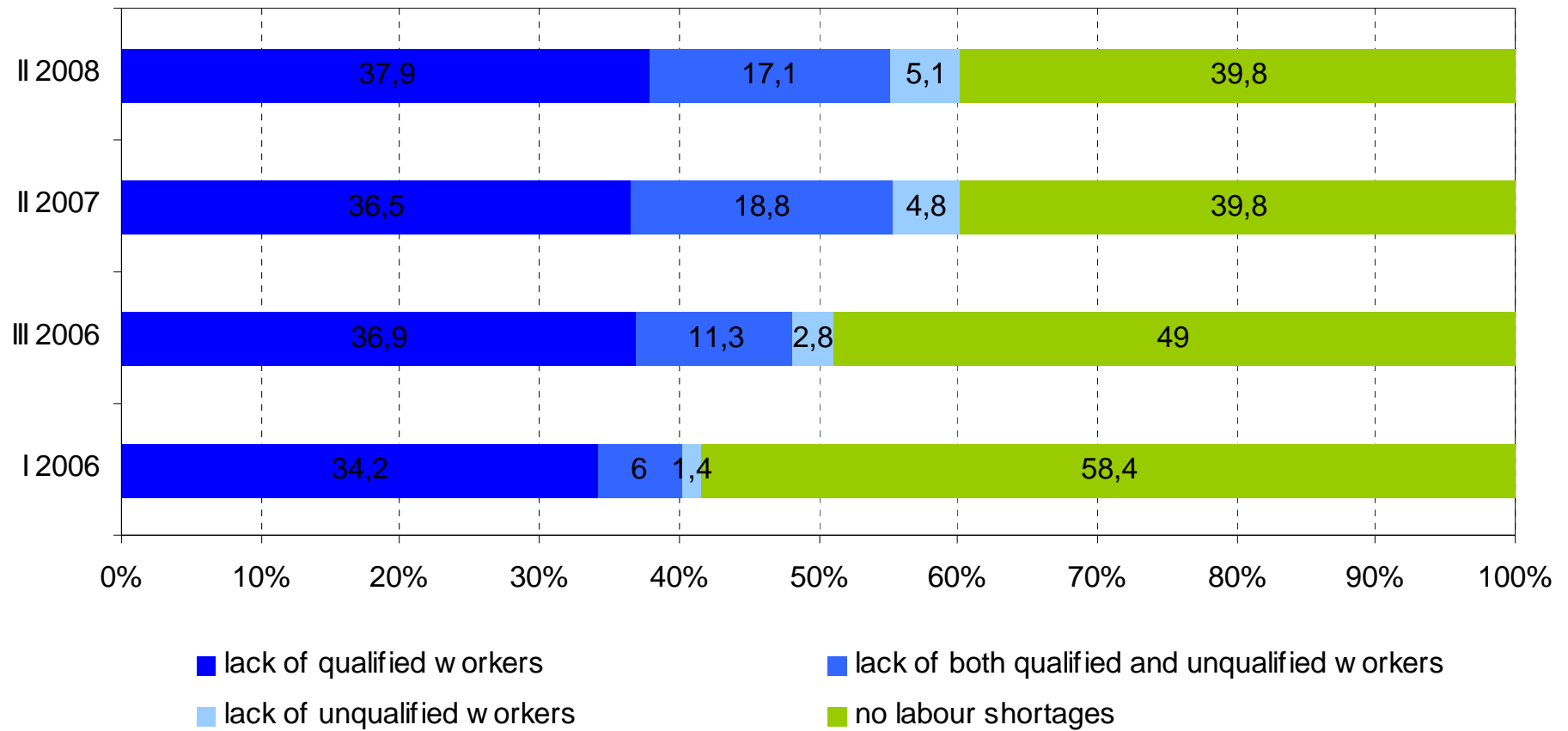


# Decline in unemployment and labour shortages – main reasons

- ❑ Economic growth → process of job creation
- ❑ Changes in educational system (vocational education)
- ❑ Low rates of internal mobility
- ❑ Low level of occupational mobility
- ❑ Long-term developments (demographic change, technological change, education)
- ❑ **Post-accession migration**

# Brain drain?

## Labour shortages by qualifications of workers, 2006-2008



# Brain drain?

## Labour shortages in Poland (by sector)



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Source: WB 2006

## Side note: well educated on the Polish labour market

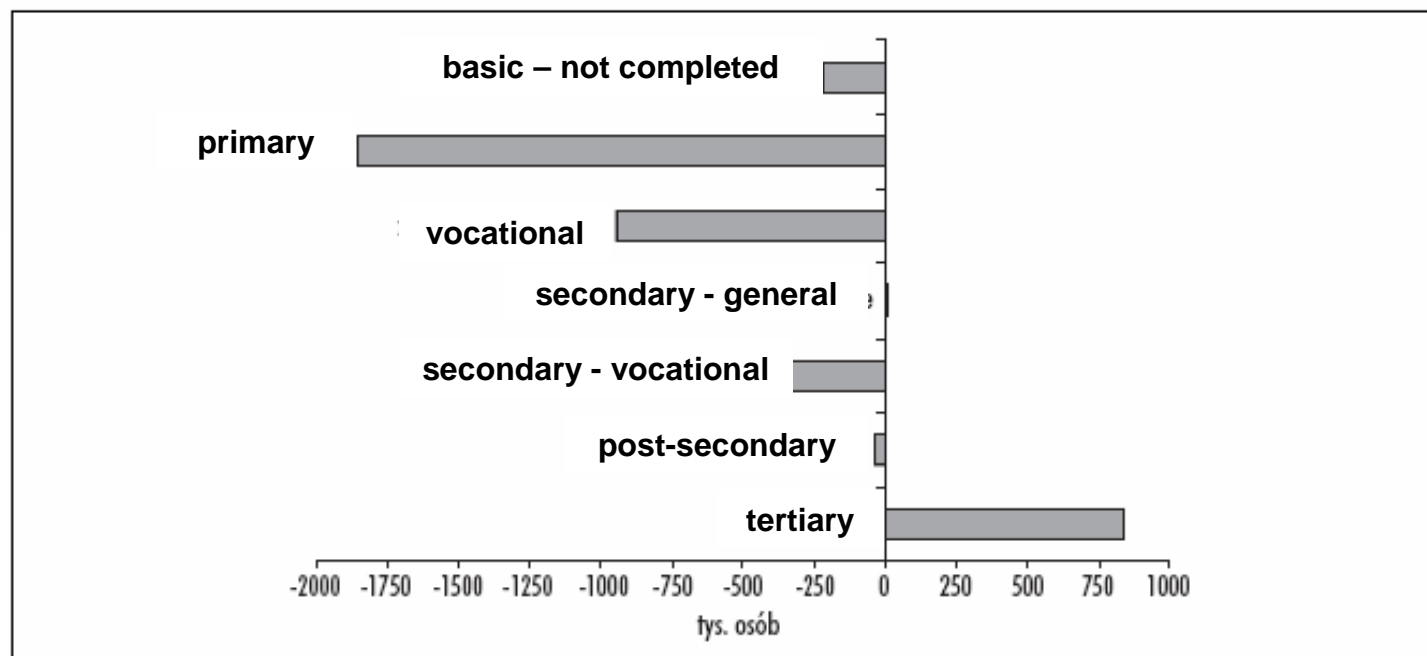
### Changes in educational attainment:

- ❑ Scholarization ratio – secondary education: 75% (1990) → 90% (2005)
  - ❑ Scholarization ratio – tertiary education: 10% (1990) → 38% (2005)
  - ❑ Quantity vs. Quality (importance of non-public education and its consequences)
- 
- ❑ **Impact on the labour market? → position of the well educated on the Polish labour market**



## Side note: well educated on the Polish labour market

Changes in number of employed 1995-2005 (in thous.)



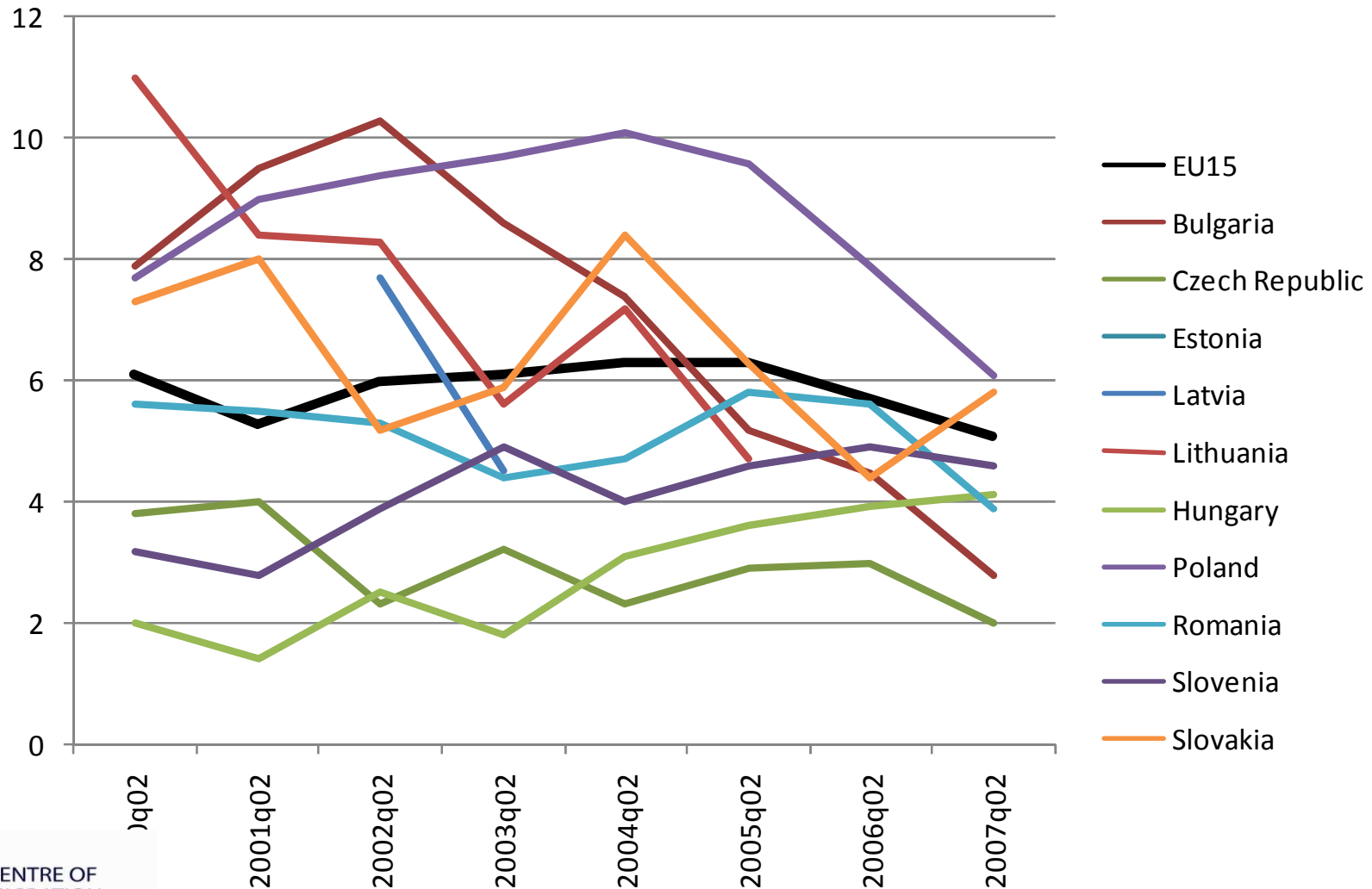
**But** → relatively weak position of well educated on the labour market

- ❑ Too many... (absorptive capacity)
- ❑ Not adequate competencies (social sciences, humanities)
- ❑ Information barrier → no information on demand on labour (forecasts!)
- ❑ Poor quality of labour market services



# Brain overflow?

Unemployment rates in the NMS10: persons aged 15-39 with tertiary education - levels 5-6 (ISCED 1997), 2000-2007 (2nd quarter), in %





# Brain waste?

**Net weekly pay of full-time workers from NMS7 in the UK nominal and relative to the average (as per cent, in bold)**

	Pre-accession migrants					Post-accession migrants				
	Age groups					Age groups				
Age left full-time education	15-20	21-29	31-45	45+	Total	15-20	21-29	31-45	45+	Total
	-	227.00	150.00	187.50	182.43	-	162.50	-	216.14	204.22
Less than 15	-	<b>82.3</b>	<b>54.4</b>	<b>67.9</b>	<b>66.1</b>	-	<b>76.7</b>	-	<b>102.0</b>	<b>96.3</b>
	-	240.20	217.50	279.30	252.33	171.40	195.77	176.78	182.00	184.14
16 to 17	-	<b>87.0</b>	<b>78.8</b>	<b>101.2</b>	<b>91.4</b>	<b>80.9</b>	<b>92.4</b>	<b>83.4</b>	<b>85.9</b>	<b>86.9</b>
	138.33	232.37	250.26	257.06	238.05	180.57	210.06	198.25	213.56	207.23
18 to 20	50.1	<b>84.2</b>	<b>90.7</b>	<b>93.1</b>	<b>86.3</b>	<b>85.2</b>	<b>99.1</b>	<b>93.5</b>	<b>100.8</b>	<b>97.8</b>
		226.77	430.46	423.11	350.63	-	217.05	251.89	323.73	255.18
More than 21		<b>82.2</b>	<b>156.0</b>	<b>153.3</b>	<b>127.1</b>	-	<b>102.4</b>	<b>118.8</b>	<b>152.7</b>	<b>120.4</b>
	163.00	219.00	471.00	-	284.33	-	251.00	-	195.00	223.00
Students	59.1	<b>79.4</b>	<b>170.7</b>	-	<b>103.0</b>	-	<b>118.4</b>	-	<b>92.0</b>	<b>105.2</b>
	144.50	230.98	321.33	315.72	275.96	176.75	209.27	206.59	226.37	211.97
Total	52.4	<b>83.7</b>	<b>116.4</b>	<b>114.4</b>	<b>100.0</b>	<b>83.4</b>	<b>98.7</b>	<b>97.5</b>	<b>106.8</b>	<b>100.0</b>

Source: own elaboration based on the LFS data

# Brain waste?

## Net weekly pay of full-time workers from Poland in the UK nominal and relative to the average (as per cent, in bold)

Age left full-time education	Pre-accession migrants					Post-accession migrants				
	15-20	Age groups				15-20	Age groups			
	15-20	21-29	31-45	45+	Total	15-20	21-29	31-45	45+	Total
Less than 15	-	<b>73.8</b>	<b>55.6</b>	<b>58.0</b>	<b>61.4</b>	-	<b>117.4</b>	<b>77.5</b>	<b>96.6</b>	<b>99.5</b>
16 to 17	120.00	200.00	242.33	257.17	243.12	145.67	190.50	226.10	195.08	197.24
	<b>38.4</b>	<b>63.9</b>	<b>77.5</b>	<b>82.2</b>	<b>77.7</b>	<b>64.1</b>	<b>83.9</b>	<b>99.5</b>	<b>85.9</b>	<b>86.8</b>
18 to 20	62.50	234.35	279.94	261.55	250.89	207.22	202.81	220.47	236.42	217.65
	<b>20.0</b>	<b>74.9</b>	<b>89.5</b>	<b>83.6</b>	<b>80.2</b>	<b>91.2</b>	<b>89.3</b>	<b>97.1</b>	<b>104.1</b>	<b>95.8</b>
More than 21	-	274.83	394.57	393.38	354.54	-	223.97	306.04	255.99	244.67
	-	<b>87.9</b>	<b>126.1</b>	<b>125.7</b>	<b>113.3</b>	-	<b>98.6</b>	<b>134.7</b>	<b>112.7</b>	<b>107.7</b>
Students	120.00	-	-	-	120.00	518.00	-	-	-	518.00
	<b>38.4</b>	-	-	-	<b>38.4</b>	<b>228.1</b>	-	-	-	<b>228.1</b>
Total	91.25	260.45	352.77	334.35	312.83	212.95	212.36	249.97	240.42	227.14
	<b>29.2</b>	<b>83.3</b>	<b>112.8</b>	<b>106.9</b>	<b>100.0</b>	<b>93.8</b>	<b>93.5</b>	<b>110.1</b>	<b>105.8</b>	<b>100.0</b>

Source: own elaboration based on the LFS data

## Net weekly pay of full-time workers from EU14 in the UK nominal and relative to the average (as per cent, in bold)

Age left full-time education	EU15 immigrants				
	15-20	Age groups			
	15-20	21-29	31-45	45+	Total
Less than 15	172.13	242.40	249.44	256.05	250.82
	<b>55.4</b>	<b>78.1</b>	<b>80.3</b>	<b>82.5</b>	<b>80.8</b>
16 to 17	165.62	275.65	314.53	303.23	294.95
	<b>53.3</b>	<b>88.8</b>	<b>101.3</b>	<b>97.6</b>	<b>95.0</b>
18 to 20	176.14	253.78	360.63	372.94	324.36
	<b>56.7</b>	<b>81.7</b>	<b>116.1</b>	<b>120.1</b>	<b>104.5</b>
More than 21		348.29	523.33	519.99	464.66
		<b>112.2</b>	<b>168.5</b>	<b>167.5</b>	<b>149.6</b>
Students	224.00	220.28	385.00	342.67	240.07
	<b>72.1</b>	<b>70.9</b>	<b>124.0</b>	<b>110.3</b>	<b>77.3</b>
Total	114.40	270.01	359.05	306.48	310.53
	<b>36.8</b>	<b>87.0</b>	<b>115.6</b>	<b>98.7</b>	<b>100.0</b>

Source: own elaboration based on the LFS data



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# Brain waste?

**Net weekly pay of full-time native workers in the UK nominal and relative to the average (as per cent, in bold), 2002 and 2006**

Age left full-time education	2002, 2nd quarter					2006, 2nd quarter				
	Age groups					Age groups				
	15-20	21-29	31-45	45+	Total	15-20	21-29	31-45	45+	Total
Less than 15	<b>47.9</b>	<b>78.6</b>	<b>81.9</b>	<b>81.3</b>	<b>80.8</b>	<b>40.4</b>	<b>79.3</b>	<b>85.5</b>	<b>83.1</b>	<b>82.8</b>
16 to 17	<b>50.6</b>	<b>78.4</b>	<b>95.1</b>	<b>99.3</b>	<b>90.4</b>	<b>47.0</b>	<b>76.0</b>	<b>93.3</b>	<b>94.6</b>	<b>88.8</b>
18 to 20	<b>53.3</b>	<b>82.1</b>	<b>113.9</b>	<b>118.2</b>	<b>101.1</b>	<b>53.0</b>	<b>76.8</b>	<b>110.8</b>	<b>116.8</b>	<b>99.9</b>
More than 21		<b>103.9</b>	<b>162.9</b>	<b>151.5</b>	<b>140.0</b>		<b>102.1</b>	<b>149.6</b>	<b>155.2</b>	<b>135.6</b>
Students	<b>49.2</b>	<b>60.1</b>			<b>56.5</b>	<b>52.8</b>	<b>63.8</b>	<b>84.6</b>		<b>59.1</b>
Total	<b>51.1</b>	<b>86.7</b>	<b>109.6</b>	<b>102.7</b>	<b>100.0</b>	<b>48.3</b>	<b>85.8</b>	<b>108.1</b>	<b>103.7</b>	<b>100.0</b>

Source: own elaboration based on the LFS data



# Short- and medium-term impacts of post-2004 migration

## Unemployment and labour shortages:

- ❑ Moderate short-term effects

## Wages:

- ❑ Average annual wage growth over years 2000-2006: 2%  
But: 2007 → 9% increase (construction: 16%,  
agriculture 11%)

### Qualitative analysis (Budnik 2008):

- ❑ Real migration scenario versus counterfactual one (migration rate fixed at the 2002 level)
- ❑ 5.5 p.p. increase in migration rate → 1.3% increase in wages  
→ Moderate impact

# Long-term impacts - 'crowding-out' hypothesis

## Postulates:

- ❑ Population surpluses hamper or preclude the modernisation of peripheries → **outflow or 'redundant' people constitute one of major premises that undermine the completion of modernisation process**
- ❑ Poland still remains a country with a large migration potential ↔ **number of people, their spatial distribution and human capital characteristics do not match the needs of the labour market**
- ❑ **Until very recently the outflow from Poland had little impact on its population and economy** ↔ due to positive natural increase the population on Poland was continuously on the rise, outflow from Poland was limited to rather narrow groups (impact of migrant networks)
- ❑ Recent outflow (due to its scale and characteristics) gives a chance for an outflow of redundant population (from rural areas and small towns) → **to be interpreted in terms of 'brain overflow'**.



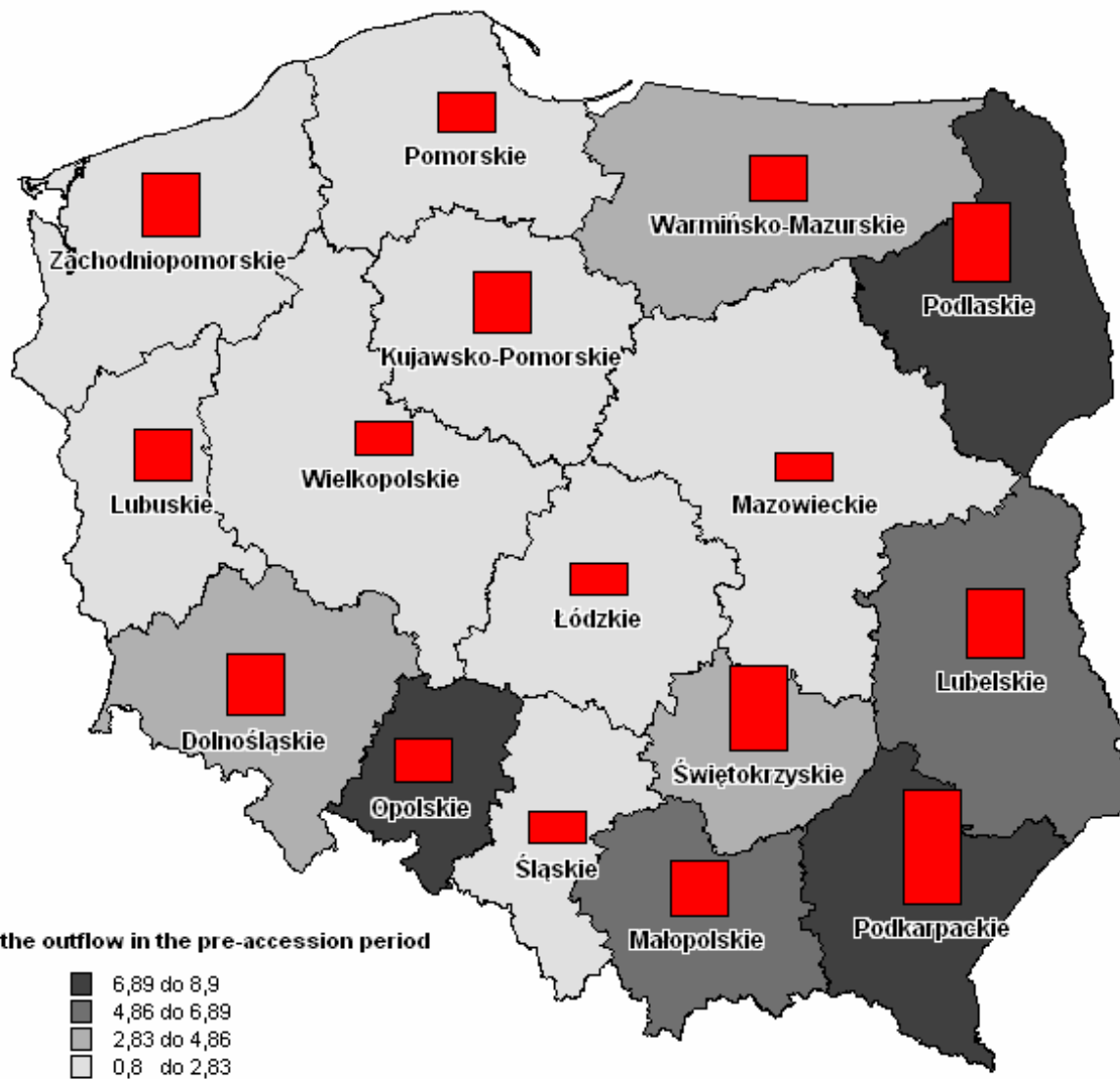
# Selectivity patterns cntd.

**Selectivity indexes (*SI*) for post-secondary and vocational education after EU accession (all migrants), by categories of settlement (migrants' places of residence prior to migration)**

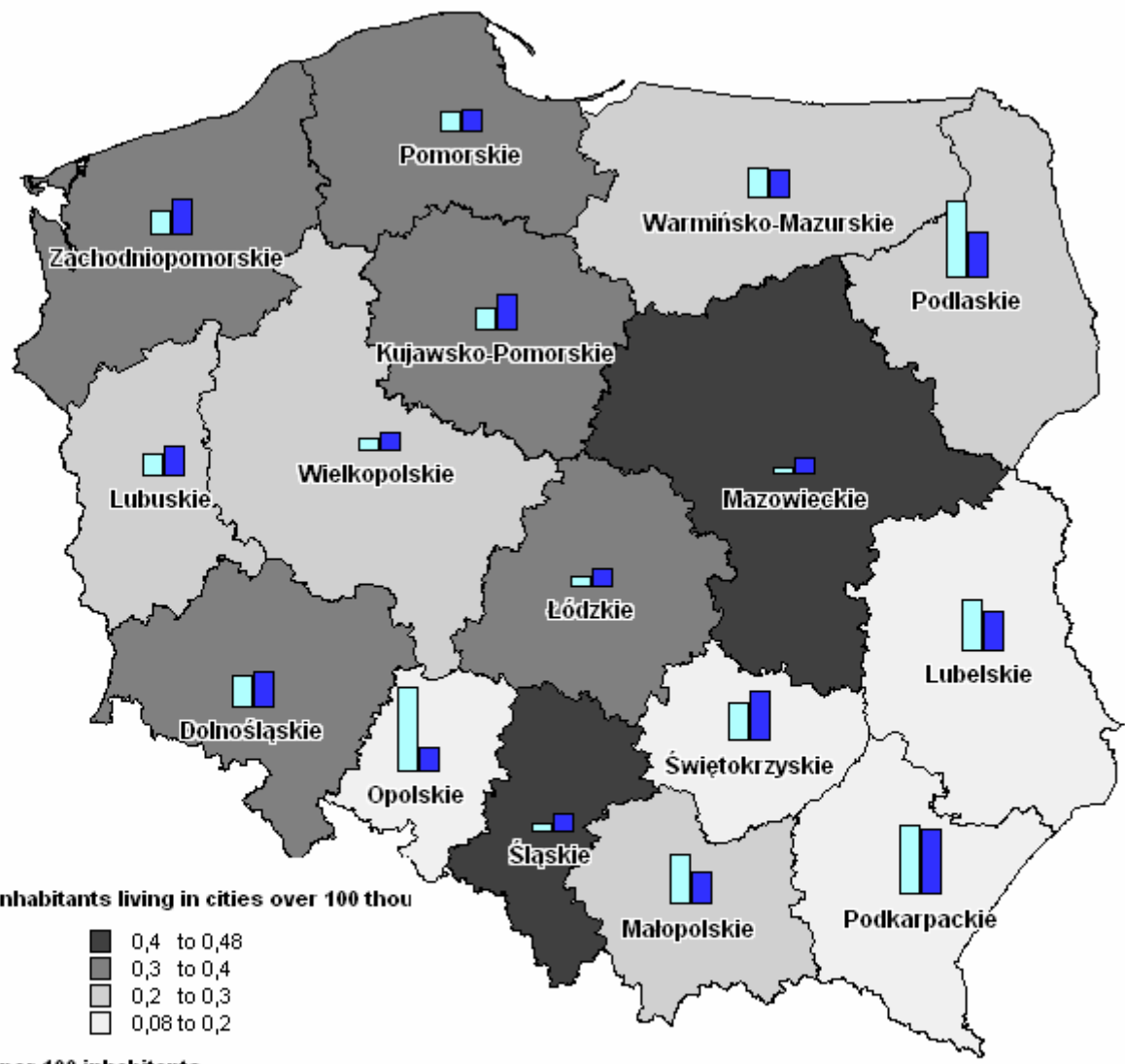
Category of settlement	Post-secondary	Vocational
Town, 100,000 or more inhabitants	0.27	0.18
Town, up to 100,000 inhabitants	0.55	0.18
Village	<b>1.10</b>	0.46
All settlements	0.42	0.30

Source: Kaczmarczyk and Okólski, 2008.

# Selectivity patterns of migration from Poland



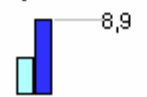
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Share of inhabitants living in cities over 100 thou

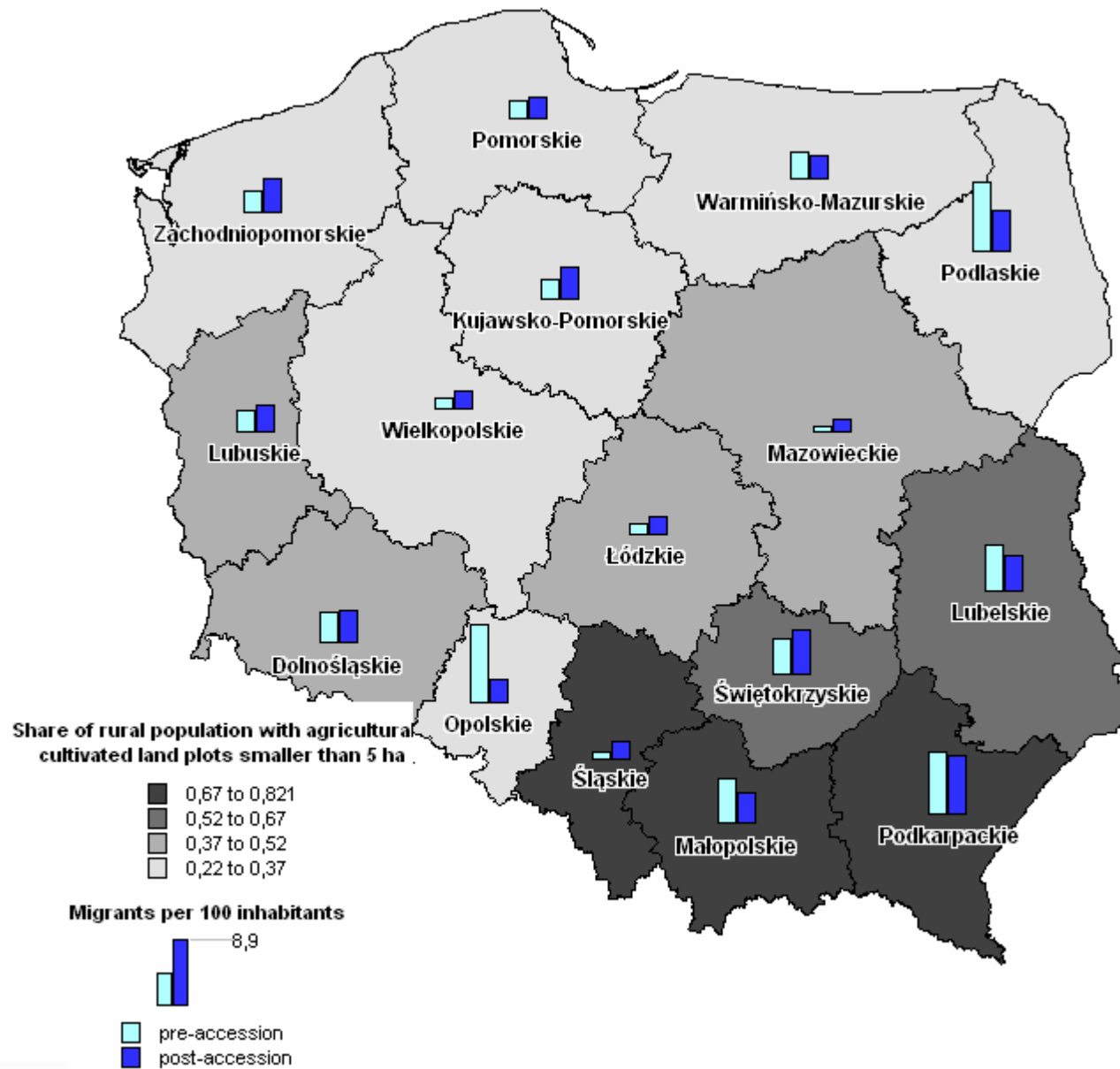
- 0,4 to 0,48
- 0,3 to 0,4
- 0,2 to 0,3
- 0,08 to 0,2

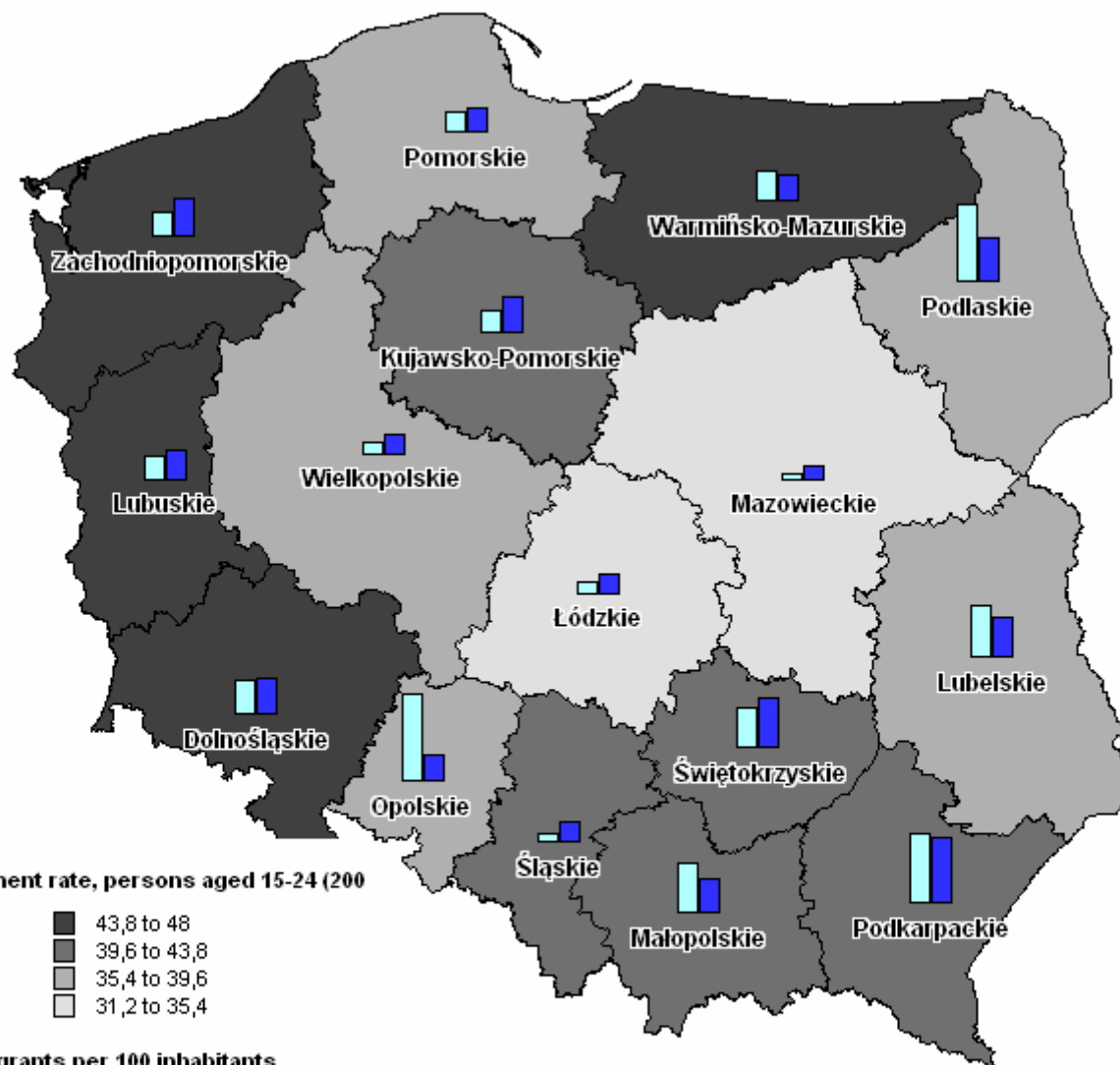
Migrants per 100 inhabitants



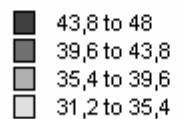
- pre-accession
- post-accession



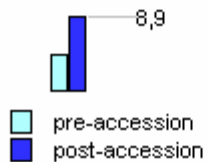




Unemployment rate, persons aged 15-24 (2000)



Migrants per 100 inhabitants



# Prospects and challenges – long-term scenario

## Projection of migration stocks, 2007-2020

	CZ	EE	HU	LT	LV	PL	SK	SI	BG	RO	NMS-8	NMS-2	NMS-10
<i>forecast under status quo conditions (nationals residing in the EU-15 in persons)</i>													
2006	79,094	32,020	106,618	102,455	40,826	1,039,283	109,336	30,265	246,187	1,045,873	1,539,898	1,292,060	2,631,958
2007	105,918	33,998	119,465	111,631	46,554	1,280,756	120,728	32,347	272,521	1,550,240	1,851,395	1,622,761	3,674,157
2008	119,002	36,861	136,072	127,552	55,159	1,437,604	146,399	30,036	293,502	1,722,887	2,088,685	2,016,389	4,105,074
2009	130,731	39,479	151,031	142,414	63,136	1,583,665	170,450	27,713	313,881	1,889,149	2,308,619	2,203,030	4,511,649
2010	141,177	41,866	164,429	156,270	70,515	1,719,462	192,956	25,378	333,879	2,049,272	2,512,052	2,382,951	4,895,003
2011	150,408	44,033	176,346	169,166	77,326	1,845,495	213,991	23,035	352,913	2,203,493	2,699,799	2,556,406	5,256,206
2012	158,487	45,992	186,861	181,150	83,597	1,962,242	233,626	20,696	371,602	2,352,038	2,872,641	2,723,640	5,596,281
2013	165,477	47,753	196,049	192,267	89,355	2,070,160	251,928	18,333	389,764	2,495,124	3,031,321	2,884,888	5,916,209
2014	171,436	49,326	203,981	202,558	94,625	2,169,687	268,962	15,979	407,415	2,632,962	3,178,555	3,040,377	6,216,931
2015	176,422	50,722	210,725	212,065	99,434	2,261,240	294,789	13,625	424,571	2,765,753	3,309,021	3,190,324	6,499,345
2016	180,487	51,950	216,346	220,826	103,603	2,345,219	299,468	11,273	441,248	2,893,689	3,429,372	3,334,937	6,764,308
2017	183,683	53,018	220,907	228,879	107,756	2,422,005	313,055	8,925	457,460	3,016,957	3,538,228	3,474,417	7,012,645
2018	186,059	53,936	224,466	236,259	111,315	2,491,965	325,604	6,583	473,224	3,135,735	3,636,186	3,608,959	7,245,145
2019	187,662	54,711	227,079	243,000	114,499	2,555,446	337,167	4,246	488,552	3,250,194	3,723,812	3,738,746	7,462,558
2020	188,536	55,352	228,802	249,135	117,328	2,612,781	347,793	1,921	503,459	3,360,499	3,801,648	3,863,958	7,665,605
<i>forecast under free movements of workers (nationals residing in the EU-15 in persons)</i>													
2006	79,094	32,020	106,618	102,455	40,826	1,039,283	109,336	30,265	246,187	1,045,873	1,539,898	1,292,060	2,631,958
2007	105,918	33,998	119,465	111,631	46,554	1,280,756	120,728	32,347	272,521	1,550,240	1,851,395	1,622,761	3,674,157
2008	135,413	39,185	153,674	129,543	56,627	1,437,886	143,097	36,031	310,851	1,747,009	2,131,456	2,057,860	4,189,316
2009	163,062	44,064	185,751	146,413	66,077	1,585,241	164,112	39,484	346,868	1,933,606	2,394,224	2,280,274	4,674,498
2010	189,012	48,649	215,797	162,267	74,934	1,723,282	183,837	42,718	380,092	2,110,484	2,640,516	2,490,576	5,131,092
2011	213,284	52,954	243,907	177,214	83,225	1,852,451	202,332	45,743	411,240	2,278,080	2,871,110	2,689,320	5,560,430
2012	235,978	56,993	270,174	191,236	90,977	1,973,172	219,656	48,569	440,221	2,436,609	3,086,755	2,877,030	5,963,785
2013	257,170	60,777	294,687	204,397	98,216	2,085,848	235,864	51,205	467,139	2,587,071	3,288,163	3,054,210	6,342,374
2014	276,930	64,318	317,530	216,736	104,967	2,190,867	251,010	53,661	492,097	2,729,246	3,476,019	3,221,343	6,697,362
2015	295,329	67,629	338,783	228,294	111,253	2,288,598	265,144	55,945	515,191	2,863,703	3,650,974	3,378,894	7,029,868
2016	312,432	70,721	358,524	239,106	117,096	2,379,396	278,314	58,066	536,511	2,990,789	3,813,655	3,527,300	7,340,955
2017	328,303	73,603	376,827	249,208	122,519	2,463,599	290,589	60,031	556,147	3,110,642	3,964,659	3,666,989	7,631,648
2018	343,002	76,286	393,762	258,835	127,542	2,541,530	301,951	61,849	574,183	3,224,181	4,104,557	3,798,364	7,902,921
2019	356,586	78,780	409,396	267,419	132,185	2,613,500	312,504	63,526	590,899	3,331,115	4,233,896	3,921,814	8,155,710
2020	369,111	81,094	423,796	275,591	136,466	2,679,804	322,269	65,070	605,772	3,431,938	4,353,200	4,037,710	8,390,910

Own Projection. See text for assumptions.



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Source: Bruecker et al. 2009

# Prospects and challenges – long-term scenario

## Projected net changes in migration stocks, 2008-2020

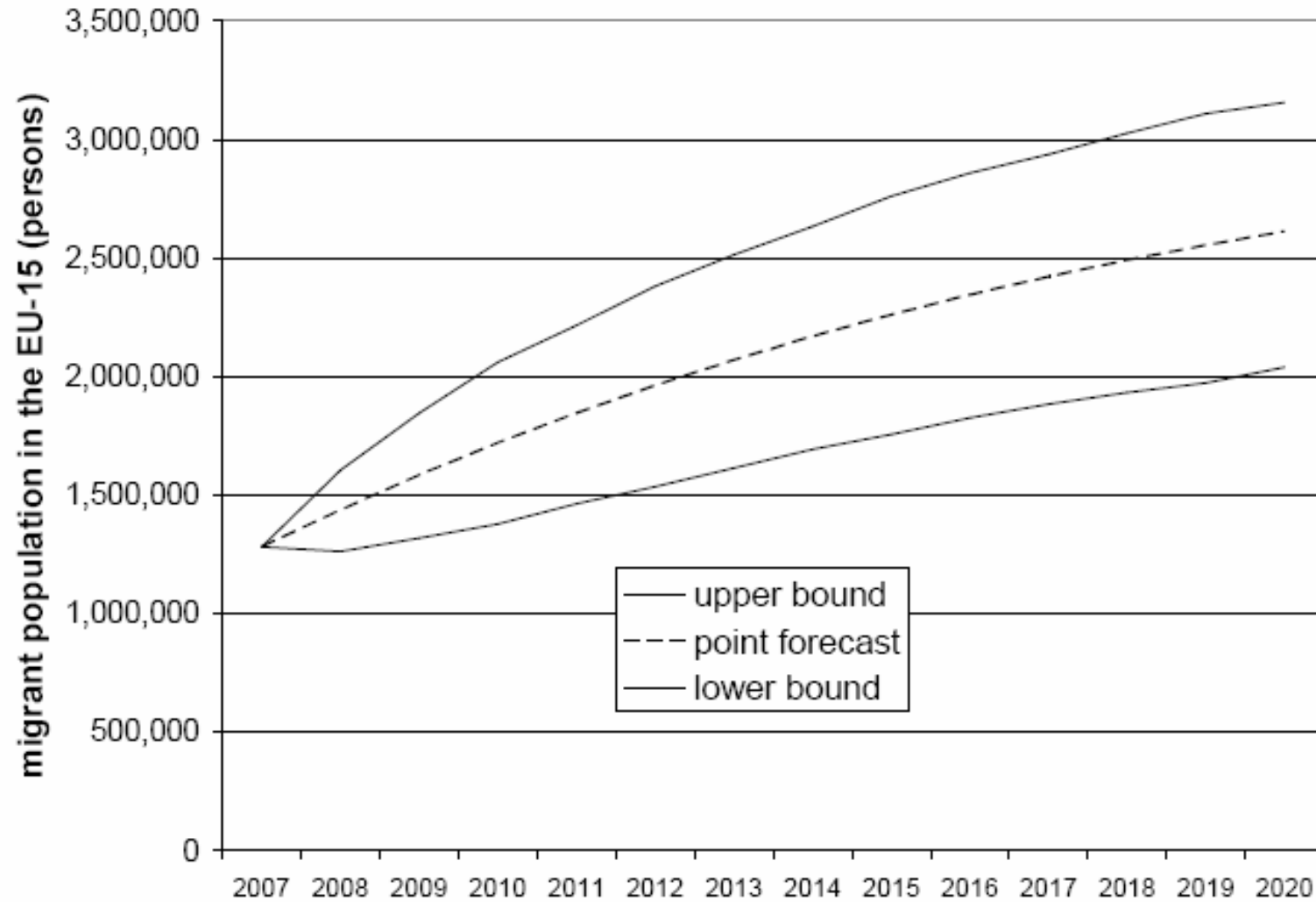
	CZ	EE	HU	LT	LV	PL	SK	SI	BG	RO	NMS-8	NMS-2	NMS-10
<i>forecast under status quo conditions (nationals residing in the EU-15 in persons)</i>													
2007	26,824	1,978	12,848	9,175	5,727	241,474	11,392	2,081	26,334	504,367	311,498	530,701	842,199
2008	13,084	2,863	16,607	15,921	8,805	156,848	25,871	-2,310	20,981	172,647	237,289	193,627	430,917
2009	11,729	2,619	14,959	14,883	7,977	146,061	24,050	-2,324	20,379	166,262	219,935	188,641	406,576
2010	10,446	2,387	13,397	13,855	7,379	135,797	22,506	-2,335	19,798	160,123	203,433	179,921	383,354
2011	9,230	2,167	11,917	12,896	6,811	126,033	21,035	-2,343	19,234	154,221	187,747	173,455	361,202
2012	8,079	1,959	10,515	11,984	6,271	116,747	19,635	-2,349	18,689	148,545	172,841	167,234	340,075
2013	6,990	1,761	9,188	11,116	5,758	107,918	18,302	-2,353	18,162	143,087	158,681	161,248	319,929
2014	5,960	1,573	7,932	10,291	5,271	99,527	17,034	-2,354	17,651	137,838	145,233	155,489	300,722
2015	4,985	1,396	6,744	9,507	4,808	91,553	15,827	-2,354	17,156	132,791	132,466	149,947	282,413
2016	4,065	1,228	5,621	8,761	4,369	83,979	14,679	-2,352	16,677	127,937	120,350	144,613	264,964
2017	3,196	1,068	4,560	8,053	3,953	76,787	13,587	-2,348	16,213	123,268	108,857	139,481	248,338
2018	2,376	918	3,559	7,380	3,558	69,959	12,549	-2,342	15,764	118,778	97,957	134,541	232,499
2019	1,603	775	2,614	6,741	3,184	63,481	11,563	-2,335	15,328	114,459	87,626	129,787	217,413
2020	974	641	1,723	6,135	2,829	57,336	10,626	-2,327	14,906	110,305	77,837	125,212	203,048
<i>forecast under free movements of workers (nationals residing in the EU-15 in persons)</i>													
2007	26,824	1,978	12,848	9,175	5,727	241,474	11,392	2,081	26,334	504,367	311,498	530,701	842,199
2008	29,496	5,187	34,210	17,912	10,073	157,130	22,369	3,684	38,329	196,769	280,060	235,098	515,158
2009	27,669	4,879	32,077	16,869	9,450	147,354	21,015	3,454	35,817	186,597	262,768	222,414	485,182
2010	25,930	4,585	300,455	15,875	8,857	138,041	19,725	3,234	33,425	176,879	516,701	210,303	727,004
2011	24,272	4,305	28,110	14,926	8,291	129,169	18,495	3,025	31,148	167,596	230,595	199,743	429,338
2012	22,694	4,038	26,267	14,022	7,752	120,721	17,324	2,826	28,981	158,729	215,645	187,710	403,354
2013	21,191	3,784	24,513	13,161	7,239	112,676	16,208	2,636	26,919	150,262	201,408	177,180	378,589
2014	19,761	3,542	22,843	12,340	6,751	105,019	15,146	2,456	24,958	142,176	187,855	167,134	354,989
2015	18,399	3,311	21,253	11,557	6,286	97,732	14,134	2,284	23,093	134,456	174,956	157,550	332,505
2016	17,103	3,091	19,741	10,812	5,844	90,798	13,171	2,121	21,321	127,087	162,681	149,407	311,088
2017	15,871	2,882	18,303	10,103	5,423	84,203	12,254	1,965	19,636	120,053	151,004	139,689	290,692
2018	14,699	2,683	16,935	9,427	5,023	77,932	11,382	1,818	18,036	113,340	139,898	131,375	271,274
2019	13,584	2,494	15,635	8,784	4,642	71,970	10,553	1,677	16,516	106,934	129,339	123,450	252,789
2020	12,526	2,314	14,399	8,172	4,281	66,304	9,765	1,544	15,073	100,823	119,304	115,895	235,199

Own Projection. See text for assumptions.



# Prospects and challenges – long-term scenario

## Migration forecast for Poland (stock of migrants in the EU-15), 2007-2020



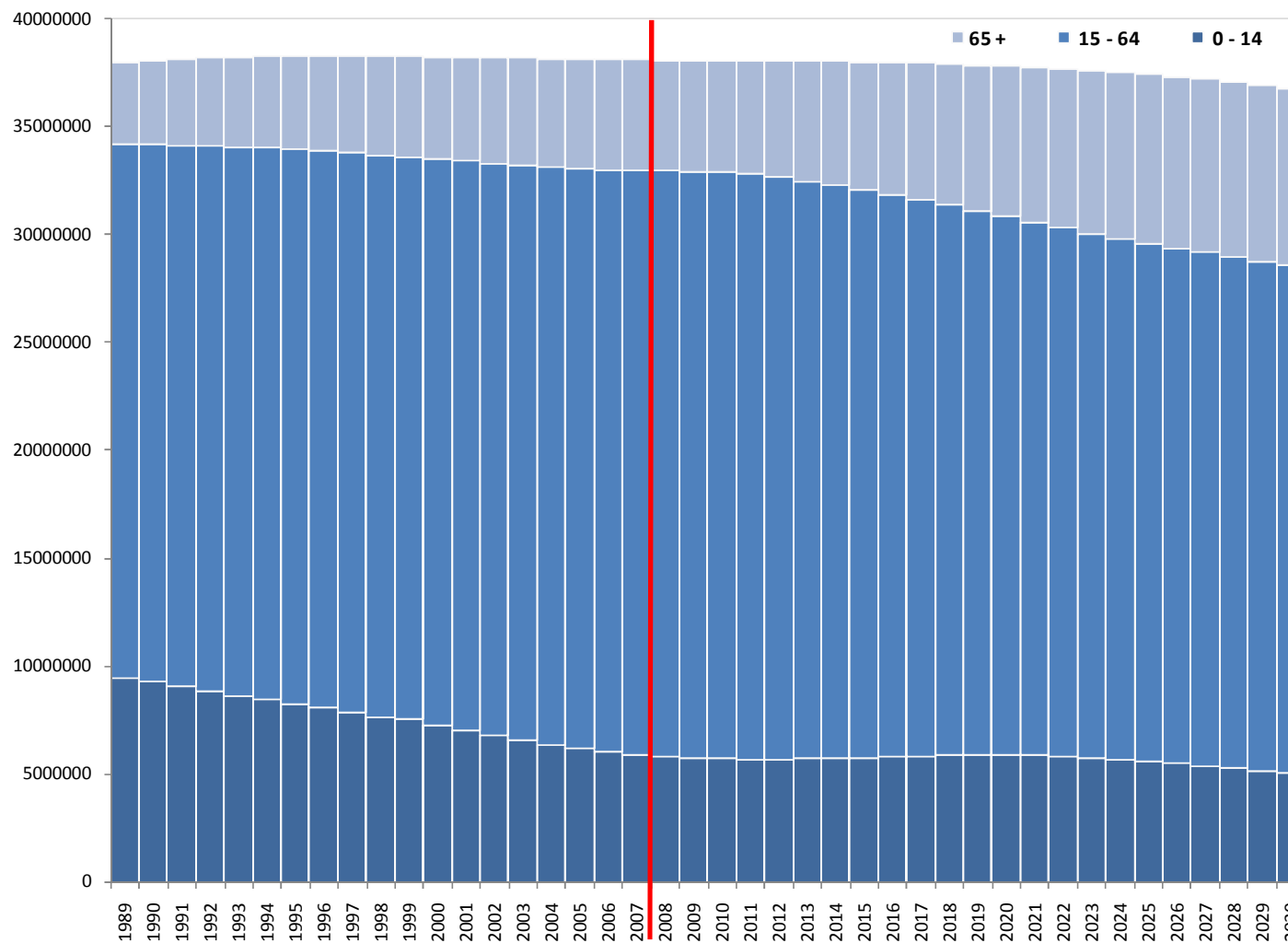
# Prospects and challenges – crisis and its impacts

- ❑ Impact on inflows?
  - ❑ Labour migration → strongly labour-motivated persons → importance of the demand factor
  - ❑ Sectors of employment (UK, Ireland) → migrants are most strongly represented in sectors facing most severe downturn (construction, manufacturing) → weaker pull-factors
  - ❑ Importance of economic uncertainty - likely to increase would be-migrants risk aversion and to discourage them from making decisions
  
- ❑ Impact on stock of migrants?
  - ❑ Foreign vs. domestic workers – are Poles losing their jobs in the UK?
  - ❑ Short-term / long-term migration strategies – importance of migration regime
  - ❑ Prospects for professional careers
  - ❑ Situation in destination vs. sending country
  - ❑ Depth of the crisis? Long-term changes in the structure of economy?



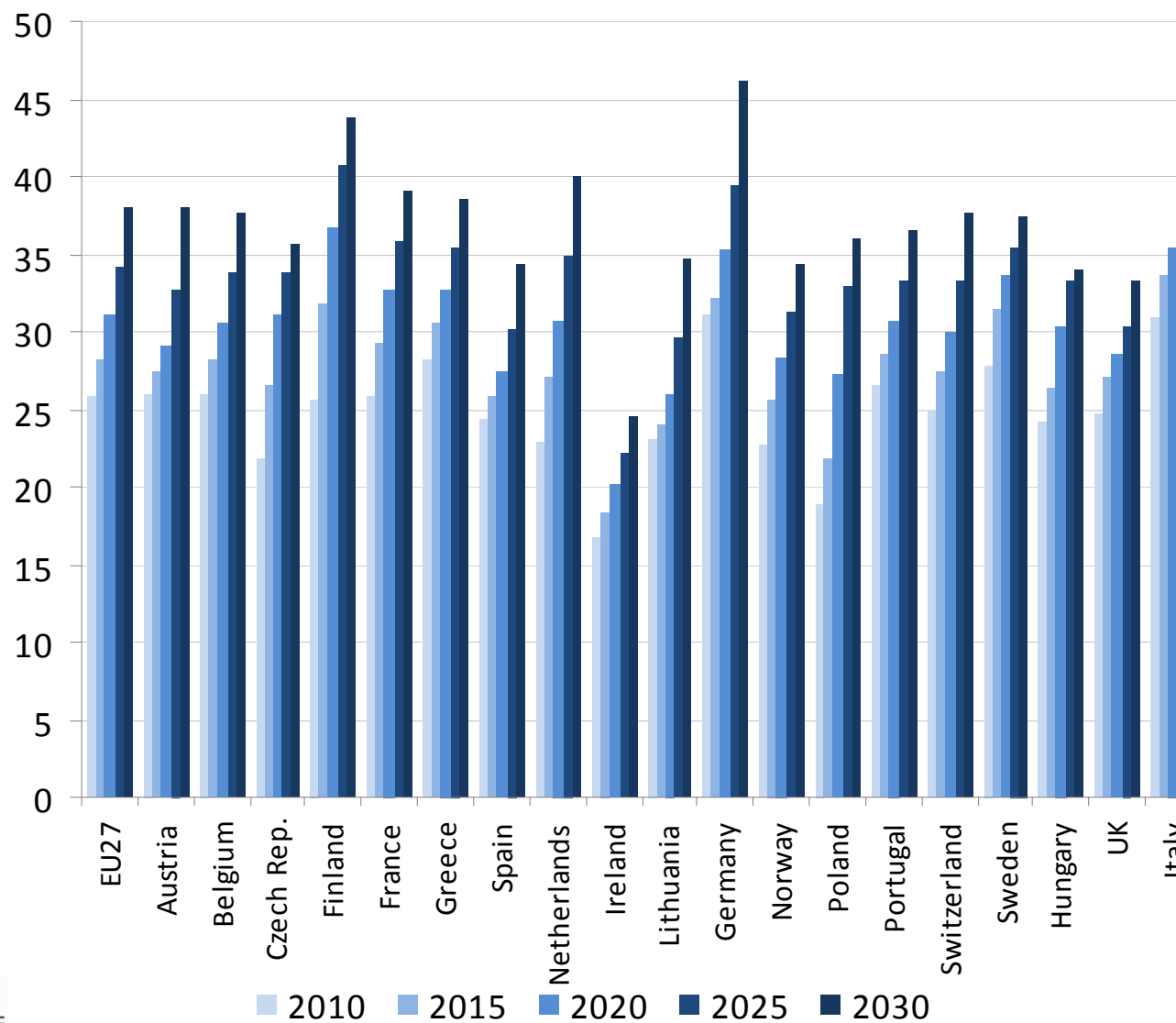
# Prospects and challenges – demographic future of PL

## Projected age structure of Polish population, 2008-2030



# Prospects and challenges – demographic future of PL

## Projected old-age dependency ratio, 2008-2030





# Prospects and challenges – immigration vs. activation scenario

## Immigration to Poland – basic data

- ❑ National Census 2002 – 40.6 thous. foreigners
- ❑ Register data - inflow: 9.5 thous. in 2004; 9.4 in 2005; cumulated for years 1990-2005: 116.6 thous.
- ❑ Register data - stock: 54.9 thous. foreigners (0.14% of the total population) (end of 2006) → Germans – 21%, Ukrainians – 9%
- ❑ Labour Force Survey: 58.5 thous. foreigners (0.19% of the total) (in 2006)
- ❑ Stock of temporary foreigners (2006): 37.6 thous. → Ukrainians – 28%, Germans – 8%

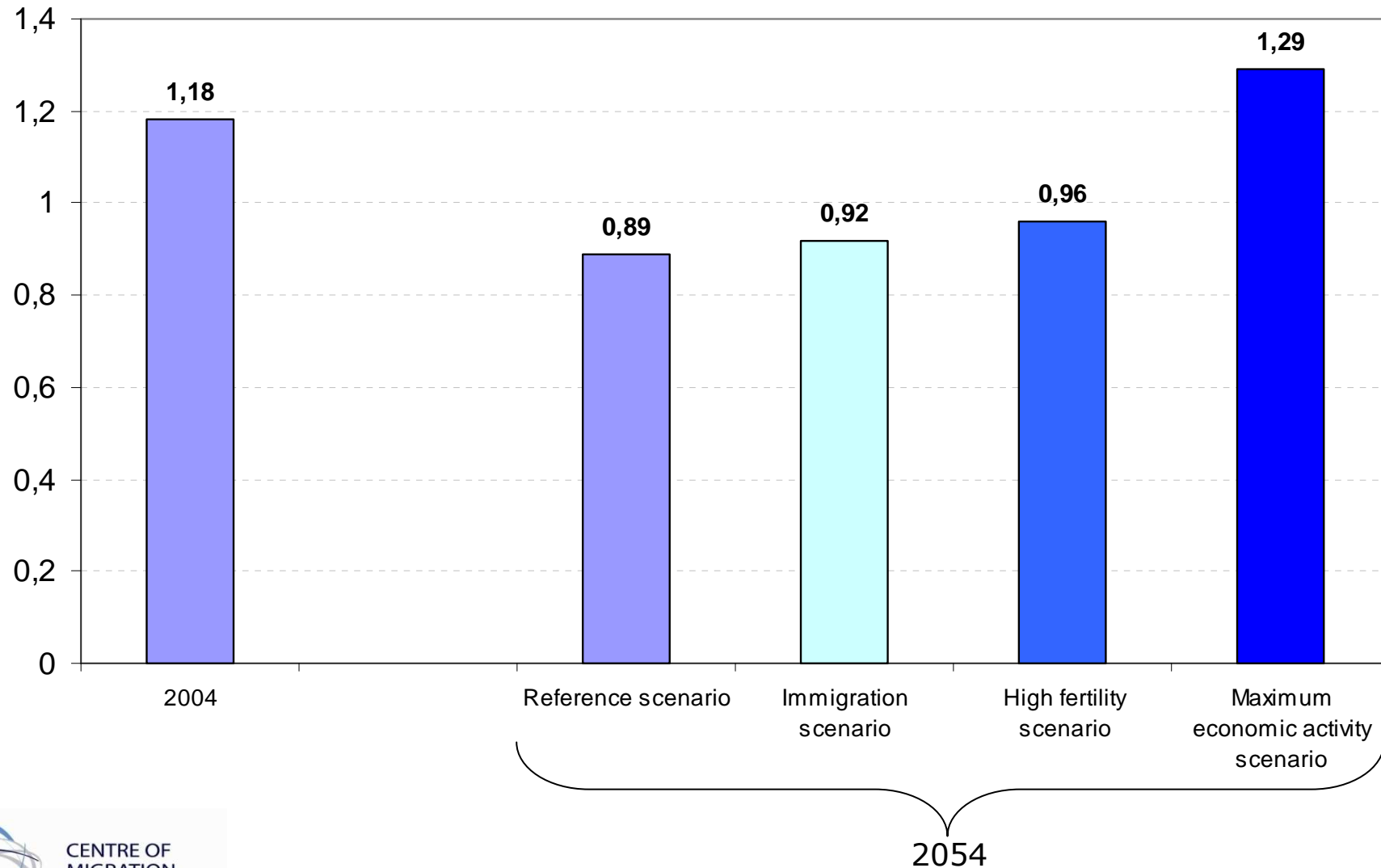
### **But:**

- ❑ Passenger border traffic: approx. 62 million of visiting foreigners in 2004, 64.6 in 2005, 65.2 in 2006
- ❑ Visas issued (2006): 1.3 million visas, most of them were issued in Ukraine (over 600 thous.), the Russian Federation and Belarus



# Prospects and challenges – immigration vs. activation scenario

## Labour market support ratio: 2004 i 2054



# Conclusions

- ❑ Post-2004 migration from Poland: massive in scale, new structural features
- ❑ Impact of institutional arrangements (introduction of TA)
- ❑ Short-term and long-term impacts on the labour market
- ❑ Consequences of highly skilled mobility
  - ❑ *Drain effect?* Rather *brain overflow*
  - ❑ *Brain effect?* Questionable  $\leftrightarrow$  *brain waste*
- ❑ Prospects – towards an immigration country?





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