

Job opportunities for migrants and refugees in Chile

Within the framework of Covid pandemic

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IOM Study context and objectives

IOM study with the Support of ECLAC developed in 2021/2022

Assesment through surveys to employers and migrants

Analysis of demand, economy sectors and most demanded occupations and job opportunities

Identify job offer, most required job profiles

Impact of gender focus

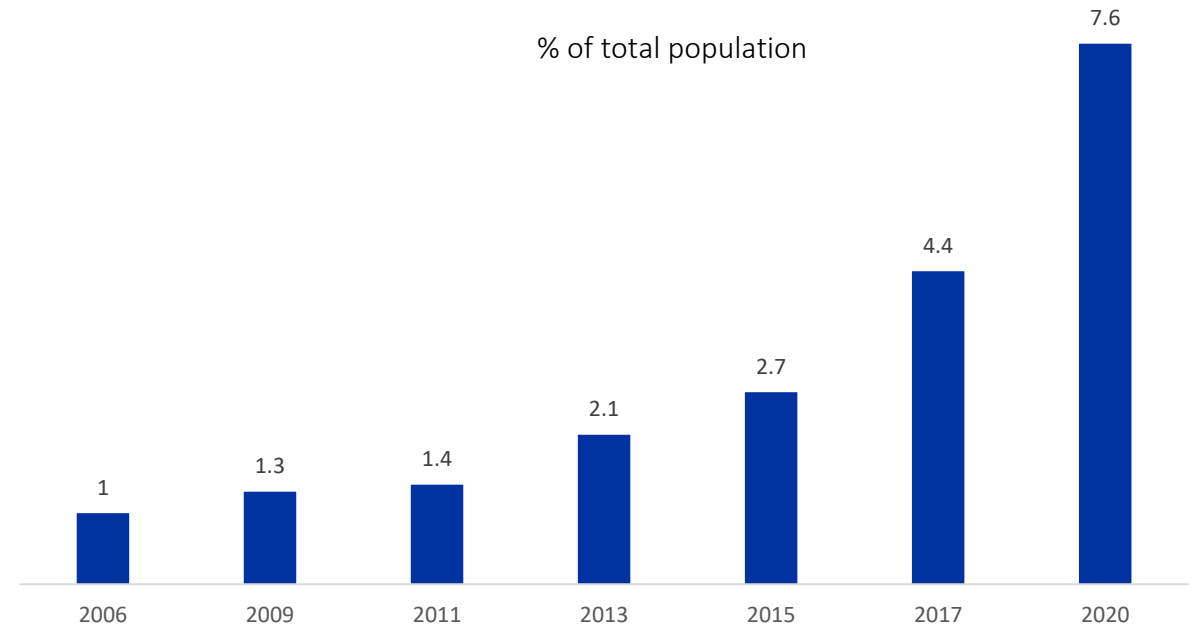
Difficulties in filling vacancies

Focus on: Santiago Metropolitan Region, Valparaíso, Antofagasta and Maule

Chile. Where do migrants live

4 regions concentrate 75,8% of total migrant population. 61% in Metropolitan Region (63,3% national GDP)

Largest communities come from Venezuela (30%), Perú (16,6%), Haití (12,2%), Colombia (11,7%) and Bolivia (8,9%).



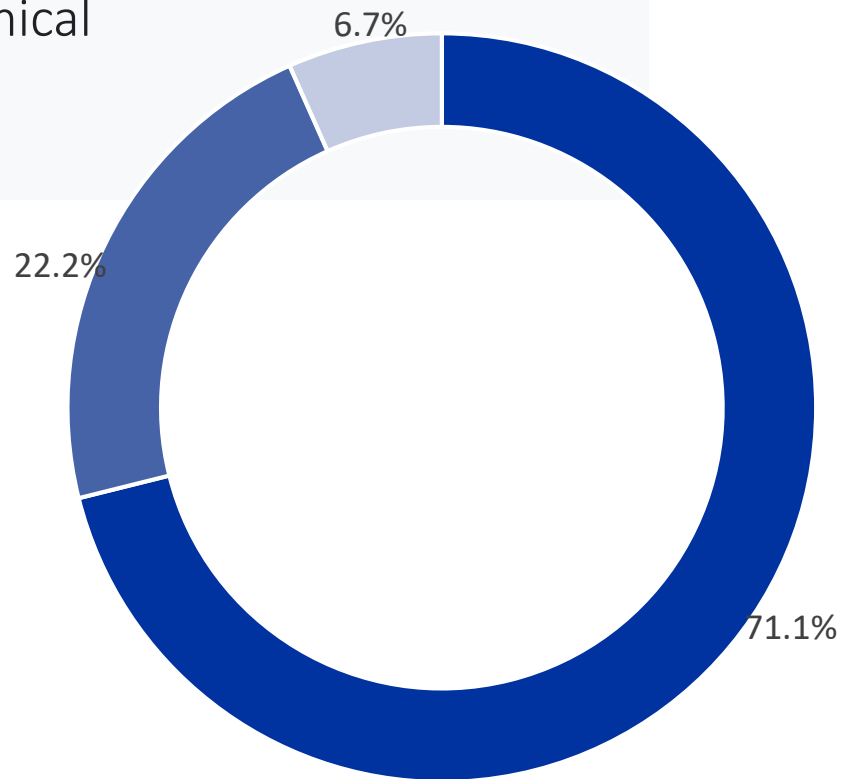
Workers profile

Skills to overcome the pandemic crisis

71% Social and emotional

22% Technical

6% Both



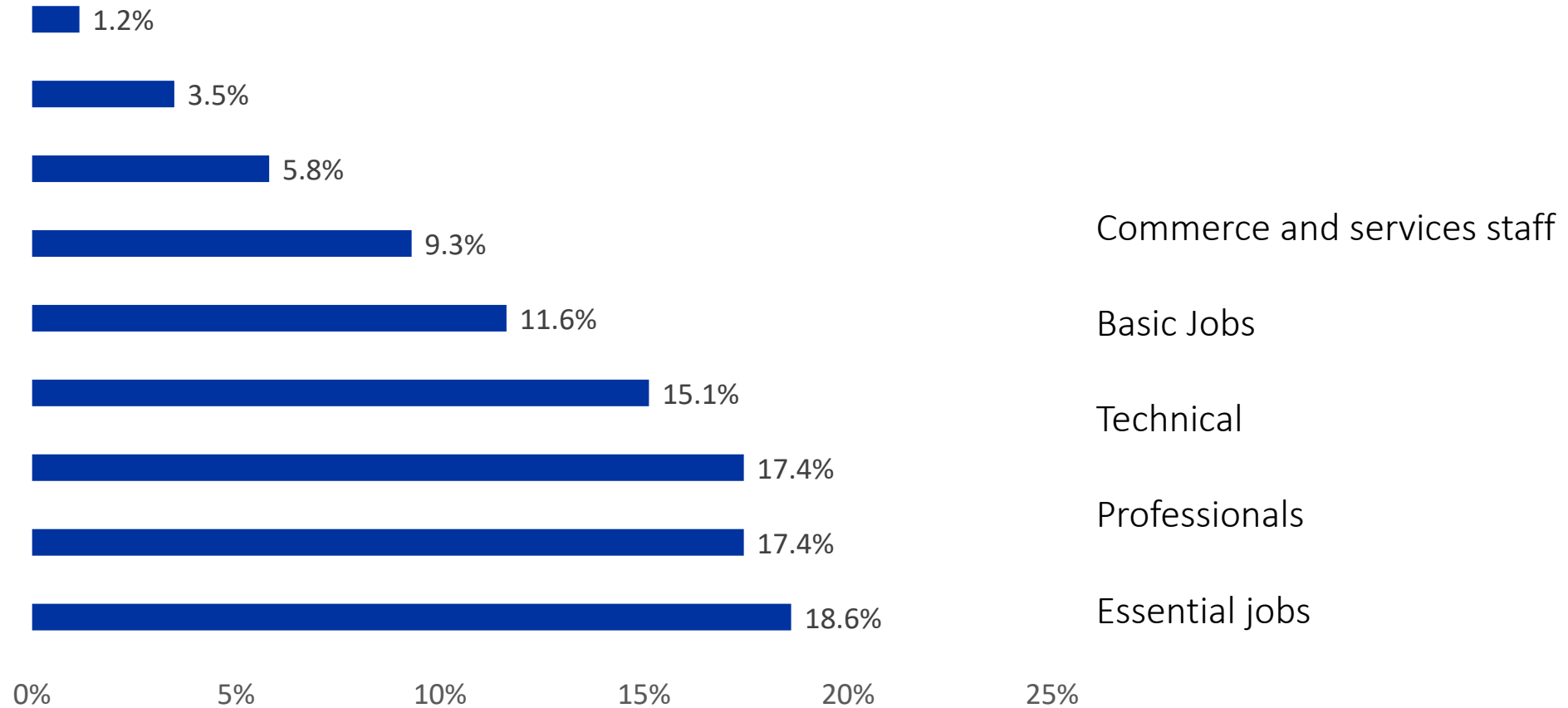
Attributes of foreign workers according to employers

| Attributes | Frequency | % |
|--------------------------------------|-----------|-------------|
| More productive | 28 | 33,7% |
| More initiative | 23 | 27,7% |
| Better command of emotional skills | 11 | 13,3% |
| Complain less | 9 | 10,8% |
| None | 5 | 6,0% |
| Willing to work for less pay | 4 | 4,8% |
| Their academic background, expertise | 3 | 3,6% |
| Total | 83 | 100% |

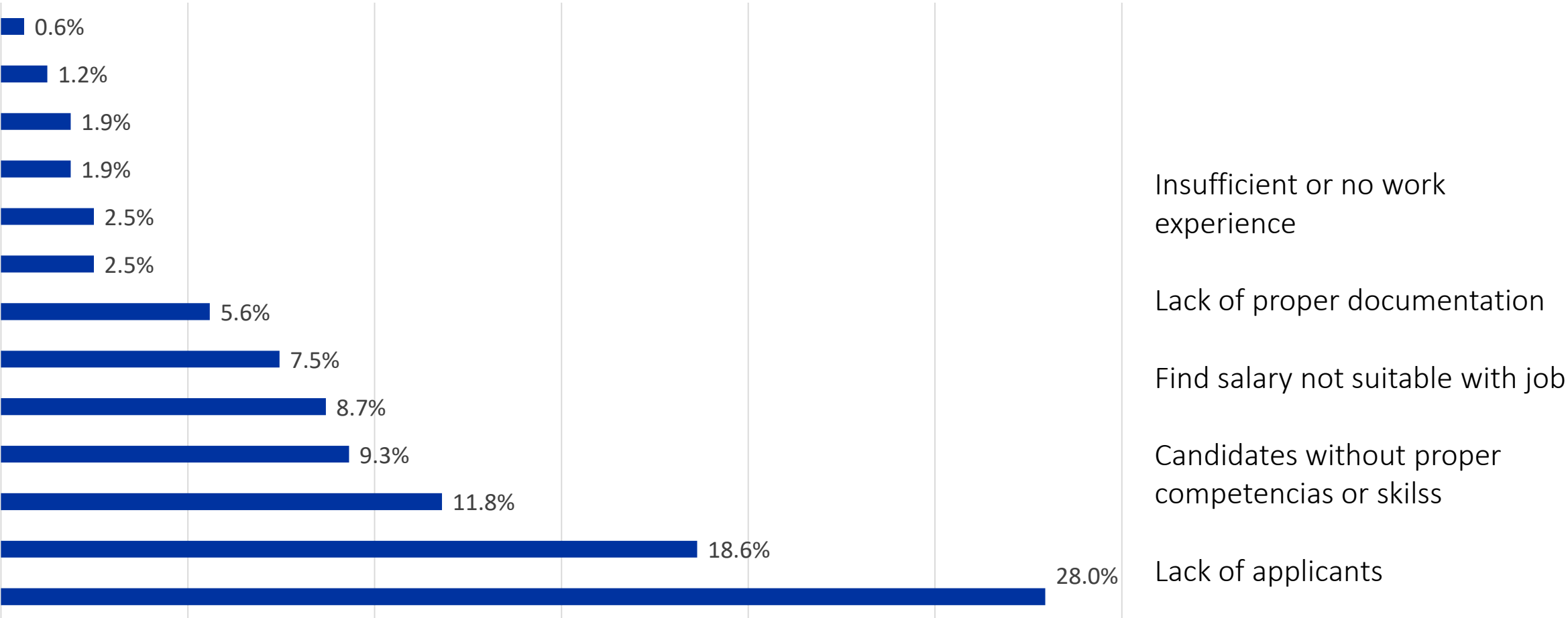
Labour demand analysis

| SECTOR | Occupations more difficult to fill |
|--------------------------|--|
| Agriculture and fishries | Harvester |
| Commmerce | Commercial personnel (restocker, cashier, salesperson) |
| Transportation | Bus, trolleybus and heavy truck drivers |
| Construction | Heavy duty construction workers, Supervisors, Transportation and storage workers |
| Manufacturers | Food processing, elaboration, conservation, tasting and classification operators |
| Tourism | Cleaning workers, fast food cooks and kitchen helpers |

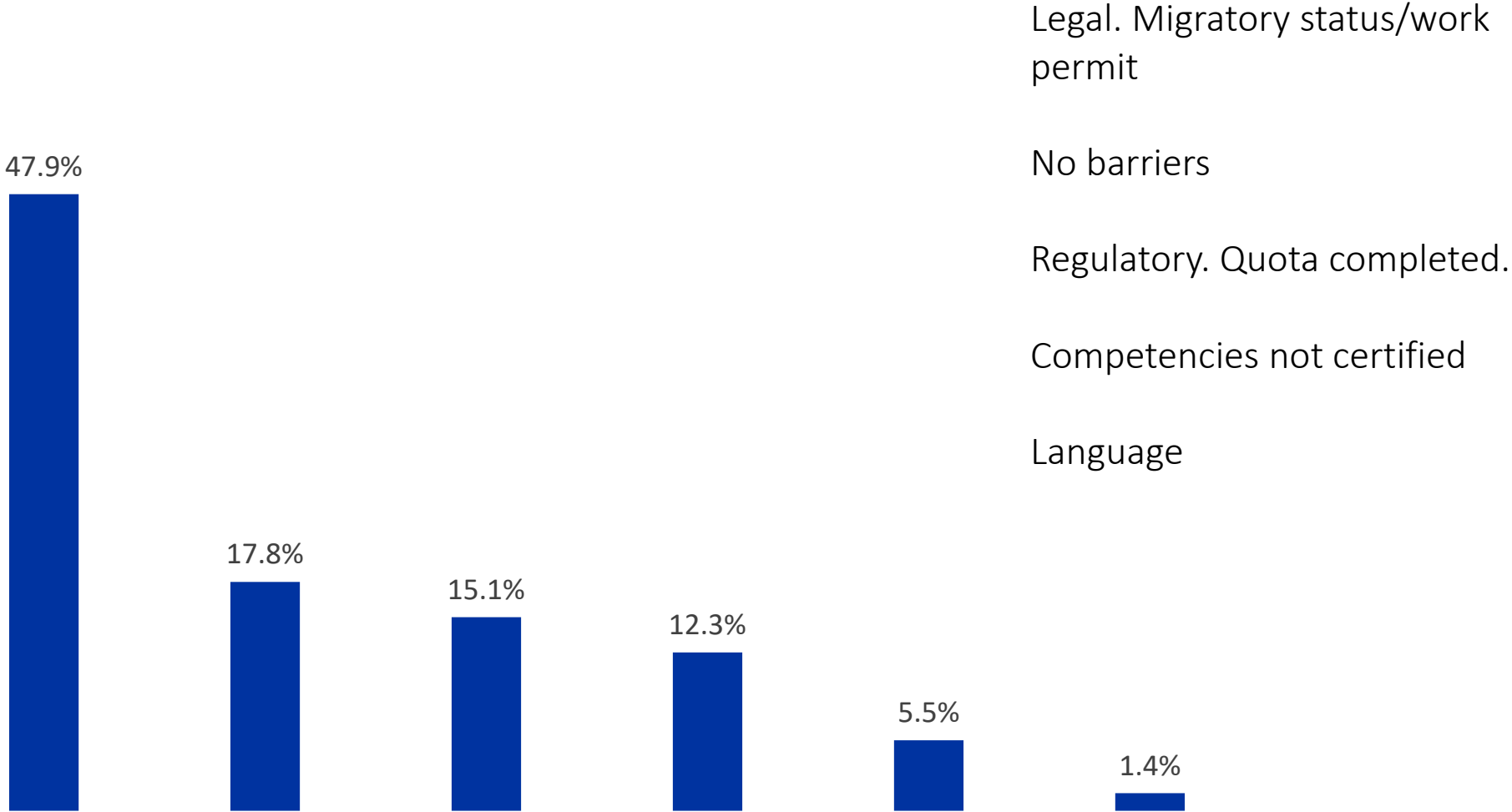
Vacancies most difficult to fill



Main factors for not filling vacancies



Barriers to employment



Impact on women. Migrants perception

“In job offers, most say "only men, the quota for women is full"... it happened to me many times"

“Because there are not many job offers for women, in the field of men there is much more work of various kinds”

“Most of the jobs for migrants require big physical effort”

“It took a week for them to enter the labor market, it took me months, and in a low-paid job where I never got a contract, this lack of opportunities lends itself to many irregularities”

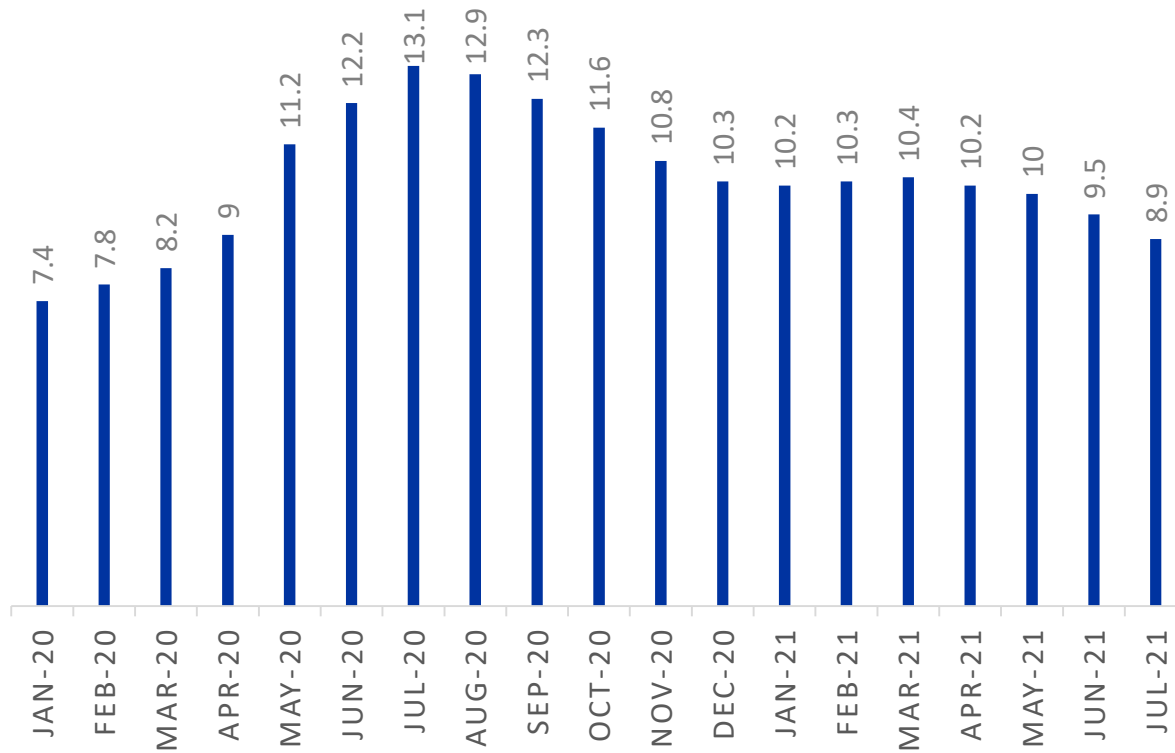
“Long working hours and sometimes so poorly paid does not allow paying for childcare. That is why more women see their job possibilities limited by caring for their children”

“They have a better salary for being a man, even if we have better capacity”

“Because we have children under our care, which employers don't like”

Impact of pandemic on labour market

Unemployment ratio Chile during Covid peak



Sectors mostly affected:

- Commerce
- Restaurants
- Hotels
- Manufacturers
- Construction

Sales down 62,4%

SME sales down 37,5%

Unemployment impact on women was severe

Emerging sectors

Transportation

This sector is responsible for 25.5% of the expansion of the employed in the June-August 2021 quarter. The educational profile of the migrant and refugee workforce surveyed is at the required level, although drivers of various vehicles are needed in the sector for which training is required. Migrants have most of the required skills, including command of another language. In any case, it will be necessary to certify the management of trades related to the sector.

Storage

Construction

This sector was responsible for 52.1% of the employed in the June-August 2021 quarter (INE, 2021). It has a high volume of vacancies with no entry requirements, as well as a high number of available vacancies. The migrant labor force covers educational requirements, especially in technical profiles. The skills required in the available vacancies can be filled by the workforce. Given that 85.5% of the labor force has some trade, even if they are professionals, it suggests the propensity of this population to acquire new knowledge, which represents added value.

Tourism

It is one of the sectors most affected by the pandemic, with sharp falls in employment in the study regions. Since this sector relies primarily on good customer service, the migrant workforce is a valuable resource for recovery. The educational requirements of the sector are widely covered by the migrant and refugee workforce, in addition to a young and experienced profile. Additionally, the trades of migrants are focused on administrative service activities and other services that are essential for the development of the sector.

Emerging sectors

Manufacturing Industry

The Manufacturing sector captures around a moderate 7% of the migrant workforce. It has not yet been the most important engine of recovery. The capacities of migrants cover most of the required skills except in the case of handling machinery and tools where training can compensate for the lack of mastery. The educational requirements are concentrated in the technical and professional fields where migrant work experience can be an advantage.

Agriculture Fishing

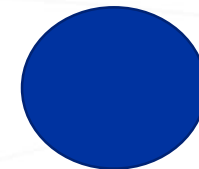
“Súmate al agro” campaign, 5,000 jobs. A temporary visa for foreigners is being discussed for the October 2021-May 2022 season. The skills profile of migrants easily meets the requirements of vacancies in the sector. There may be a difference in specialized technical requirements that can be made up for with training.

Commerce

Trade was responsible for 17.9% of the recovery in employment in the June-August quarter (INE, 2021). This sector captures 20% of migrant employment. Migrants have proven soft, customer service, public and communication skills, which are highly valued by employers in the sector. The educational requirements are easily covered by the migrant labor force. A high proportion of trades belong to the service sector.

Nivel de sintonía entre lo que demandan las empresas y las competencias y habilidades de las personas migrantes y refugiadas, por sectores.

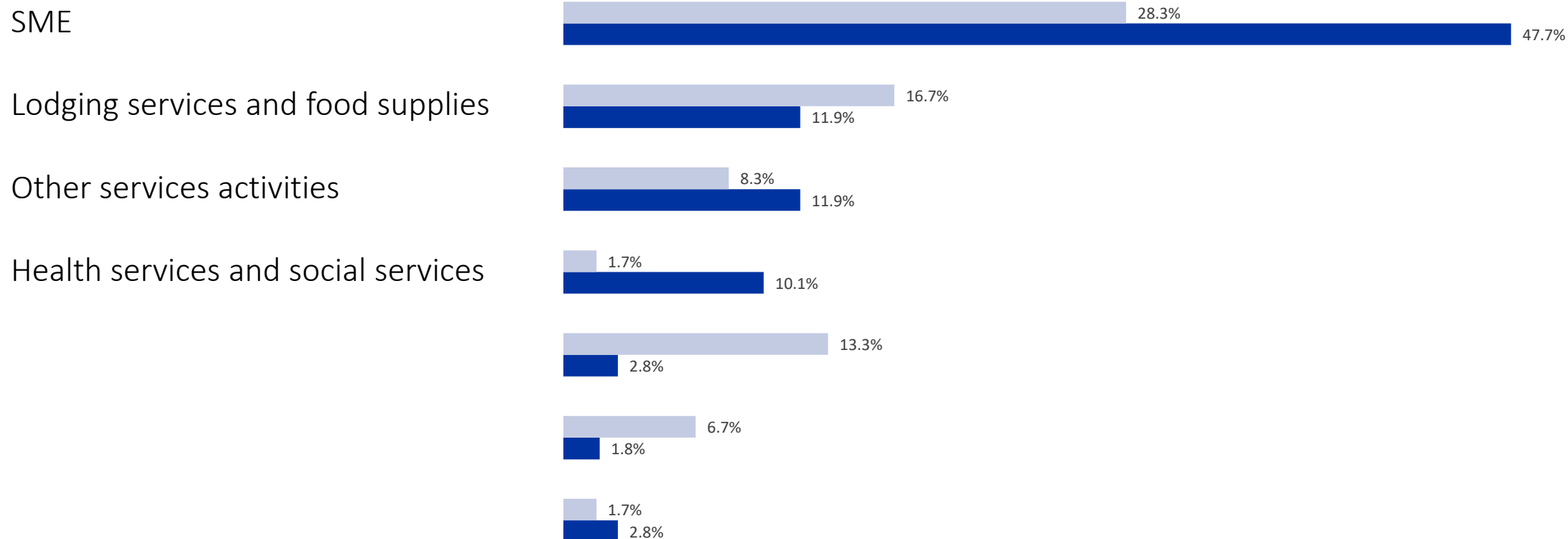
Sintonía por sectores de actividad



Entrepreneurship and online businesses

Companies creation by migrants: 3,4% (2013)-
12,5% (2021)

Entrepreneurship by sector



Final messages: Opportunities and challenges

- The negative consequences of not filling vacancies (structural labor deficit) can be mitigated with the workforce of migrants and refugees, but it is necessary to reduce the difficulties for them to access work.
- Gender inequality is generating a loss of talent represented by migrant women.
- Migrants and refugees are increasingly undertaking more and becoming more certified, which is an additional and free boost to the national economy.
- Given the dynamism of the sectors and the differential affectation of the context variables, it seems necessary to have updated statistics broken down by sector.
- The blow that the pandemic has caused to the economy also represents a great opportunity to carry out a transformative recovery, with more inclusion and sustainability.
- For a more efficient insertion of the migrant and refugee population into the national labor market, progress in the regularization processes of many migrants who are still prevented from deploying their labor capacities will be very beneficial.
- A symbiotic approach to the labor market when analyzing the insertion of migrants and refugees.

