



*International Organization for Migration*



*European Commission*



*Caucasus Research Resource Centers – ARMENIA  
A Program of the Eurasia Foundation*

## **“PROFILE OF POTENTIAL LABOUR MIGRANTS”**

### **Analytical Report**

**on**

**a Sample Survey Conducted in Armenia (January 2007) in the framework of the IOM project “Informed Migration – An Integral Approach to Promoting Legal Migration through National Capacity Building and Inter-regional Dialogue between the South Caucasus and the EU”**

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# 1. General Overview of the Conducted Survey

## 1.1. The Survey Scope and Geography

The scope and geography (distribution by Armenian marzes and communities) of the survey were defined jointly with the representatives of the contracting agency, International Organization for Migration (IOM) Armenia Office, taking into consideration two key constraints. One of the constraints was the limited time available for conducting the survey and the second limiting factor was the need to ensure statistically significant marz groupings of respondents together with maintaining the proportions of the main datasets. 170 respondents were interviewed in the capital city (Yerevan), 50 respondents in Shirak and Lori Marzes each, and 30 respondents in Syunik Marz (a total of 300 respondents, see Table 1.1):

Table 1.1. Number and distribution of respondents by marzes and communities, codes for marzes and communities and serial number ranges of questionnaires

<b>Marzes</b>	<b>Communities</b>	<b>Respondents</b>	<b>Marz code</b>	<b>Community code</b>	<b>Questionnaire number</b>
<b>Total</b>		<b>300</b>			
<b>Yerevan City</b>	<b>Total</b>	<b>170</b>	<b>1</b>	<b>1</b>	1-170
<b>Lori</b>	<b>Total</b>	<b>50</b>	<b>2</b>		171-220
of which	Vandzor City	30	2	1	171-200
	Stepanavan City	10	2	2	201-210
	Gugark Village	10	2	3	211-220
<b>Shirak</b>	<b>Total</b>	<b>50</b>	<b>3</b>		221-270
of which	Gyumri City	30	3	1	221-250
	Artik City	10	3	2	251-260
	Harich Village	10	3	3	261-270
<b>Syunik</b>	<b>Total</b>	<b>30</b>	<b>4</b>		271-300
of which	Kapan City	10	4	1	271-280
	Goris City	10	4	2	281-290
	Hartashen Village	10	4	3	291-300

## 1.2. Survey and Sampling Methodology

The updated frame for sampling used in the representative sociological survey on households and adult population conducted by the Armenian Center of the Eurasia Foundation's Caucasus Research Centers Program (CRRC-Armenia) throughout the territory of Armenia in 2006 (<http://www.crrccenters.org/index.php/en/5/999/>) was used as the main sample frame to select the survey's observation units (adult Armenian citizens willing to seek employment abroad). The use of this frame for sampling is justified both by methodological and practical considerations: first of all, interviewers visited *specific* addresses that had been *randomly selected*, which guaranteed inclusion of respondents as extensively as possible, and secondly, it became possible to establish links with the database of the referred survey. The possible comparison of newly acquired and the already available various additional data will add value to the profile of potential labor migrants and their households.

The following methodology was applied for sampling:

- Firstly, for communities represented in more than one cluster (Yerevan, Gyumri, Vanadzor and Kapan) in the CRRC 2006 survey, the numbers of units to be interviewed within each cluster have been calculated. In the case of Yerevan City, the number of units was five, and the number for the rest, including all communities represented in one cluster, was ten. By dividing the total number of interviews to be conducted in a given community by the number of units of observation in one cluster, the number of the *main sample clusters* of observation was calculated. For Yerevan City, the number was calculated to be 34 clusters, Gyumri and Vanadzor Cities qualified for 5 clusters and Kapan City qualified for 1 cluster.

- The next step was to randomly select the main clusters of observation in the corresponding number from the total number of clusters of the specified multi-cluster communities.
- Then, corresponding numbers of households were randomly selected from the list of the addresses of the respective clusters: 5 households from each cluster representing Yerevan City and 10 households (h/h) from the each cluster of the other communities. Our main sample comprised 300 households selected in the manner described above.
- As for the rest of the households in each cluster, these have been used as the **primary reserve set of sampling units** (households), which were used to replace the main sample households which for some reason could not be interviewed.
- In addition, in view of the peculiarity of this survey (i.e. households with no members willing to seek employment abroad are no longer objects of observations), which in a multi-cluster communities was likely to require a larger number of reserve sampling units, **secondary reserve sampling household lists** were also compiled. These lists were also compiled by randomly selecting from among households not included in the primary sample and have been used only when there was an insufficient number of households in the primary reserve list to meet the required number of interviews.
- Finally, in the event of the insufficiency of the main and reserve sampling frames, especially in the case of one-cluster communities, the instructions were to request the households visited to provide the contact details of another adult residing in the same community who was willing to seek employment abroad (“snowball method”), and, if needed, to conduct interviews with the latter to cover the number of missing interviews.

### 1.3. Conducting the Survey and the Working Group

The survey and sampling methodology were developed and the analysis of the outcome of the survey and reports were prepared by Dr. H. Manasyan, PhD in Economics, and Dr. R. Yeganyan, Candidate of Economic Sciences. The results of the questionnaires were summed up and processed through software by M. Hairiyani. Four supervisors were assigned the task of carrying out the fieldwork: two for Yerevan City, one – for Lori and Shirak marzes and one - Syunik marz. The *communication, human and computer resources of CRRC-Armenia* were used throughout the organization, implementation and monitoring stages of the survey-related activities.

### 1.4. Fieldwork Results

The survey fieldwork was conducted in the last two weeks of January 2007. The resulting data presented in Table 1.2 show that 857 visits (yielding an average of 2.9 visits per interview) were made to secure the required number of 300 interviews: Given that, the sum total of the sampling dataset units, i.e. 823 households (300 households from the primary frame and 523 households from the reserve frame), covered only 266 interviews or 88.7% of the required number, and the remaining 34 interviews were held with respondents whose addresses were obtained through the snowballing method.

Table 1.2. The results of the survey’s fieldwork

Marzes and communities	Number of h/h visited	Visit Results									
		Interviews held				Unsuccessful Visits					
		Total	including		Total	including: (listed by reasons)					
			Selected h/h	Snowballing h/h		No respondent	Couldn't be reached	Refusal	Moved out	Elimination of address	Other
<b>Total</b>	<b>857</b>	<b>300</b>	<b>266</b>	<b>34</b>	<b>557</b>	<b>356</b>	<b>107</b>	<b>64</b>	<b>15</b>	<b>3</b>	<b>12</b>
<b>Yerevan City</b>	<b>471</b>	<b>170</b>	<b>170</b>	<b>-</b>	<b>301</b>	<b>181</b>	<b>69</b>	<b>40</b>	<b>9</b>	<b>2</b>	<b>-</b>
<b>Lori, of which</b>	<b>162</b>	<b>50</b>	<b>28</b>	<b>22</b>	<b>112</b>	<b>88</b>	<b>9</b>	<b>8</b>	<b>1</b>	<b>-</b>	<b>6</b>
Vanadzor City	100	30	20	10	70	57	6	6	1	-	-
Stepanavan City	30	10	5	5	20	15	3	2	-	-	-
Gugark Village	32	10	3	7	22	16	-	-	-	-	6
<b>Shirak, of which</b>	<b>136</b>	<b>50</b>	<b>43</b>	<b>7</b>	<b>86</b>	<b>58</b>	<b>17</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>5</b>
Gyumri City	87	30	27	3	57	33	15	4	1	1	3
Artik City	25	10	6	4	15	14	1	-	-	-	-

Harich Village	24	10	10	-	14	11	1	-	-	-	2
<b>Syunik, of which</b>	<b>88</b>	<b>30</b>	<b>25</b>	<b>5</b>	<b>58</b>	<b>29</b>	<b>12</b>	<b>12</b>	<b>4</b>	-	<b>1</b>
Kapan City	53	10	5	5	43	29	10	1	3	-	-
Goris Cityë	16	10	10	-	6	-	1	4	1	-	-
Hartashen Village	19	10	10	-	9	-	1	7	-	-	1

The bulk of the unsuccessful visits, i.e. 356 or 63.9% of the total, were due to the absence of an adult member in the households comprising the sample set who was willing to seek employment abroad. Another 19.2% corresponding to 107 visits failed to result in interviews due to the lack of availability of households or respondents. Refusal to participate in an interview accounted for 11.5% of the visits or 64 households, and the remaining 30 unsuccessful visits (5.4% of the total) were due to the fact that families had moved out of the specified address (15 cases), the addresses had been eliminated (3 cases) and other factors.

Thus, we may conclude from the data presented above that, given a favorable course of developments, almost 1/3 of the households (266 h/h-s of 823 h/h-s) comprising the sampling set may engage in employment abroad. Given that, if we take into account the fact that the members of some of the households that could not be reached may also have an intention to leave for employment abroad, then the ratio may be even higher. In documenting this fact, as well as the significant variation of this indicator in individual marzes (36.1% in Yerevan City; 20%, 33.3% and 30.1% in Lori, Shirak and Syunik respectively), it must be underlined that these as well as all other outcomes of the survey may and should be considered as preliminary approximate assessments, as the scope and span of this pilot study are not sufficient for obtaining representative data.

## **2. Analysis of Survey Results**

### **2.1. Demographic Composition of the Examined Dataset**

The shares of men and women in the total number of the interviewed people approximately amounted to 54% and 46% respectively (see Table 2.1). Warranting attention is the fact that the predominance of women among those who were inclined towards migration in search of employment, was more significant in Yerevan City (almost 62% of the interviewed). This may be interpreted as evidence attesting to significant shifts expected to take place in migration patterns. The significance of this is further enhanced by the fact that according to data by other sources<sup>1</sup> the level of women's participation in employment-induced migration flows is tangibly lower, at about 10-15% of the total. However, the insufficient representativeness of the sample on the one hand and the small share of women in the total number of people interviewed in the marzes on the other hand (one-third in Syunik marz, one-fourth in Syunik marz and one-fifth in Shirak), compel us to abstain from drawing hasty conclusions.

Table 2.1. The gender and age structure of the surveyed set by communities (%)

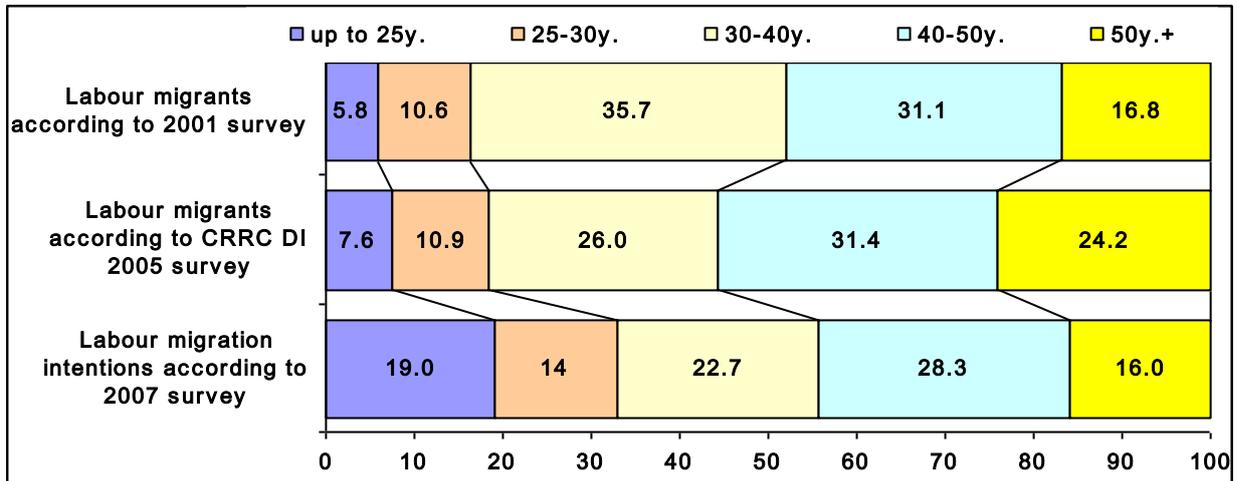
Gender	Total number of respondents	Age groups							
		up to 20	20-25	25-30	30-35	35-40	40-45	45-50	50 and over
<b>Total number of respondents, of which</b>	<b>100.0</b>	<b>2.3</b>	<b>16.7</b>	<b>14.0</b>	<b>14.0</b>	<b>8.7</b>	<b>13.3</b>	<b>15.0</b>	<b>16.0</b>
male	54.0	0.6	7.7	8.7	7.7	3.0	6.0	10.0	10.3
female	46.0	1.7	9.0	5.3	6.3	5.7	7.3	5.0	5.7
<b>Yerevan City, of which</b>	<b>100.0</b>	<b>1.8</b>	<b>19.4</b>	<b>15.9</b>	<b>11.8</b>	<b>10.0</b>	<b>14.1</b>	<b>12.9</b>	<b>14.1</b>
male	38.2	0.6	7.6	9.4	3.6	2.4	2.3	5.9	6.4
female	61.8	1.2	11.8	6.5	8.2	7.6	11.8	7.0	7.7
<b>Lori, of which</b>	<b>100.0</b>	<b>6.0</b>	<b>14.0</b>	<b>10.0</b>	<b>24.0</b>	-	<b>12.0</b>	<b>10.0</b>	<b>24.0</b>
male	76.0	2.0	8.0	6.0	20.0	-	10.0	10.0	20.0
female	24.0	4.0	6.0	4.0	4.0	-	2.0	-	4.0
<b>Shirak, of which</b>	<b>100.0</b>	-	<b>8.0</b>	<b>14.0</b>	<b>8.0</b>	<b>14.0</b>	<b>16.0</b>	<b>26.0</b>	<b>14.0</b>
male	80.0	-	6.0	8.0	8.0	6.0	16.0	24.0	12.0

<sup>1</sup>“Report on a Sample Survey of Passenger Traffic (Migration) at Armenian Passport Control Check-Points,” Armenian National Statistical Service, TACIS, IOM, Yerevan, October 2002; R. Yeganyan, N. Shahnazaryan “Labor Migration. Overview of Literature” OSCE Armenia Office, Yerevan, 2006 ([http://www.osce.org/yerevan/item\\_11\\_18193.html](http://www.osce.org/yerevan/item_11_18193.html)), “Labor Migration from Armenia in 2000-2005,” OSCE Armenia Office, Advanced Social Technologies NGO, Yerevan 2006 ([www.osce.org/yerevan](http://www.osce.org/yerevan)).

female	20.0	-	2.0	6.0	-	8.0	-	2.0	2.0
<b>Syunik, of which</b>	<b>100.0</b>	<b>3.3</b>	<b>20.0</b>	<b>10.0</b>	<b>20.0</b>	<b>6.7</b>	<b>6.6</b>	<b>16.7</b>	<b>16.7</b>
male	63.3	-	10.0	10.0	10.0	6.7	3.3	10.0	13.3
female	36.7	3.3	10.0	-	10.0	-	3.3	6.7	3.4

The study of the data in the corresponding lines of the Table and their comparison with the data of the representative sample survey<sup>2</sup> conducted in 2001 (see Graph 2.1) reveals other peculiarities as well: thus, as compared with female migrants, the young people account for a larger share in the structure of potential migrants.

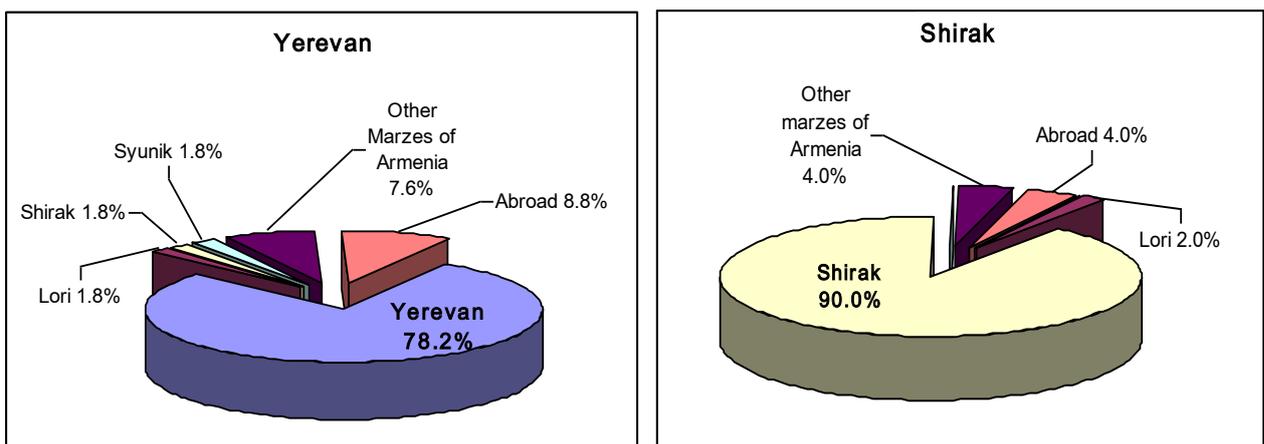
Graph 2.1. The age structures of potential and actual work migrants (% of total)\*



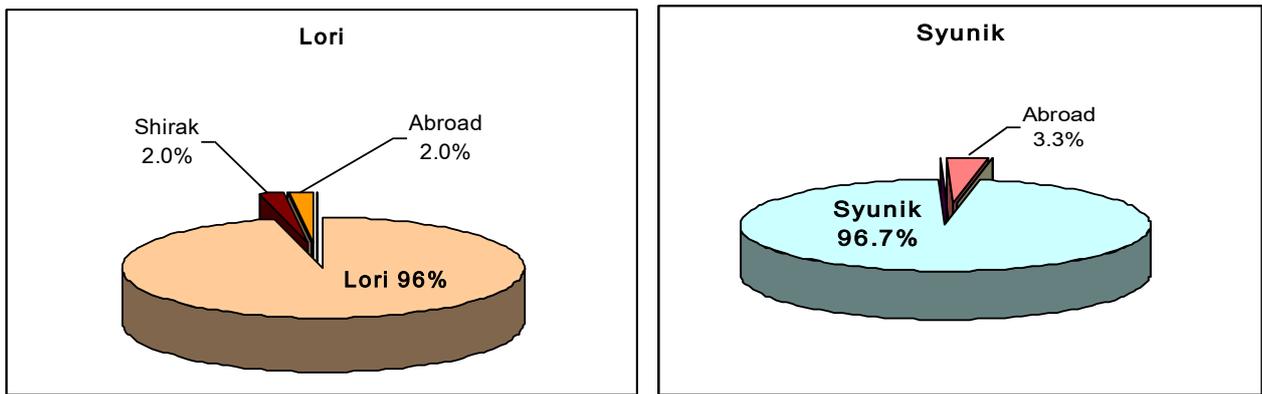
\*The upper levels of age boundaries were not included.

The data presented in Graph 2.2 shows that, from among the interviewed, in fact in all marzes without exception, the native-borns significantly predominate. About 97% of the respondents inclined towards seeking employment abroad in Syunik marz, 96% in Lori marz, 90% in Shirak marz and 78.2% in Yerevan were born in the specified locations.

Graph 2.2. The composition of the respondents by place of birth (% of total)



<sup>2</sup> Report on a Sample Survey of Passenger Traffic (Migration) at Armenian Passport Control Check-Points, Armenian National Statistical Service, TACIS, IOM, Yerevan, October 2002, p. 61.



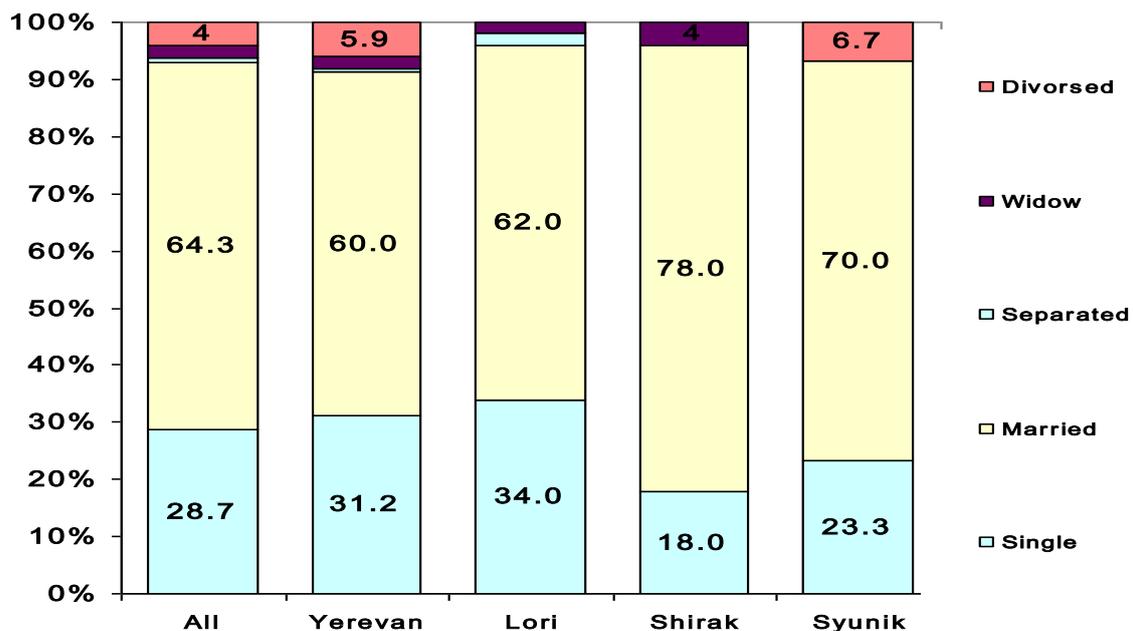
As it could be expected, the ethnic composition of the respondents was more than homogeneous. The data in Table 2.2. show that only four out of 300 respondents were non-Armenians.

Table 2.2. Ethnic composition of the respondents

Ethnicity	Total number of respondents	of which by marzes			
		Yerevan	Lori	Shirak	Syunik
Total number of respondents, including	300	170	50	50	30
Armenian	296	169	48	49	30
Kurdish	1	-	1	-	-
Greek	1	-	1	-	-
Ukrainian	1	-	-	1	-
Other	1	1	-	-	-

The majority of potential labor migrants (60-78% in different marzes) were married; the “single, never married” group makes up the majority of the remaining respondents (18-34% of total, see Graph 2.3). It is worth noting that according to the data of the 2001 survey cited above, the share of married respondents among those leaving Armenia for employment abroad made up almost 83% and the “never married” group’s share was a little over 15%.<sup>3</sup>

Graph 2.3. The composition of the respondents by Family status (%)



<sup>3</sup> Ibid, p. 62.

An average of 66% of the interviewed people had children: 70% of people interviewed in Syunik had children, the share in Shirak was as high as 82%. The average number of children per respondent for all of the dataset amounts to 2.1, 1.9 in Yerevan City, 2.1 in Lori marz, 2.4 in Shirak marz and 2.7 in Syunik marz (Table 2.3):

Table 2.3. Distribution of survey respondents by the number of their children (%)

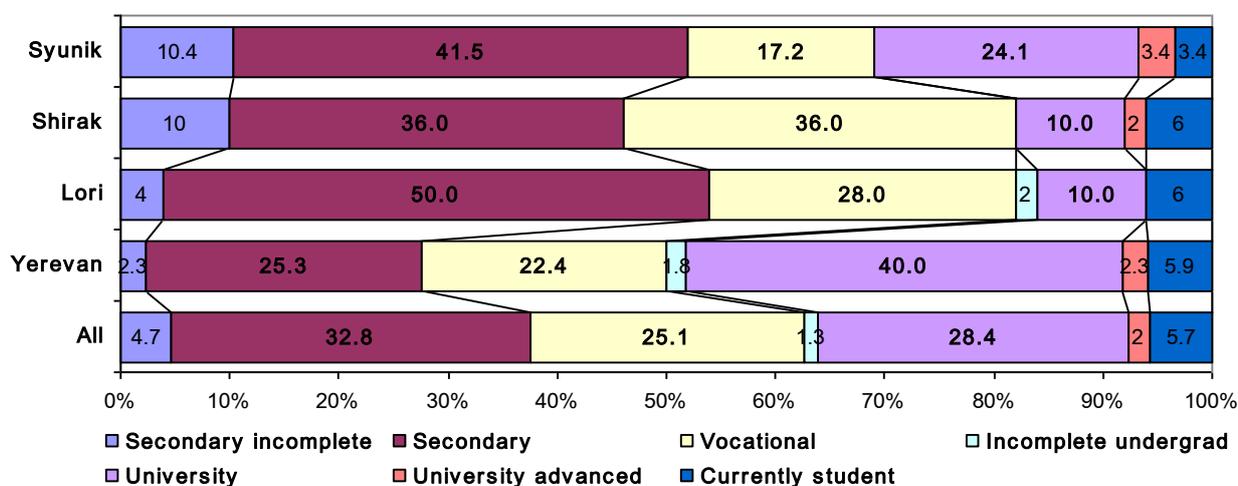
Number of Children	Total number of respondents	including by marzes			
		Yerevan	Lori	Shirak	Syunik
Total number of interviewed people, of which <sup>a</sup>	100.0	100.0	100.0	100.0	100.0
No children	34.0	37.6	40.0	18.0	30.0
one child	14.0	19.4	8.0	6.0	6.7
two children	34.7	31.8	38.0	42.0	33.3
three children	13.0	9.4	12.0	26.0	13.3
four children	3.3	1.2	2.0	8.0	10.0
five or more children	1.0	0.6	-	-	6.7

## 2.2. The Social Composition of the Sample

### Educational Level

Overall, the educational level of the dataset examined was quite high: only 37.5% of the respondents had secondary and incomplete secondary education. Nonetheless, whereas the share of such respondents was 27,6% in Yerevan, this marker was much higher in the marzes, amounting to 46% in Shirak, 52% in Syunik and 54% in Lori. It is noteworthy that in Yerevan 40% of the respondents seeking employment opportunities abroad had higher education (see Graph 2.4).

Graph 2.4. The structure of the surveyed by educational level and by communities (% of total)



### Profession/occupation

Only a small share of the respondents (an average of approximately 5%) did not have any profession. The absolute majority of such respondents, i.e. 9 out of 14, were concentrated in Syunik. As for those with profession, the most numerous group is the group with “engineer/technician/mechanic/worker” specializations. However, the share of respondents with technical professions averaged at about 39%, in Lori and Shirak this group accounted for over half of the respondents (55.3% and 57.4% respectively, Table 2.4). The significant representation of people with professions in the education and healthcare warrants attention: in Yerevan, these areas were specializations of almost every third of the respondents seeking employment abroad.

Table 2.4. The distribution of survey respondents by specialization/occupation (%)

Specialization/occupation	Total	including (data by marzes)			
		Yerevan	Lori	Shirak	Syunik
Total number of respondents	100.0	100.0	100.0	100.0	100.0

including					
<b>State/military governance</b>	1.4	2.5	-	-	-
<b>Manager in the commercial sector</b>	1.8	2.5	-	2.1	-
<b>Engineer/ technician /mechanic/worker</b>	38.7	31.2	55.3	57.4	27.6
<b>Trade/managing a store</b>	7.4	6.9	8.5	10.6	3.4
<b>Education</b>	11.3	15.0	4.3	4.3	13.8
<b>Healthcare (doctor, nurse, etc)</b>	8.1	13.1	4.3	-	-
<b>Agriculture</b>	1.8	0.6	2.1	4.3	3.4
<b>Transportation</b>	3.5	-	6.4	10.6	6.9
<b>Services</b>	8.1	9.4	6.4	6.4	6.9
<b>Care-taker, social worker</b>	0.3	-	2.1	-	-
<b>House-worker</b>	1.4	1.9	-	2.1	-
<b>Art</b>	3.9	5.0	2.1	-	6.9
<b>Other, of which</b>	12.3	11.9	8.5	2.1	31.0
no profession	4.9	0.6	8.5	-	31.0

The grouping of “other” professions calls for a special examination: if we exclude respondents with no profession, this group comprises 8.4% of all respondents and even as high as 11.3% in Yerevan, i.e. a much higher percentage than in most of the individual groups. Above all, this may be indicative of the need to review this grouping of specializations. This is prompted by an examination of the list of specializations specified by the respondents who indicated the “other” answer (Table 2.5).

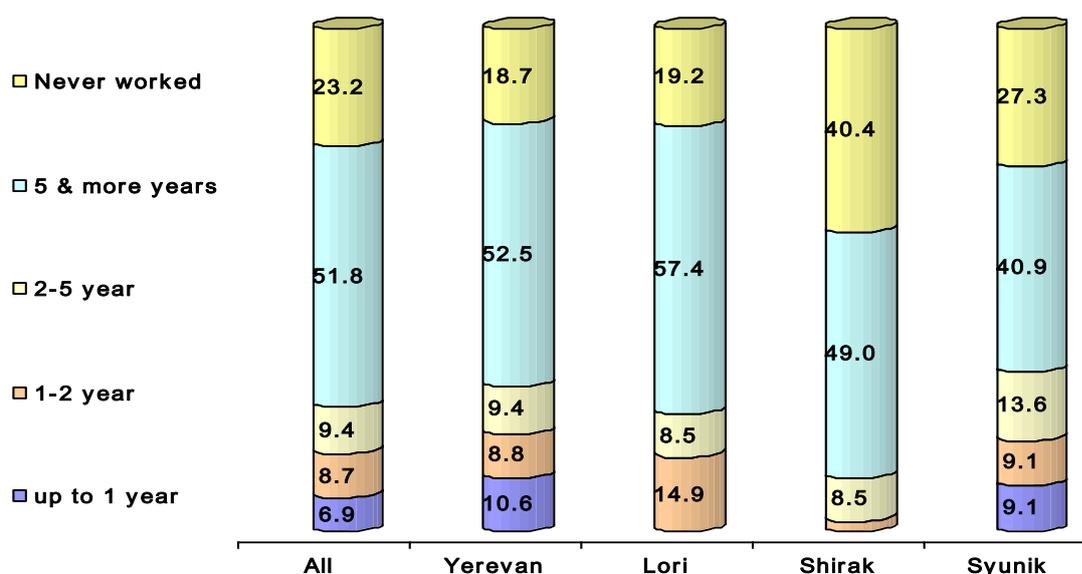
Table 2.5. The distribution of respondents in “other professions” groups

<b>Specified professions</b>	<b>Number of people thus specified</b>
Geologist	1
Mathematician-researcher	1
Chemist-researcher	1
Lawyer	2
Linguist	2
Biologist	1
Economist	5
Accountant	4
Athlete	1
<b>Total</b>	<b>18</b>

### ***Work Experience***

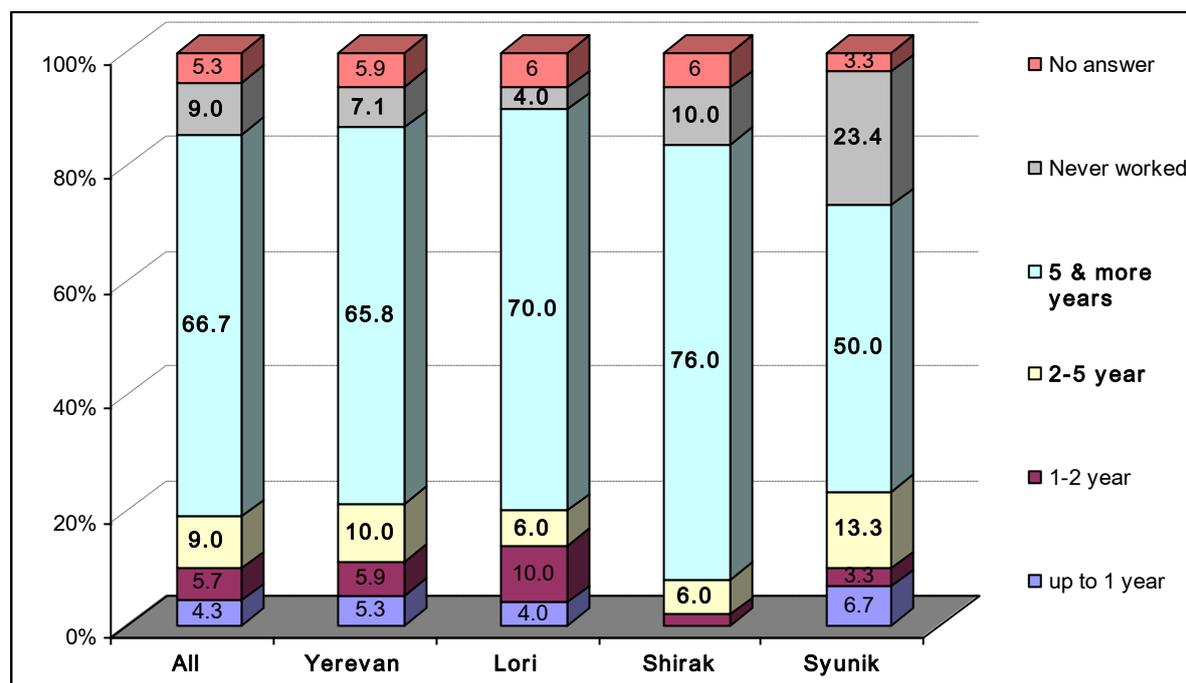
A significant share of respondents with professions, at about 23% on an average, 27.3% in Syunik and over 40% in Shirak, had not yet a chance to use their professional skills in practice. At the same time, every second respondent had 5 or more years of work experience in his or her profession (Graph 2.5):

Graph 2.5. The distribution of respondents with a profession by the years of work experience in the specified profession (% of total)



About 67% of the respondents had over 5 years of total work experience, 9% of respondents had work experience of 2-5 years and another 9% had no work experience at all. Warranting attention is the greater representation of respondents with 5 or more years of work experience in Shirak marz (76%) and their sparse representation in Syunik (50%), as well as the highest share of those with no work experience in Syunik and the lowest share in Lori (at 23.4% and 4%, respectively, see Graph 2.6). On the whole, this picture corresponds to the general employment situation in the corresponding marzs of Armenia.

Graph 2.6. The distribution of respondents by the total work experience (%)



### Employment/Unemployment

The data in Table 2.6 featuring the employment situation show that at the time when the survey was conducted over 6 out of every 10 respondents had no work, this marker in Shirak and Lori was even as high as 3 out of every 4 and 7 out of every 8 respondents, respectively. In addition, over 1/3 of the employed (38% of the total) did not have permanent jobs. Above all, this data unambivalently demonstrates that the key factor for seeking employment abroad is the lack of employment and jobs.

Table 2.6. The distribution of respondents by their current employment status (% of total)

Employment status	Total number of respondents	including by marzes			
		Yerevan	Lori	Shirak	Syunik
<b>Total number of respondents</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
including					
<b>Full-time employment</b>	<b>24.3</b>	<b>32.4</b>	<b>4.0</b>	<b>18.0</b>	<b>23.4</b>
<b>Part-time employment</b>	<b>6.0</b>	<b>10.0</b>	<b>-</b>	<b>2.0</b>	<b>-</b>
<b>Regularly-delivered services</b>	<b>4.0</b>	<b>5.3</b>	<b>4.0</b>	<b>2.0</b>	<b>-</b>
<b>Seasonal work</b>	<b>3.7</b>	<b>1.8</b>	<b>6.0</b>	<b>2.0</b>	<b>13.3</b>
<b>Employee receiving no remuneration (a volunteer)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>An unemployed looking for employment</b>	<b>52.7</b>	<b>37.6</b>	<b>86.0</b>	<b>66.0</b>	<b>60.0</b>
<b>An unemployed not looking for employment</b>	<b>9.3</b>	<b>12.9</b>	<b>-</b>	<b>10.0</b>	<b>3.3</b>

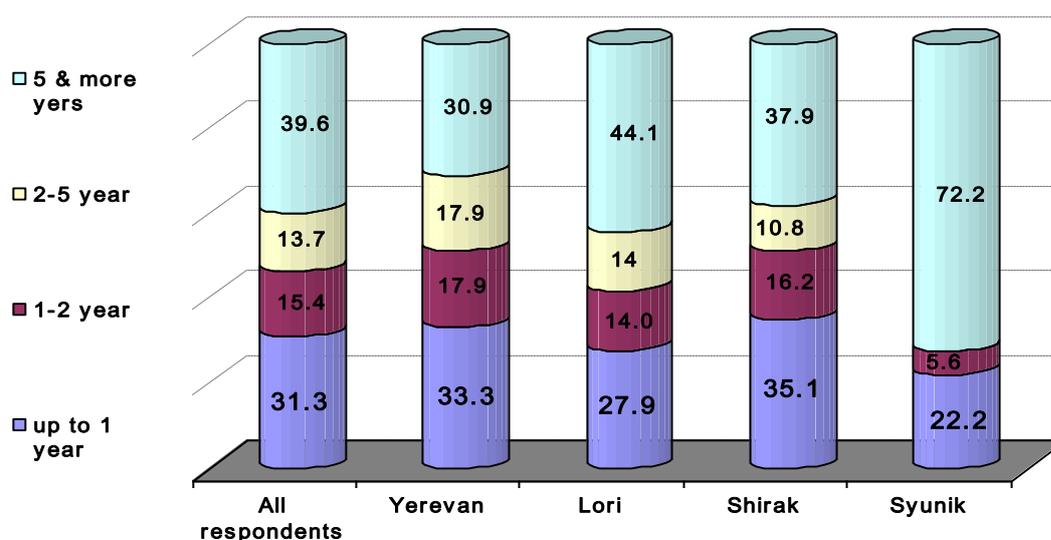
An equally interesting fact revealed by this study was that only about 6% of the unemployed among the respondents had an officially registered status for unemployment and almost 5% have registered themselves in employment services as solely job-seekers. Essentially, about 90% of the unemployed respondents had no registration with the Armenian Employment Service (Table 2.7). Unfortunately, it was not possible to address the factors conditioning this situation and to present apposite explanations in the framework of the present survey program.

Table 2.7. The distribution of the unemployed respondent by their registration with the Armenian Employment Service (%).

	Total number of respondents	including by marzes			
		Yerevan	Lori	Shirak	Syunik
<b>Total number of respondents, of which</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Unemployed</b>	<b>5.9</b>	<b>5.8</b>	<b>11.3</b>	<b>2.6</b>	<b>-</b>
<b>Registered as a job-seeker</b>	<b>4.8</b>	<b>7.0</b>	<b>4.6</b>	<b>2.6</b>	<b>-</b>
<b>No registration</b>	<b>89.3</b>	<b>87.2</b>	<b>84.1</b>	<b>94.8</b>	<b>100</b>

About 31% of the respondents who were unemployed when the survey was conducted had lost their jobs in the course of the past year, 29.1%- had been unemployed for 2-5 years and the remaining 40% made up the so-called chronic unemployed, i.e. with no employment for over 5 years (see Graph 2.7):

Graph 2.7. The distribution of unemployed respondents by the duration of unemployment (% of total)



### ***Specialized trainings/Fluency in languages***

The findings of the survey show that a significant share of the respondents (i.e. over 1/3), has taken some steps to improve their specialized skills. Specifically, over 7% of them have acquired specific specialized skills in 2-3 areas through additional courses or other means of receiving training. The most frequently cited courses were foreign languages and computer skills. It is worth noting that efforts aimed at acquiring additional knowledge and skills were more frequent in Yerevan, whereas the share of respondents that have taken no action in this direction amounted to 70% in Lori, about 76% in Syunik and even 88% in Shirak (Table 2.8).

Table 2.8. The distribution of respondents by their acquisition of specialized skills through additional course or other types of training (% of total)

Specialized skills	Total number of respondents	including by marzes			
		Yerevan	Lori	Shirak	Syunik
<b>Total number of respondents</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
including those with specialized skills					
Language, computer and other skills	0.7	1.2	-	-	-
Language and computer skills	5.7	9.4	-	-	3.4
Computer skills and accounting	1.0	1.8	-	-	-
Language skills	8.4	12.3	4.0	-	6.9
Computer skills	13.7	14.7	22.0	4.0	10.4
Accounting	0.3	-	-	-	1.4
Other	5.0	5.3	4.0	8.0	-
No specialized skills	65.2	55.3	70.0	88.0	75.9

The survey findings about command of *foreign languages* are worthy of note: figures listed in Table 2.9-show that 90% of the respondents has some command of Russian and every third respondent had some command of English. Given that, over half of the respondents are fluent in Russian and only about 6% of the respondents were fluent in English. It is to be noted that the surprising fact of no command of Russian as specified by over 10% may be interpreted as the first weathering signs of this language culture. Whereas some knowledge of English is indicative of the appreciation of the practical importance of skills in this language among us (at least among those inclined towards seeking employment abroad).

Table 2.9. Distribution of respondents by their knowledge of various foreign languages (% of total)

Languages	Total number of respondents	of which				No command of the specified language
		in the specified language			Total	
		including				
		fluent	adequate	elementary		
Russian	100.0	89.7	55.4	27.0	7.3	10.3
English	100.0	32.7	5.7	15.0	12.0	67.3
French	100.0	6.4	1.7	2.0	2.7	93.6
German	100.0	5.0	0.7	1.7	2.6	95.0
Italian	100.0	2.0	-	1.7	0.3	98.0
Turkish	100.0	1.7	0.3	1.4	-	98.3
Polish	100.0	1.3	0.3	1.0	-	98.7
Greek	100.0	1.0	0.3	-	0.7	99.0
Spanish	100.0	1.0	0.3	0.3	0.3	99.0
Georgian	100.0	0.7	0.3	-	0.3	99.3
Other	100.0	2.7	0.7	0.3	1.7	97.3

We shall add that every fifth respondent had some knowledge of another foreign language: given that, in addition to the 8 languages included in the table, 11 respondents referred to their knowledge of other foreign languages. One reference was made per each of the following languages: Ukrainian, Latvian, Bulgarian, Azerbaijani, Arabic, Pharsi, Chinese and Swedish. Naturally, references by 3 out of the four non-Armenian respondents to the Armenian language as a foreign language have not been reflected in the table.

The significant disparity among levels of foreign language skills is a significant cause for concern: specifically, the share of respondent with no command of any foreign language was as high as 20% in Syunik, whereas this

indicator averaged at 4.3% (Table 2.10). On the other hand, some of the respondents have some skills in more than one foreign language.

Table 2.10. Distribution of respondents by their level of fluency in foreign languages (% of total)

Groups of foreign language fluency levels	Total number of respondents	including by the marzes			
		Yerevan	Lori	Shirak	Syunik
<b>Total number of respondents</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
including:					
No languages, no skills whatsoever	4.3	3.5	-	2.0	20.0
Only 1 language, elementary	7.3	4.7	10.0	18.0	-
Only 1 language, adequate	22.4	12.8	34.0	48.0	13.3
1 language (adequate) and 1 language (elementary)	2.7	2.4	-	4.0	6.7
1 language (adequate) and 2 languages (elementary)	0.3	0.6	-	-	-
2 languages (adequate)	1.0	0.6	2.0	2.0	-
Only 1 language, fluent	25.0	27.1	20.0	14.0	40.0
1 language (fluent), 1 language (elementary)	11.0	12.4	16.0	8.0	-
1 language (fluent), 1 language (adequate)	16.0	22.9	10.0	-	13.3
1 language (fluent), 1 language (adequate), 1 language (elementary)	5.0	5.9	6.0	2.0	3.3
1 language (fluent), 2 languages (adequate)	0.3	-	2.0	-	-
2 languages, fluent	2.4	3.5	-	2.0	-
2 languages (fluent), 1 language (elementary)	1.0	1.8	-	-	-
2 languages (fluent), 1 language (adequate)	1.0	1.2	-	-	3.3
2 languages (fluent), 1 language (adequate), 1 language (elementary)	0.3	0.6	-	-	-

### **2.3. Labor Migration Preferences of the Surveyed**

#### *Preferences for specialization areas for employment abroad*

Table 2.11 presents the preferences of respondents for specialization areas for employment abroad. The data presented in the table show two facts with varying degree of clarity. Firstly, the bulk of the respondents has realistic approach and did not have limits set on employment areas beforehand. The share of such respondents averaged at about 28%, whereas in Yerevan it totaled approximately 38% and in Syunik even 40%.

Table 2.11. What kind of jobs do you intend to try to find when abroad? (% of total)

Groups of professions/occupations	Total number of respondents	including by marzes			
		Yerevan	Lori	Shirak	Syunik
<b>Total number of respondents</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
including					
<b>Public service/military (government)</b>	1.0	1.2	-	-	3.3
<b>Commercial sector/management</b>	1.3	2.4	-	-	-
<b>Engineer/ technician /mechanic/manual worker</b>	24.0	12.9	52.0	44.0	6.7
<b>Trade/shop keeper</b>	6.4	4.1	10.0	8.0	10.0
<b>Educational sector</b>	8.4	9.4	10.0	4.0	6.7
<b>Medical (doctor, nurse, etc)</b>	6.3	10.0	4.0	-	-
<b>Agrarian sector</b>	1.0	-	-	4.0	3.3
<b>Driver/transport</b>	3.3	1.2	6.0	4.0	10.0
<b>Food/catering/restaurant</b>	8.7	8.2	8.0	8.0	13.3
<b>Caregiver</b>	4.3	2.9	6.0	10.0	-
<b>House-worker</b>	1.3	2.4	-	-	-
<b>Artist</b>	2.0	1.2	2.0	2.0	6.7
<b>Other</b>	4.3	6.5	2.0	2.0	-

Any	27.7	37.6	-	14.0	40.0
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Casting a glance at the low percentage level of this indicator in Shirak (14%) and zero percentage level in Lori, we may conclude that this is attributable to the greater degree of realistic expectations by the corresponding respondent: from the outset they know that kind of jobs they may aspire to get and have specified those, hence making up the second reason referred to above. This is a reference to the “engineer/technician/mechanic/worker” specialization, which has been specified by 44% and 52% of the respondents in Shirak and Lori, respectively, in all likelihood mostly aspiring to the last two entries of this specialization group.

Despite the limited numbers included in the examined dataset, the intention of finding employment in the same specialization as already held is quite vividly reflected in the table below (see Table 2.12).

Table 2.12. Distribution of respondents seeking employment in specific occupation areas listed by their actual specialization/occupation (% of total)

Profession/occupation sought for employment abroad	Actual profession/occupation															
	Total	Public service/military (government)	Commercial sector/management	Engineer/ technician /mechanic/manual worker	Trade/shop keeper	Educational sector	Medical (doctor, nurse, etc)	Agrarian sector	Driver/transport	Food/catering/restaurant	Caregiver	House-worker	Artist	Other	None	Student
<b>Total</b>	<b>100.0</b>	<b>1.3</b>	<b>1.7</b>	<b>37.3</b>	<b>7.0</b>	<b>10.7</b>	<b>7.7</b>	<b>1.7</b>	<b>3.3</b>	<b>7.7</b>	<b>0.3</b>	<b>1.3</b>	<b>3.7</b>	<b>6.3</b>	<b>4.3</b>	<b>5.7</b>
Public service/military (government)	1.0					0.7										0.3
Commercial sector/management	1.3	0.3	0.3	0.3		0.3										
Engineer/ technician /mechanic/manual worker	24.7	0.3	0.3	20.3		1.0		0.3	1.0						0.3	1.0
Trade/shop keeper	6.3			1.0	3.3	0.3		0.3		1.0			0.3			
Educational sector	8.3	0.3				5.0				0.3			0.7			2.0
Medical (doctor, nurse, etc)	6.3						5.7									0.7
Agrarian sector	1.0				0.3			0.3	0.3							
Driver/transport	3.3			0.7		0.3			1.7						0.7	
Food/catering/restaurant	8.7		0.3	2.0	0.3	0.3	0.3	0.3		3.0			0.7	0.3	1.0	
Caregiver	4.3			1.3	0.3	0.7				0.7	0.3	0.3		0.7		
House-worker	1.3			0.3	0.3						0.7					
Artist	2.0											1.3				0.7
Other	3.7												3.0			0.7
Any	27.7	0.3	0.7	11.3	2.3	2.0	1.7	0.3	0.3	2.7		0.3	0.7	2.3	2.3	0.3

The table below (2.13) vividly shows the predilection for finding employment in the same specialization abroad and willingness to do any other kind of jobs abroad.

Table 2.13. Distribution of respondents of various professions by the profession/occupation of employment sought abroad (% of total)

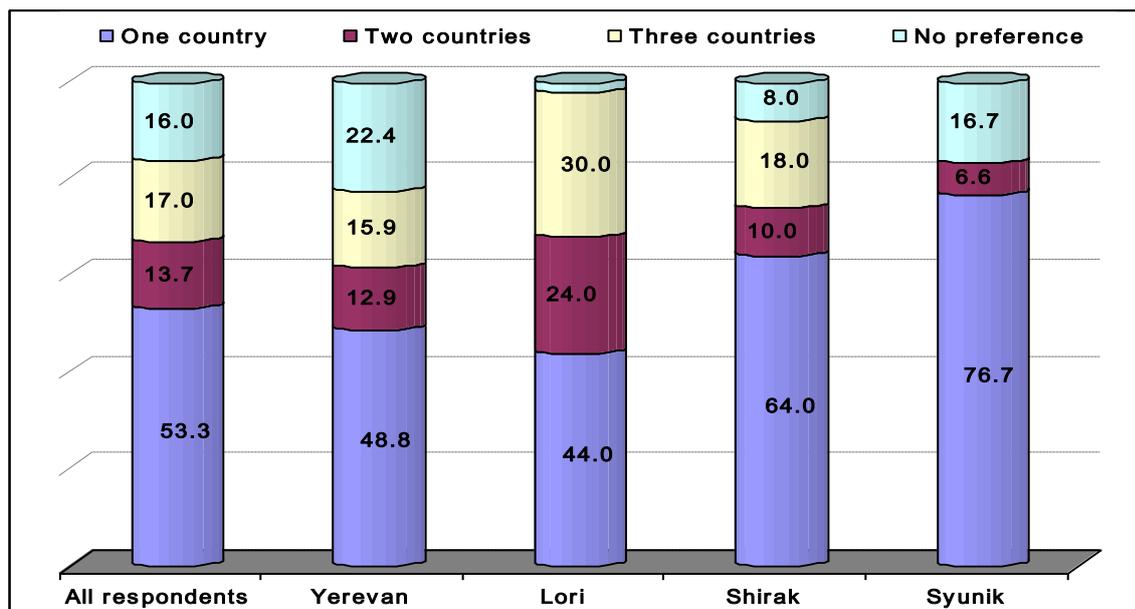
Specialization/occupation	Total number of respondents	Employment sought abroad		
		the same or any		Other
		Total	of which	
		the same	any	

<b>Total number of respondents</b>	<b>100.0</b>	76.7	47.7	29.0	23.3
including					
<b>Public service/military (government)</b>	<b>100.0</b>	25.0	-	25.0	75.0
<b>Commercial sector/management</b>	<b>100.0</b>	60.0	20.0	40.0	40.0
<b>Engineer/ technician /mechanic/manual</b>	<b>100.0</b>	84.8	54.5	30.3	12.2
<b>Trade/shop keeper</b>	<b>100.0</b>	80.9	47.6	33.3	19.1
<b>Educational sector</b>	<b>100.0</b>	65.6	46.9	18.7	34.4
<b>Medical (doctor, nurse, etc)</b>	<b>100.0</b>	95.6	73.9	21.7	4.4
<b>Agrarian sector</b>	<b>100.0</b>	40.0	20.0	20.0	60.0
<b>Driver/transport</b>	<b>100.0</b>	60.0	50.0	10.0	40.0
<b>Food/catering/restaurant</b>	<b>100.0</b>	73.9	39.1	34.8	26.1
<b>Caregiver</b>	<b>100.0</b>	100.0	100.0	-	-
<b>House-worker</b>	<b>100.0</b>	75.0	50.0	25.0	25.0
<b>Artist</b>	<b>100.0</b>	54.6	36.4	18.2	45.4
<b>Other</b>	<b>100.0</b>	84.2	47.4	36.8	15.8
<b>None</b>	<b>100.0</b>	53.8	-	53.8	46.2
<b>Student</b>	<b>100.0</b>	5.9	-	5.9	94.1

### Preferred Countries for Labor Migration

Every 6-th respondent did not specify a preferred country for labor migration; hence we may conclude that he or she was willing to work in any country provided that a job with sufficient income can be found (see Graph 2.8). In contrast with this outlook, 64% and 77% of the respondents in Shirak and Syunik respectively have preference for one specific country. 28 specified countries and a collective notion of “Europe” with various degrees of associated preference have been specified by the participants of the survey.

Graph 2.8. Distribution of respondents by having/not having a preferred country for labor migration (% of total)



A number of surprising findings stem from an analysis of the list of most frequently cited countries (Table 2.14). Probably the most unexpected finding may be considered the low rating of the Russian Federation (RF) despite the fact that the latter is hosting 80-90% of the Armenian labor migrants according to all available sources. Only 4.3% of all respondents mentioned RF and a mere 1.2% referred to it as the most preferred country for labor migration. The second unexpected finding was the not so high rating for the USA: 5.3% of the respondents made a reference to it and only 0.8% of the respondents view it as the most preferred country. We may draw a conclusion that this is not as much due to the lack of attractiveness of the country for labor migration but rather the sober realization of all the complexities impeding access to it. A surprising even if less understandable finding is the preference for Egypt: 5.3% of all respondents referred to it and, surpassingly, as high percentage of respondents as 7.9% consider Egypt to be the most preferred country. The leading trio of most preferred countries is yet another unequivocal surprise both in terms of its composition and unquestionably high degree of preference demonstrated

by respondents. The lucidly clear finding that Germany is the most preferred country for labor migration for more than every third respondent is an intriguing fact.

*In summing up, we may point out that among the total number of references to countries as preferred destinations for labor migration, the European Union's share exceeds the threshold of 81%, among the most preferred destinations the EU's share is as high as 87%.*

Table 2.14. Frequency of making references to preferred countries for labor migration (% of total)

Countries	Total number of references	including, as:		
		most preferred	2-nd preferred	3-rd preferred
<b>References in absolute numbers</b>	395*	252	92	51
%, including	100.0	100.0	100.0	100.0
<b>Germany</b>	<b>29.6</b>	<b>37.3</b>	<b>18.5</b>	<b>11.7</b>
<b>Czech Republic</b>	<b>17.2</b>	<b>26.2</b>	<b>2.2</b>	<b>-</b>
<b>Belgium</b>	<b>8.4</b>	<b>9.5</b>	<b>5.4</b>	<b>7.8</b>
<b>Egypt</b>	5.3	7.9	-	2.0
<b>USA</b>	5.3	0.8	16.3	7.8
<b>France</b>	5.1	0.4	15.2	9.8
<b>RF</b>	4.3	1.2	6.5	15.7
<b>Italy</b>	4.1	2.0	5.4	11.8
<b>Spain</b>	3.3	2.4	6.5	2.0
<b>Europe</b>	2.8	4.4	-	-
<b>Netherlands</b>	2.5	0.4	8.7	2.0
<b>England</b>	2.0	0.4	4.3	5.9
<b>Poland</b>	1.5	1.6	1.1	2.0
<b>Greece</b>	1.3	0.4	2.2	3.9
<b>Austria</b>	1.0	1.2	-	2.0
<b>Australia</b>	1.0	1.2	1.1	-
Other countries (a total of 13)	5.3	2.7	6.6	15.6

\*Respondents were allowed to specify more than one country

Judging by the answers provided by the respondents (see Table 2.15), there is no clearly identifiable factor conditioning the preferability of the countries discussed: overall, the attractiveness of this or that country mostly stemmed from the presence of friends who were willing to help (every 4-th response), as well as the high living standards abroad (every 5-th response). The appeal of comfortable livelihood is even more obvious in the responses by Yerevan residents, whereas command of the language of the given country was cited mostly by Lori- and Shirak-based respondents, whose gaze was mostly set on RF.

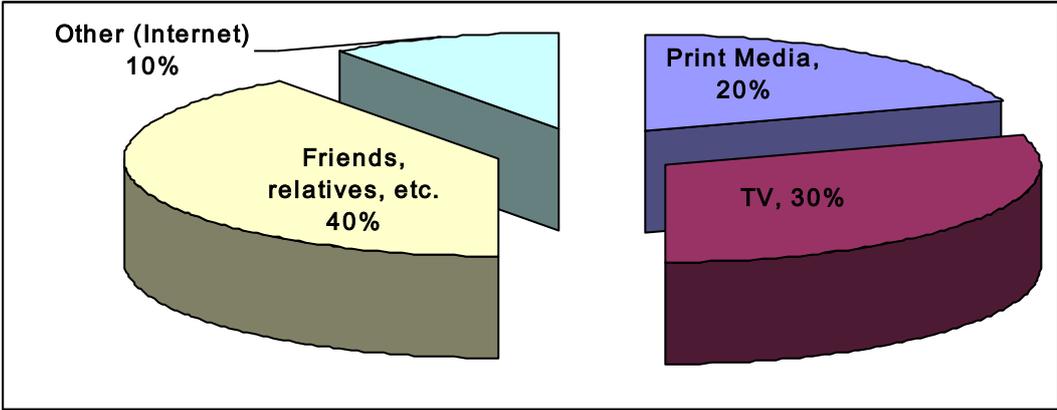
Table 2.15. Reasons for preferring specific countries for labor migration

Groups of specializations/occupations	Total	including by marzes			
		Yerevan	Lori	Shirak	Syunik
<b>Total number of respondents</b>	<b>300</b>	<b>170</b>	<b>50</b>	<b>50</b>	<b>30</b>
<b>References to response variants: absolute numbers</b>	492*	275	96	90	31
%, including	100.0	100.0	100.0	100.0	100.0
Has read an announcement	2.1	3.6	-	-	-
Has a friend who can help him/her	25.2	25.5	25.0	25.6	22.6
Has been there before and is familiar with the country	10.8	4.4	18.8	18.9	19.4
Speaks the language	14.8	9.1	25.0	25.6	3.2
Has contacts and links with employers	1.6	2.9	-	-	-
Has heard that it is easy to find a job there	13.2	13.1	18.8	11.0	3.2
Wants to leave Armenia	7.1	9.8	2.1	5.5	3.2
Wants to enjoy the higher standard of living abroad	19.9	26.2	7.3	6.7	41.9
Other	5.3	5.4	3.0	6.7	6.5

\*Respondents were allowed to specify one than one reason

Most interestingly, the role of promotional materials and advertisements was quite insignificant: the response “has read an announcement” was received only in Yerevan City and only 11 times, which corresponds to a mere 2% of the total number of responses. This clearly indicates that even in the capital city the level of awareness due to information from reliable sources plays but a minor role in forming migration trends. The situation becomes even more worrying when the sources of these announcements are identified: although data on this is quite scarce and are not of practical interest, nonetheless Graph 2.9 indicates that the main sources of such information is not formal institutions.

Graph 2.9. Source of announcement/s conditioning preference of particular country/ies for labor migration (Yerevan, % of total)

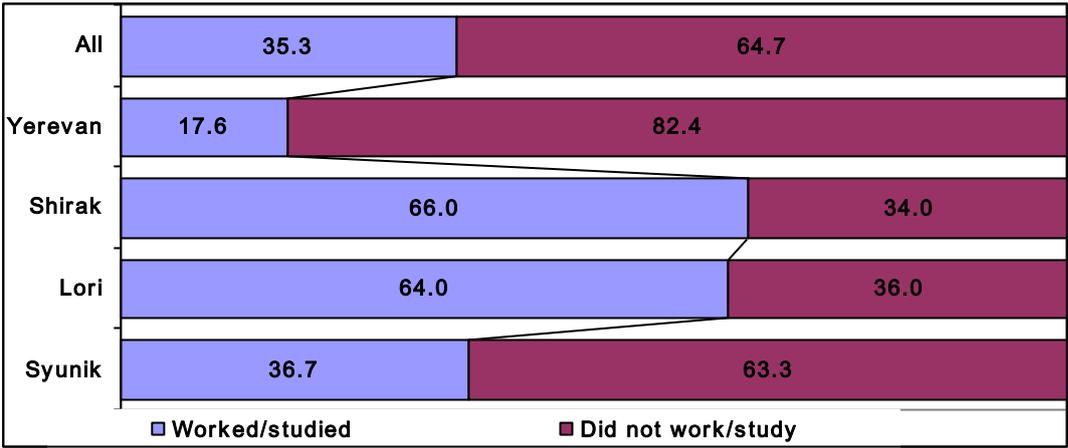


**2.4. Work Experience Abroad**

*General Overview of the Work Experience Abroad*

The survey findings demonstrate that more than every 3-rd respondent has either worked or studied abroad in the past 15 years: given that, the cited indicator reflects the juxtaposition of the less than half of the average marker for Yerevan respondents and almost twice as high representation by Lori and Shirak respondents (see Graph 2.10.):

Graph 2.10. The distribution of the respondents by their experience in having worked or studied abroad in the past 15 years (% of total)



The data of the next table (2.16) allow us *first and foremost* to document that all the trips were made for employment/business purposes. *Secondly*, the data shows that the work experience of the absolute majority of the respondents both generally (73.6%) and at marz levels is limited to one trip only. Finally, the *third important fact*, that is clearly demonstrated by this data, is the much larger share of respondents with two or more trips in Shirak and Lori marzes, where labor migration has more long-standing traditions, at about 67% and 60% respectively.

Table 2.16. The distribution of respondents that have worked abroad in the past 15 years by the number of their labor migration trips (% of total)

Total number of labor migration trips made:	Total	Including by marzes			
		Yerevan	Lori	Shirak	Syunik
absolute numbers	106	30	32	33	11
% shares, of which by number of trips:	100.0	100.0	100.0	100.0	100.0
1 trip	73.6	83.3	59.4	66.7	100.0
2 trips	17.0	-	34.4	24.2	-
3 trips	5.6	3.3	6.2	9.1	-
4 trips	-	-	-	-	-
5 trips	1.9	6.7	-	-	-
6 trips	1.9	6.7	-	-	-

### *The Geography of Work Experience Abroad*

The data contained in Table 2.17 are at the very least interesting for demonstrating the main destination points of labor migration trips for the respondents. About 75% of the respondents had experience working in the RF. The remaining 19 countries, where the respondents have worked in the examined time-period, account for only one-fourth of the trips: given that, not a single country from the latter group, including Germany, which clearly enjoys the status of a preferred country by the respondents, accounts for more than 5 trips or about 3% of the total number of trips made. This provides a valid foundation *to draw a conclusion that most of the new potential labor migrants, upon encountering the insurmountable problems of accessing the country of their preference, provided that they decide to pursue their intentions for migration, may find themselves once again heading for the RF, which may enjoy a low level of preference but has no impediments to free entry into the country.*

Table 2.17. The distribution of trips abroad for employment purposes in the past 15 years by countries (% of total)

Business trips	Total	including by marzes			
		Yerevan	Lori	Shirak	Syunik
Total number of business trips: absolute numbers	154	50	47	46	11
%	100.0	100.0	100.0	100.0	100.0
of which					
FR	74.7	44.0	87.2	95.6	72.7
Germany	3.2	10.0	-	-	-
USA	3.2	10.0	-	-	-
Poland	2.0	4.0	-	-	9.1
Ukraine	2.0	-	2.1	2.2	9.1
Switzerland	1.3	4.0	-	-	-
Bulgaria	1.3	2.0	2.1	-	-
Turkey	1.3	-	4.3	-	-
Netherlands	1.3	4.0	-	-	-
Greece	1.3	-	2.1	2.2	-
Other countries (a total of 14)	8.4	22.0	2.1	-	9.1

If the problem of insufficient representativeness already referred above were addressed, the data in Table 2.18 would be fully sufficient to document the trend for an expansion of labor migration activities. While abstaining from such a conclusion, we still consider it necessary to draw attention to the fact that 3/4 of the trips abroad for employment purposes by the representatives of the examined dataset took place in 2000-2006 and almost 57% of the latter took place in the last 3 years. It is worth adding that the situation is qualitatively the same in the individual marzes as well.

Data presented in Table 2.19 support the conclusion that in the course of time no structured changes have taken place in the geography of the business trips by the respondents. The main destination has been and continues to be the RF (most likely, the recorded exceptions, are due to the insufficient number of the dataset).

Table 2.18. The distribution of trips abroad for employment purposes in the past 15 years by the departure years of the respondents (% of total)

	Total	including by marzes			
		Yerevan	Lori	Shirak	Syunik
<b>Total number of trips abroad for employment purposes</b>	<b>154</b>	<b>50</b>	<b>47</b>	<b>46</b>	<b>11</b>
<b>%</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Of which, by departure years					
1992	2.6	6.0	2.1	-	-
1993	1.9	2.0	4.3	-	-
1994	0.6	-	2.1	-	-
1995	3.9	4.0	4.3	4.3	-
1996	3.9	4.0	4.3	2.2	9.1
1997	3.3	4.0	-	2.2	18.2
1998	7.1	14.0	4.3	2.2	9.1
1999	3.3	6.0	-	4.3	-
2000	11.0	12.0	8.5	10.9	18.2
2001	6.5	6.0	6.4	8.7	-
2002	5.9	6.0	2.1	10.9	-
2003	8.5	4.0	8.5	10.9	18.2
2004	9.1	10.0	12.7	-	27.2
2005	12.3	10.0	17.0	13.0	-
2006	20.1	12.0	23.4	30.4	-

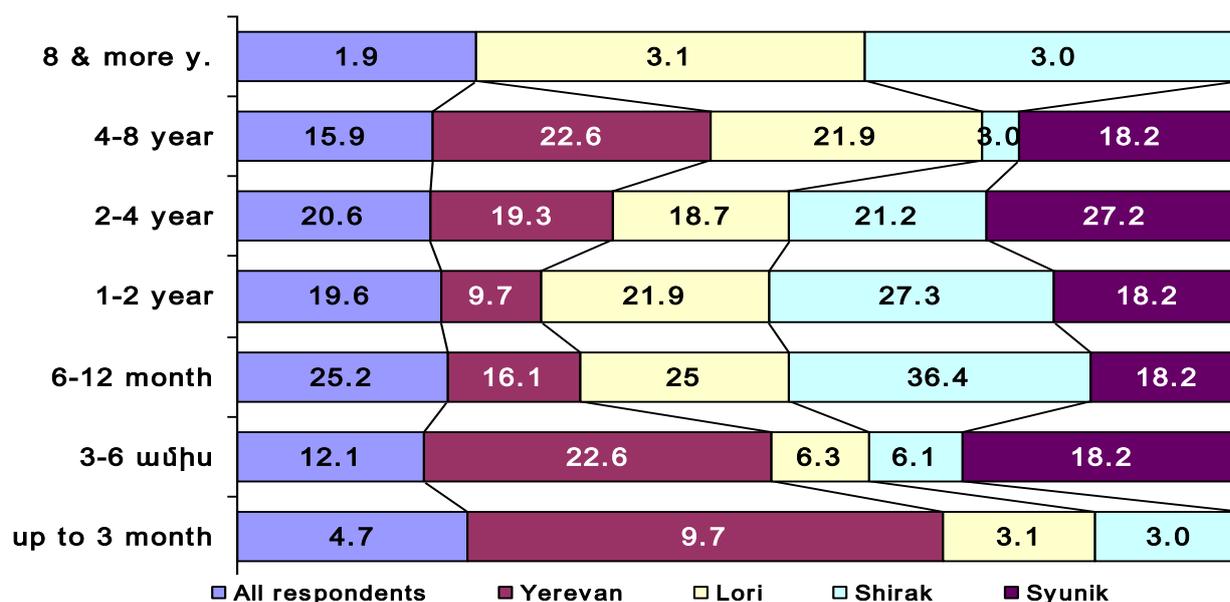
Table 2.19. The distribution of trips abroad by respondents for employment purposes in the past 15 years by the departure years and countries (% of total)

Year of Departure	Total	Country										
		RF	USA	Germany	Ukraine	Poland	Switzerland	Bulgaria	Turkey	Netherlands	Greece	Other
<b>Total</b>	<b>100.0</b>	<b>74.7</b>	<b>3.2</b>	<b>3.2</b>	<b>2.0</b>	<b>2.0</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>8.4</b>
1992	2.6	2.6	-	-	-	-	-	-	-	-	-	-
1993	1.9	0.6	-	-	0.6	-	-	-	-	-	0.6	-
1994	0.6	0.6	-	-	-	-	-	-	-	-	-	-
1995	3.9	3.9	-	-	-	-	-	-	-	-	-	-
1996	3.9	2.6	-	0.6	-	0.6	-	-	-	-	-	-
1997	3.3	2.6	-	-	-	-	-	-	-	-	-	0.6
1998	7.1	1.9	-	1.9	-	0.6	-	0.6	-	-	-	1.9
1999	3.3	2.6	-	-	-	-	-	0.6	-	-	-	-
2000	11.0	5.8	0.6	0.6	0.6	-	0.6	-	0.6	1.3	-	0.6
2001	6.5	5.8	0.6	-	-	-	-	-	-	-	-	-
2002	5.9	5.2	-	-	-	-	0.6	-	-	-	-	-
2003	8.5	7.1	-	-	-	-	-	-	0.6	-	-	0.6
2004	9.1	7.1	-	-	0.6	0.6	-	-	-	-	-	0.6
2005	12.3	8.4	1.9	-	-	-	-	-	-	-	0.6	1.3
2006	20.1	17.5	-	-	-	-	-	-	-	-	-	2.6

#### *The Length of Work Experience Abroad*

It is easy to see from Graph 2.11, which shows the distribution of the total cumulative length of absence from Armenia by respondents who have worked abroad in the past 15 years, that the distribution is quite proportional. Nonetheless, the most part of respondents (38.4% of all, 44% - in Yerevan and Lori each, 27.2% - in Shirak, and 48.4% in Syunik) who experienced labour related trips, were out of Armenia for more than 2 years.

Graph 2.11. Distribution of respondents who have worked abroad in the past 15 years by the cumulative length of their stay (% of total)



The data on the duration of *each* travel make it possible to classify them by types. The data from the table 2.20 show that the majority of trips lasted up to one year and supposedly are traditional, so called seasonal (spring-fall) work/business travel. On the other hand, the fact of durative, two or more years of stay/travel is being stated. If the 40% of the whole number of travels among Yerevan citizens has durated up to 3 months, and among the citizens of Lori and Shirak the majority of travels were of 6 to 12 months (36.3 and 54.3 percents accordingly), then the data from respondents among the Syunik marz (45.5%) prevailed with 2 or more years of travel and the risk of open migration cases were stated. After this kind of migration, the respondents being back to Armenia by some reasons, and probably with not little amount of money, tend to leave for another business migration. This fact, above all testifies that the social-economic reality in Armenia still remains unfavorable.

Table 2.20. Distribution of work related migration trips in the past 15 years by the trip duration (% of total)

	All trips	of which, by marz:			
		Yerevan	Lori	Shirak	Syunik
Total	100	100	100	100	100
up to 3 month	14.9	40	4.3	2.2	-
3-6 month	13.7	14	17	8.7	18.2
6-12 month	34.4	18	36.2	54.3	18.2
1-2 year	15.6	6	17	23.9	18.2
2-4 year	11	12	10.6	6.5	27.2
4-8 year	10.4	10	14.9	4.4	18.2

#### *The legal bases for Employment Experience Abroad*

The findings of the survey have revealed and corroborated the fact that the absolute majority of the trips abroad for employment are undertaken without compliance with the respective legal norms. 65% of all trips abroad for employment purposes were undertaken without employment contracts and/or business invitations (Table 2.21). As for the diametrically contrary data on the contractual bases of Yerevan residents' trips abroad for employment purposes, then the data of this survey are not sufficient for offering a justified explanation. At

the same time, we may suppose that information is more accessible to residents of the capital city and better awareness leads to more effective exercise of their rights.

Table 2.21. The distribution of the labor migration trips by respondents in the past 15 years listed by the availability of employment contract and/or business offer (% of total)

	All	including by marzes			
		Yerevan	Lori	Shirak	Syunik
<b>Total number of trips, of which:</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Employment contract and/or business offer	29.2	64.0	12.8	8.7	27.3
No employment contract and/or business offer	64.9	28.0	87.2	82.6	63.6
Do not know	5.9	8.0	-	8.7	9.1

### **3. Conclusions**

The findings of this survey show that in the event of a favorable course of developments almost 1/3 of the households included in the sample survey are inclined towards labor migration.

A potential labor migrant in the sample survey has the following *demographic characteristics*: at the prime of his or her working power, at an average age of 37-38 years old (the variations across geographical regions are quite insignificant, 36-40 years of age), is almost equally likely to be a man or a woman, is married and has 1.4 children (1.2 in Yerevan and 2 in Shirak).

The *social description* of potential labor migrants included in the sample survey is the following: they are quite educated; they tend to have the collective specialization of “engineer/technician/mechanic/worker” and work experience of 5-6 years; are chronically unemployed; have failed to acquire specialized skills characteristic of transition economies; from among foreign languages have skills mainly in Russian (partly English).

The migration preferences of potential labor migrants included in the examined dataset are the following: although they prefer to stay loyal to their original specialization, they are willing to take up any kind of employment. They mostly tend to have a specific country, mostly European countries (from among references to preferred countries for labor migration, the share of EU countries exceeded the threshold of 81% and was as high as 87% among the most preferred countries for labor migration) as the destination point of migration, the choice of the preferred country is a function of two factors: presence of friends and opportunity for a higher standard of living they have no reliable information about migration regulation.

Although the potential migrants included in the examined dataset have a rich and extensive migration experience, it is at variance with their preferences.

In summing up all the findings above we may unambivalently say that management of migration flows is extremely important in present-day Armenia, specifically through increased awareness and development of the institutional framework for organizing a socially protected labor migration.