Index

adjustment costs 14 agricultural sector 15-16, 27, 74, 79 apartheid 107 Australia labour market 89–90, 96 scholarships 92 teacher recruitment 59 banana industry 20 **Barbados** social insurance 21-2 Youth Entrepreneurship Scheme 39 Botswana education and training 122-5 employment 102-5 HIV/AIDS 126-7 incomes policy 120-1 labour market regulations 120-1 migrant labour 126 population 101 unemployment 114-16 wages 111-13 'brain drain' 44–6, 58–9, 79 Canada, nurse recruitment 59 Caribbean 'brain drain' 44-6, 58-9 dependency ratios 11 earnings and wages 26-8 education and training 35-44 employment 13-18 growth/decline rates 13-15 fertility rates 11 human resources development 35-56 International Labour Organisation conventions 29 labour force 10-13 labour legislation 28-30 labour markets 9-35, 46-56 information systems 52 overview 34-5 migration 44-6, 58-60, 63 population 10-11

skill deficiencies 12, 41-2, 43 structural adjustment policies 15 unemployment 19-25 vocational training 12-13 Cayman Islands, teacher migration 59 collective bargaining 80 Commonwealth small states human capital loss compensation 63 migration 57-64 communal land 79, 80 compensation for human capital loss 63 computers 85 contract disputes 85-7 Cook Islands, economic performance 67 dependency ratio 11 diamond mining 114 **Diasporic Institute 51** 'discouraged workers' 24 discrimination 25 employment 30, 32, 34 diversification, economic 16 domestic markets 72 earnings 26-8, 31-4, 111-13 economic diversification 16 economic growth Indian Ocean region 103 Southern African region 103 education and training 21, 35-44, 48, 91-2, 128 budgets 40, 42 programmes 12-13 emigration 44-6 employment by age 23, 24 discrimination 30, 32, 34 female 23, 33 government role 16-17 growth/decline rates 13-15 job creation 49–50, 128 legislation 28–30, 51 marital status 23 poverty 18

Labour Markets in Small Developing States

sectoral distribution 70, 102–4, 107, 108, 109, 110 training 38–9 working age population 69 'working poor' 18 *see also* unemployment employment bureaus 22 entrepreneurship 39 environmental damage 74 ethical/unethical recruitment 61–2 Exclusive Economic Zones (EEZ), Pacific Island Countries 73–4 exploitation of migrant workers 61–2 exports 50

female

employment 23, 33 labour force 11–12, 17 unemployment 20, 114–15, 118 female/male earnings 32–3 fertility rates 11, 12 Fiji Islands investment 68 political instability 82–3 remittances from migrants 78 teacher migration 60 visitor arrivals 76 flexibility, labour markets 47 forced migration 63 foreign investment 50 formal labour market 21, 31, 65, 81

Gambia

education and training 125 employment 110 unemployment 119 gross domestic product (GDP) growth rates, Pacific Island Countries 66–7 growth constraints, Pacific Island Countries 72 Guyana, teacher migration 60

health 91

healthcare professionals migration 59–63 restrictions and costs 60–1 training 63 HIV/AIDS 87, 88 Southern African region 126–7 HRD (human resources development) 91 - 3Caribbean 35-56 Human Employment and Resource Training (HEART) 38 human resources development (HRD) 91 - 3Caribbean 35-56 immigration 89-90 import dependency 62 incomes policy 30, 120-1 Indian Ocean region economic diagnosis 127-9 economic growth 103 labour markets 99-129 output share by sector 103 unemployment 113-19 informal labour market 15-16, 31, 65, 75-6, 81, 127 International Labour Organisation (ILO) conventions 28-9, 93-6

investment Fiji Islands 68 foreign 50

Jamaica Human Employment and Resource Training 38 teacher migration 60 wages 33 job creation 49–50, 128 job seeking 22, 25 job vacancies 40–1

Kiribati economic performance 67 remittances from migrants 78

labour force Caribbean 10–13 education and skills 12 female/male participation 11–12, 71, 101, 105 legislation 28–30, 51 migration 44–6 participation rates 22–5, 71, 102 skill shortages 41–2, 46 training 124

Labour Markets in Small Developing States

labour markets Australian 89-90, 96 Caribbean 9-56 overview 34-5 flexibility 47 Indian Ocean region 99–129 labour market information systems 52, 128 labour mobility 30-4, 62 legislation 28-30 New Zealand 89-90, 96 Pacific Island Countries 65–6, 68–98 regulations 29, 93-6, 120-2 rigidity 28-9 segmentation 30-4 Southern African region 99–129 labour migration see migration labour mobility 87-91 labour unions 17, 79-80 land ownership 79, 80, 84 legislation, employment 28-30, 51 Lesotho education and training 125 employment 105-6 migrant labour 126 minimum wage 121 unemployment 116 liberalisation of trade 16 LMIS (labour market information systems) 52 Maldives education and training 125 employment 110-11 population 101 unemployment 119 male labour force 11-12 male/female earnings 32-3 managerial personnel 17 manufacturing sector 16 wage rates 26, 27 marital status and employment 23 markets, domestic 72 Mauritius employment 109-10 labour force 101-2 labour market regulations 121-2 unemployment 118–19

migrant workers exploitation 61–2 programmes 18 migration 26, 44-6, 51-2, 57-64, 77-9, 89-91 Southern African region 125-6 minimum wage 14, 18, 26, 27-8, 51, 111, 120, 121, 129 mixed economies 16 mobile phones 85 moonlighting 17 Morvant-Laventille Improvement Organization (MLIO) 39 multiple job holding 17 Namibia employment 106-9 labour market regulations 120-1 unemployment 117-18 natural disasters 72-3 networking 25 New Zealand labour market 89-90.96 labour recruitment 59, 60 migration gain 77 nurses migration 59-63 restrictions and costs 60-1 nutrition 91 on-the-job training 39-40 output share by sector Indian Ocean region 103 Southern African region 103 Pacific Island Countries (PICs) agricultural sector 79 'brain drain' 79 business management 86 communal land 84 domestic markets 72 economic performance 66-8 education and training 91-3 employment 69, 70 environmental damage 74 Exclusive Economic Zones 73-4 geography 72 governance 83-4 gross domestic product growth rates 66-7

Labour Markets in Small Developing States

memoranda of understanding (MOUs)

49

growth constraints 72 HIV/AIDS 87, 88 human resources development 91 - 3infrastructure 84–7 International Labour Organisation conventions 93-6 labour force dynamics 70-87 labour markets 65-6, 68-98 regulations 93-6 labour mobility 89–91 labour unions 79-80 land ownership 79, 80 migration 59, 77–9 natural disasters 72-3 political instability 76, 82-3 population 65, 66, 69, 75 remittances from migrants 77-9 rural subsistence sector 84 rural-urban migration 74-5 social indicators 71 tourism industry 76-7 unemployment 65, 66, 96 Pacific Plan 91 Papua New Guinea, informal labour market 75 personal computers 85 political instability 76, 82-3 population distribution by age 11 growth 10-11, 65, 66 Southern African region 100-1 working age 69 poverty and employment 18 prices and incomes policy 30 private sector 15, 17, 83 wages 31 production programmes 49–50 productivity, workplace 49 professional personnel 17 property registration 85-7 public sector 15, 69 wages 31, 33 recruitment ethics 61-2 redundancy laws 51 registration of property 85-7

regulations, labour markets 29, 93-6,

remittances from migrants 23, 26, 45, 62, 77–9, 126 roads 84–5 rural subsistence sector 84 rural unemployment 25 rural-urban migration 74–5, 79 salaries 26–8, 111–13

Samoa, economic performance 67 schools 35-7, 48, 71, 122-3, 125 segmentation, labour markets 30-4 Service Volunteered for All (SERVOL) 38, 39 services sector 16, 50 severance payments 51 Seychelles employment 110 unemployment 119 skilled workers 61-2 skills shortages 41-2, 46 training 35–44 social insurance 21-2 social partnerships 30, 50–1 South Africa 106, 107, 116 labour recruitment 59 Southern African region economic diagnosis 127-9 economic growth 103 education and training 122-5 HIV/AIDS 126-7 labour force dynamics 100-2 labour markets 99-129 regulations 120-2 migration 125-6 output share by sector 103 population 100-1 regulations 120-2 unemployment 113-19, 127 'state capture' 84 structural adjustment policies 15, 20 sugar industry 109 Swaziland education and training 125 employment 106, 107 migrant labour 126 unemployment 116-17

teachers migration 59, 60–3

Labour Markets in Small Developing States

120-2

restrictions and costs 60-1 training 63 technical education 35-8, 92-3 technical personnel 17 Tonga, remittances from migrants 78 tourism industry 76-7, 110 trade liberalisation 16 trades unions see labour unions training and education 21, 35-44, 48, 91-2, 128 budgets 40, 42 programmes 12-13 Trinidad and Tobago employment training 38-9 technical education 36-7 Tuvalu, remittances from migrants 78 TVET (technical and vocational education and training) 36-8, 44, 92-3 UK labour recruitment 59 unemployment 19-25, 65, 66, 96, 113-19, 127 causes 20-1 duration 34 female 20, 114-15, 118 insurance schemes 21-2 key factors 24-5 youth 20, 24, 43, 69, 114, 117, 118-19 see also employment

unethical/ethical recruitment 61-2 unionisation 17, 79-80 urban population 75 vacancies 40-1 Vanuatu, economic performance 67 vocational education 12-13, 36-44, 48, 92-3, 128 'wage gap' 19-20 wages 26-8, 111-13 and gross domestic product 27 labour market segmentation 31-4 rates 14, 32-3, 61 wait unemployment 20 work creation 49-50, 128 work ethic 43 work permits 17, 41-2 'working poor' 18 workplace hazards 81 productivity 49 Youth Entrepreneurship Scheme (YES) 39 Youth Training and Employment Partnership Programme (YTEPP) 38-9 youth unemployment 20, 24, 43, 69, 114, 117, 118–19

Zimbabwe 115

Labour Markets in Small Developing States