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## Labour Market Integration of Young People from the French Overseas *Départements*: At Home or in Metropolitan France?

Since the mid-twentieth century, France's overseas *départements* (*département d'outre-mer*, DOM)<sup>(1)</sup> have seen intense migration, with criss-crossing flows of DOM native-borns<sup>(2)</sup> leaving and returning, alongside migrants from France and other countries. While these migration flows have little impact on the total population size of the DOMs, they have significant effects on the population structure by age, sex and origin, as well as on youth employment and unemployment.

The salient feature of these migration flows is that they almost exclusively involve people of working age. They therefore alter the composition of the working-age population in the DOMs, with a strong impact in terms of educational levels, employment rates and unemployment rates of the populations concerned.

This article endeavours to identify the factors underpinning these flows. It focuses on selection mechanisms, actors' strategies and new competition on the labour market. The aim is to shed light on the complexity of these migration flows, to take account of the dynamics at play between mobility, education and employment of DOM native-borns, to identify their conditions of integration in the place of destination and to assess how much those who return home have really benefited from migration.

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(1) France has five overseas *départements*: Guadeloupe, Martinique, French Guiana, Réunion and Mayotte (not studied here), which became a DOM in March 2011.

(2) The term "DOM native-born" refers to anyone born in one of the four French overseas *départements* considered.

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After describing the size and structure of the DOM native-born population in their home *départements* and in metropolitan France,<sup>(3)</sup> we attempt to capture the complexity of these migration flows and their dynamics, their pathways and the selection processes involved. We begin by asking: Who migrates and who doesn't? For what reasons? We then explore the following questions: Who returns home and who settles in metropolitan France? Under what conditions and for what benefits?

To better identify the selection mechanisms at play, we take a global approach to the DOM native-born population, regardless of where they are living (DOM or metropolitan France), rather than a “conventional” approach by territory. Our analysis is based on data from censuses conducted in the DOMs and in metropolitan France, supplemented by the very recent findings of the MFV and TeO surveys (Box 1), which give insights into the dynamics at work. Special attention is paid to the younger age group (18-34), which exhibits very high net out-migration. This group is compared with an older group (aged 35-64) in order to highlight the changes which, from one generation to the next, have marked this long-standing tradition of intense migration between the DOMs and metropolitan France.

For more than 50 years, this tradition has been supported by public policies specifically encouraging emigration (Constant, 1987; Labache, 2007) and driven by constraints such as an inadequate education provision, slack labour markets and very high unemployment, which create insurmountable barriers to workforce integration for young people that bear no comparison with the situation in metropolitan France (ONPES, 2006).

## I. The population of the DOMs: “here and there”

In the 2007 census, the four DOMs had a combined population of 1,805,000, of which 81% (or 1,460,000) were born in those *départements*. In-migrants<sup>(4)</sup> born in metropolitan France accounted for 10% of the total DOM population, and those born in other countries<sup>(5)</sup> made up roughly 7%. This average distribution conceals large differences between the DOMs, however. In French Guiana, the percentage of foreign-born immigrants is more than 32% (compared with less than 5% in the other DOMs), and the percentage of DOM native-borns is consequently only 55%, while the percentage of in-migrants from metropolitan France is the same as the overall average (10%). On the same date, 364,000 DOM native-borns were living in metropolitan France (Figure 1), i.e. one in five of all DOM native-borns (20%).<sup>(6)</sup>

(3) Metropolitan France comprises mainland France and Corsica.

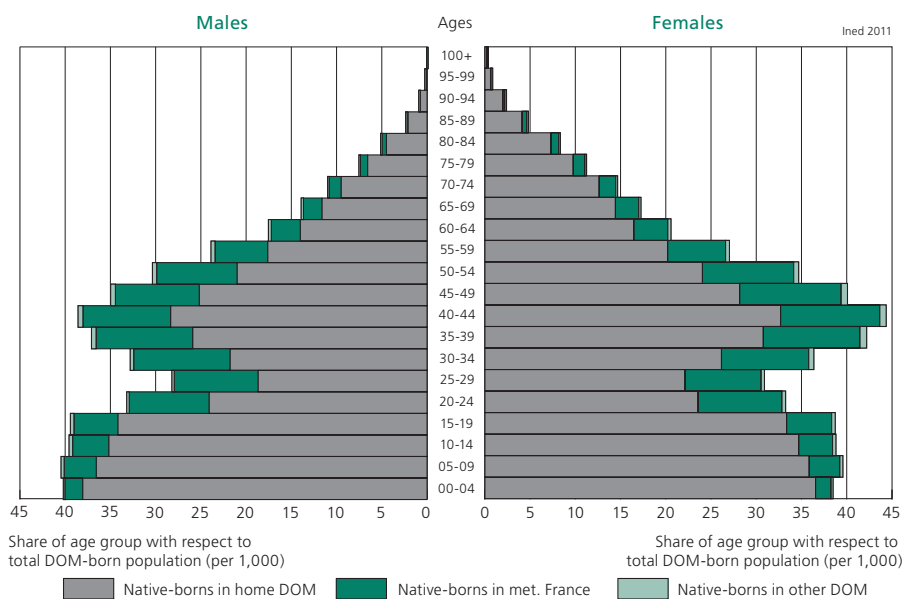
(4) In this article, “in-migrants” are all persons born outside the DOM(s) considered. They may have French or foreign nationality.

(5) On the same date, people born in another DOM or in another French overseas territory (COM) made up less than 2% of the population of those *départements*.

(6) Percentage of DOM native-borns living in metropolitan France among total DOM native-borns (whether living in their home *département* or in metropolitan France). This figure does not include DOM native-borns who live in a foreign country, in another DOM or in another overseas territory.

The population pyramid of all DOM native-borns, whether living in their home DOM, in metropolitan France or in another DOM (Figure 1), has a specific shape. Only a fraction of the narrowing observed at ages 20-34 can be attributed to the numbers of young DOM native-borns living abroad (Appendix A.1); it is mainly the result of past population trends, and reflects the record numbers of births recorded in the DOMs between the 1950s and the early 1970s (Marie and Temporal, 2011). The cohorts born during that period, now aged 35-55, are very large and, despite a decline in fertility, have many children themselves. Rather than a “dent”, it is actually a “double bulge”. In the 1950s, the fertility rate in the DOM was 6 children per woman and natural increase was 3%, and even above that in Réunion (Rallu and Diagne, 2005). Fertility and birth rates then declined rapidly (Charbit and Leridon, 1980; Festy and Hamon, 1983), before stabilizing in recent years (Temporal, 2011).

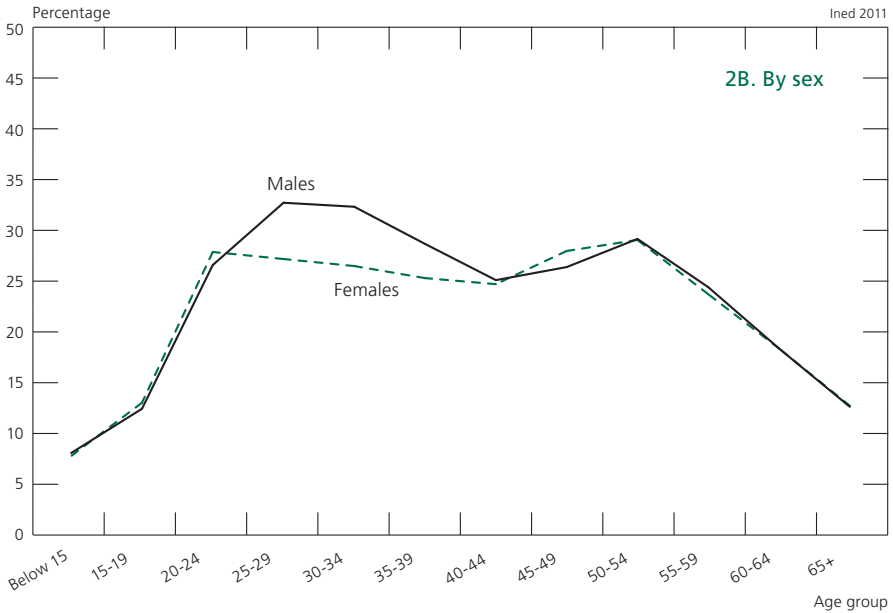
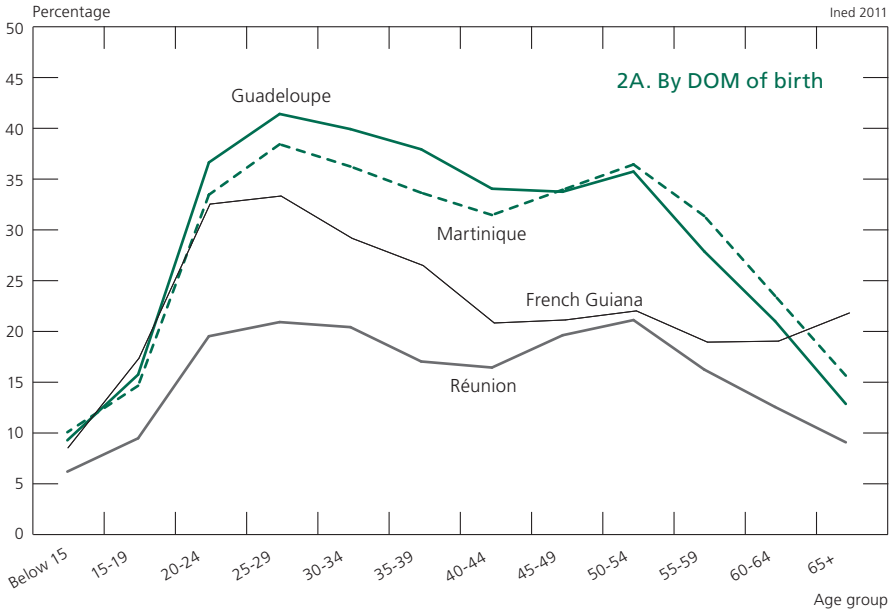
**Figure 1. Population pyramid of DOM native-borns by place of residence (DOM of birth, metropolitan France or other DOM) in 2007 (per 1,000)**



Source: INSEE, population census 2007; authors' calculations.

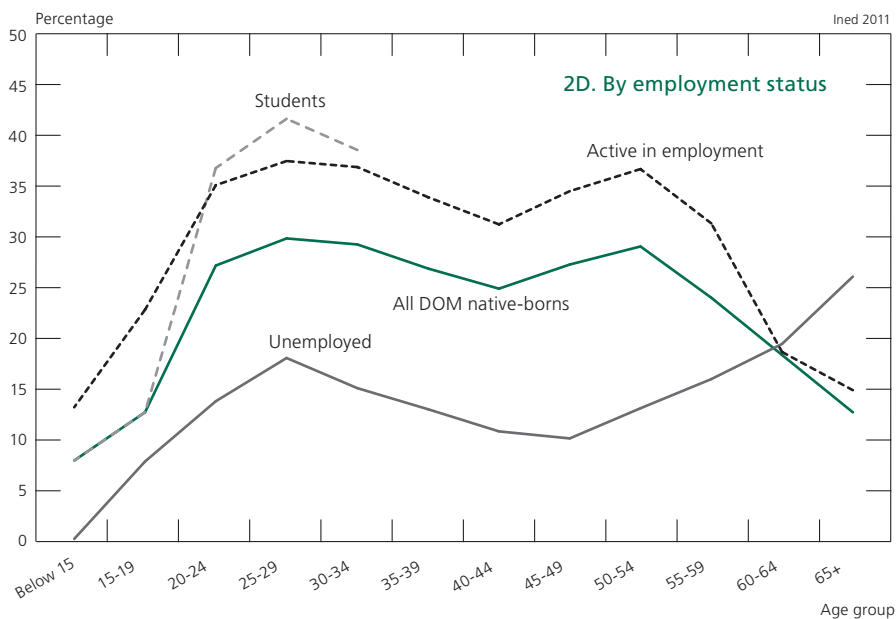
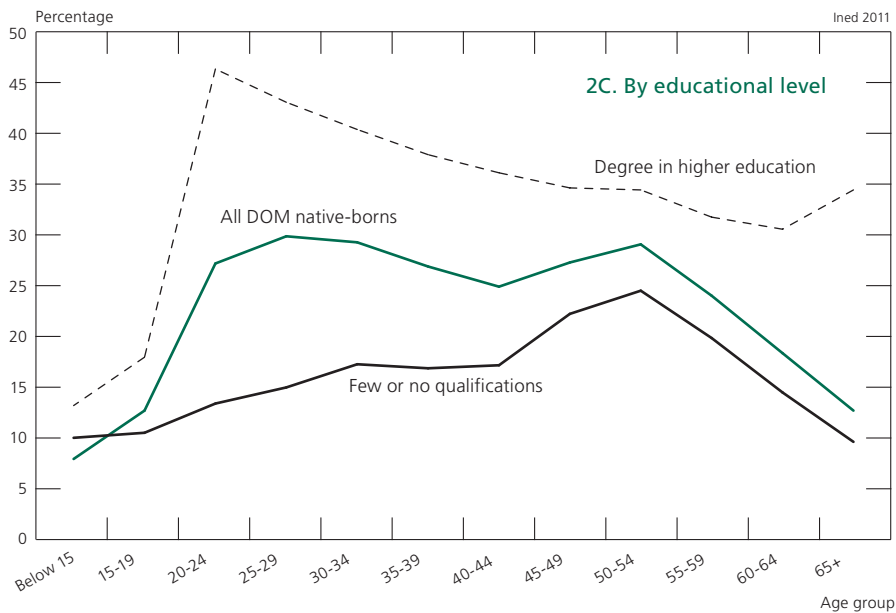
While one DOM native-born in five lives in metropolitan France, the percentage varies considerably by *département*, age, gender, educational level and employment status, as indicated by the detailed breakdown of the census data (DOMs and metropolitan France). In the working-age population (ages 15-64), almost one-third of working-age adults from the Caribbean (Guadeloupe and Martinique) are living in metropolitan France, one-quarter of those from French Guiana and one-fifth of those from Réunion. Proportions appear to be even higher for the younger group (ages 18-34), among whom 36% of native-borns from Guadeloupe,

Figure 2. Share of DOM native-borns living in metropolitan France, per 100 native-borns, by age group and selected characteristics



Population: DOM native-borns living in their home DOM and in metropolitan France.  
 Source: INSEE, 2007 population census; authors' calculations.

Figure 2 (cont'd). Share of DOM native-borns living in metropolitan France, per 100 native-borns, by age group and selected characteristics



Population: DOM native-borns living in their home DOM and in metropolitan France.  
 Source: INSEE, 2007 population census; authors' calculations.

33% of those from Martinique, 30% of those from French Guiana and 19% of those from Réunion were living in metropolitan France in 2007. This breakdown by age also reflects the past and more recent migration history of DOM native-borns (Domenach and Picouet, 1992). Indeed, in every period, most out-migrants leave at ages 15-25 (Appendix A.2). This age group is also the most numerous currently living in metropolitan France (Figure 2A). Numbers fall after age 30, when returns outnumber departures.

An examination of the percentages<sup>(7)</sup> by sex shows that men aged 25-34 more frequently move to metropolitan France than women of the same age (Figure 2B), confirming the research based on the population censuses of 1999 and 2006 (Marie and Temporal, 2011; Monteil and Rallu, 2010), which already highlighted extremely high net out-migration among native-borns aged 15-34, three-fifths of whom were men (32,000 men and 22,000 women).

For young DOM native-borns, employment and education have always been important reasons for migrating (Appendix A.2), giving rise to strong selection by educational level and employment status. There is even a double selection (at departure and return), which gives a specific structure to the DOM-born population living in metropolitan France: a far higher proportion of DOM native-borns with the highest educational level and in employment move to metropolitan France and live there long-term than DOM native-borns with low or no educational qualifications and/or who are unemployed (Figures 2C and 2D). In 2007, 38% of DOM native-borns with higher education were living in metropolitan France, compared with only 15% of those with low or no educational qualifications.<sup>(8)</sup> The selection is even stronger in the younger

**Table 1. Percentage of DOM native-borns living in metropolitan France per 100 native-borns aged 18-34 by educational level and employment status, 2007**

	Educational level				Employment status			Overall
	No qualifications	Lower secondary	Upper secondary	Higher education degree	In employment	Un-employed	Student	
Guadeloupe	22.4	34.3	40.0	50.2	47.9	20.3	33.0	36.3
Martinique	19.6	27.8	36.8	48.1	42.4	19.4	30.6	33.1
French Guiana	15.6	28.7	39.3	48.2	37.3	23.9	29.8	29.6
Réunion	9.5	17.7	23.5	34.0	26.6	9.7	22.7	19.2
Overall	14.4	24.7	32.1	42.7	36.3	14.8	28.1	27.1

*Population:* DOM native-borns living in their home DOM and in metropolitan France.  
*Source:* INSEE, 2007 population census; authors' calculations.

(7) Share of DOM native-borns in metropolitan France among total native-borns (whether living in their home *département* or in metropolitan France).

(8) No qualification, primary certificate (CEP) or lower secondary certificate (BEPC).

group (ages 18-34): 43% of those with higher education in this age group live in metropolitan France, and only 14% with the least education (Table 1).

Even more significantly, in the younger group, a similar number of native-borns with higher education from Guadeloupe, Martinique and French Guiana live in metropolitan France as in their home *département*. The general increase in educational levels in the overseas *départements* has had the positive effect of a steady increase in young DOM native-borns entering higher education in their home DOM or in metropolitan France. While the local supply of university courses has considerably increased, it is concentrated at undergraduate level, leading many students who wish to pursue postgraduate study to enrol at universities in metropolitan France. That situation partly explains the high percentage of highly educated young DOM native-borns in metropolitan France.

There is an equally strong selection by employment status. Despite the distances, more than one-third (36%) of young DOM native-borns (aged 18-34) who are employed live in metropolitan France. The percentages break down as 48% of Guadeloupeans, 42% of Martiniquans, 37% of Guianese, and 27% of Réunionese. Altogether in 2007, across all age groups, 34% of DOM native-borns in employment were living in metropolitan France, compared with only 13% of the unemployed. Those figures reflect the reality of local job markets.

### Box 1. Data sources (RRP07, MFV, TeO)

Three complementary data sources were used for this study: the detailed files from the 2007 census (based on annual census surveys) of the DOMs and metropolitan France; the Migration, Family and Ageing survey (Migrations, Famille and Vieillesse, MFV); and the TeO survey (Trajectories and Origins: Survey on Population Diversity in France).

The population censuses provide figures for all the DOM native-borns living in France, whether they are living in their home *département* or in metropolitan France. The MFV survey usefully rounds out that information. Designed and prepared by Claude-Valentin Marie (lead researcher), Didier Breton, Franck Temporal and Stéphanie Condon (Breton et al., 2009), the MFV was conducted in 2009-2010 by INED in partnership with INSEE in the four DOMs, to record the socio-demographic changes underway and their potential impact on the future of those *départements* (Marie, 2011). Three research themes were chosen: changes to family life; the implications and consequences of migration; and the effects of population ageing on inter-generational solidarity (Marie et al., 2011). The TeO survey was conducted jointly by INED and INSEE between September 2008 and February 2009 in order to shed light on the social trajectories and living standards of migrants and their descendants in French society. The aim was to verify the effects of migrant origins on access to rights, and to goods and services in society, and to identify any inequalities between individuals and/or population groups. It covers the population aged 18-60 living in metropolitan France, including DOM native-borns and their descendants (Beauchemin et al., 2010; Borrel et al., 2010). By combining the weighted data from the MFV and TeO surveys, both representative of DOM native-borns living in their home *départements* and in metropolitan France, it was possible to constitute cohorts of DOM native-borns and to monitor their migration patterns at different ages. The cohorts of DOM native-borns were based on years of birth. Ages at departure and return provided the information used to describe migration trajectories.

Despite their apparent dynamism,<sup>(9)</sup> the DOM economies do not provide enough jobs for the working-age population, and unemployment rates are much higher than in metropolitan France, especially among young people.<sup>(10)</sup>

## II. Selection at departure and return

Now that the population distribution between the DOMs and metropolitan France is known, two questions arise: what are the factors that influence the labour market integration of young DOM native-borns, and how does the decision or opportunity to move to and stay long-term in metropolitan France arise in their life course? By exploring these questions, we are in fact seeking to address the issue of the double selection that occurs within this population, at departure and then at return. Who migrates and who doesn't? For which reasons? And of those who decide to migrate, who returns and who doesn't?

### 1. Who migrates and who doesn't?

The MFV survey gives new information about the migration histories of people living in the DOMs which provides a useful complement to the census data. It enables us to divide these native-borns into three groups: those who have never left the *département* where they were born; those who have only left on short trips; and those who have migrated in the past (for at least six months) and have returned to settle in the *département* (returned native-borns). The census of metropolitan France includes the number of DOM native-borns who live there. By combining the two sources (MFV/census), we can assess – from a completely new angle – the importance of migration in the life courses of DOM native-borns (Box 2). Rather than a territory-based approach, we examine all DOM native-borns, both those living in metropolitan France and those living in the *département* where they were born.

These figures reveal the scale of migration by DOM native-borns. Only a small minority has never left the *département* where they were born: one in six on average (Table 2). The percentage is much smaller in the Caribbean (9% and 10%) than in French Guiana (16%) and Réunion (22%).

Conversely, a high percentage have lived or are still living long-term outside their *département*. This is the case for more than half of Caribbeans (56% from Guadeloupe and 53% from Martinique): 43% have returned and 57% are currently living in metropolitan France. A total of 47% of DOM native-borns aged 18-79 have experienced long-term migration.

In the younger group (aged 18-34), the percentage is slightly lower (Table 3). We can safely assume that some of the youngest sub-group (aged 18-24) will

(9) Job creation in the DOMs outpaced metropolitan France in the 2000s (Parain, 2011).

(10) According to the 2009 employment survey, ILO-defined youth unemployment at ages 15-24 was 61% in Martinique, 57% in Guadeloupe, 52% in Réunion and 40% in Guiana, compared with 24% in metropolitan France.

### Box 2. Four groups of DOM native-borns in terms of migration experience

From the DOM native-born population – aged 18-79 living in the *département* where they were born – provided by the 2007 census, the MFV survey proposes a percentage breakdown into three groups based on migration experience: DOM native-borns who have never left the *département*; native-borns who have left their *département* for short trips (less than six months); and returned native-borns. The survey defines “returned native-borns” as individuals who left their *département* for at least six consecutive months before returning to settle in the *département*.

DOM native-borns who reported having left their DOM for less than six months are not considered here to be migrants. Those short stays are recorded, but are not described in detail. They encompass a wide variety of situations in terms of reasons for travel (holiday, language study, training, internships, etc.), length (from less than a week to several months) and destination (metropolitan France, country in the region, other country, other DOM). In each of the DOMs, this is the biggest group.

Among DOM native-borns who, at the time of the survey, reported never having left their *département* even for a few days, some, particularly the youngest, will probably leave in the future, whereas others will certainly never leave.

If we take the population of DOM native-borns living in their *département* as indicated by the censuses and divide them into these three groups according to the results of the MFV survey, and then add them to the numbers living in metropolitan France (also indicated by the censuses of metropolitan France), we can ascertain the status of all DOM native-borns, regardless of where they live. By redistributing that number across a total of 100%, we can estimate the size of each of the four sub-populations.

Using this method, the estimated population of DOM native-borns aged 18-79 is 1,257,000, of which 410,700 are aged 18-34.

In this study, the term “long-term migrants” comprises all returned DOM native-borns who migrated in the past and all those currently living in metropolitan France. They make up 47% of the population of DOM native-borns aged 18-79, i.e. 594,000 individuals in that age range.

leave in the future. In any case, the percentage is still high (42%) and illustrates the extent of mobility in that group too.

We also observe substantial differences between the *départements*. Réunion has the smallest percentage of young native-borns (aged 18-34) who have experienced migration. Only one-third of young Réunionese have left their island for more than six months, (including those who have returned and those who have settled in metropolitan France), compared with half of Caribbeans and just over two-fifths of Guianese.

As well as these differences by territory, there are even bigger divergences in terms of educational level: the higher it is, the larger the percentage of long-term migrants (Figure 3). While just one-quarter of native-borns aged 18-34 with low or no educational qualifications have experienced long-term migration, two-thirds of those with higher education have migrated (ranging from 56% in Réunion to 77% in Guadeloupe).<sup>(11)</sup> For intermediate qualifications, the

(11) For those with the least education, the percentages range from 19% to 35% in the same *départements*.

Table 2. Migration experience of DOM native-borns aged 18-79 (%)

	Native-borns who have never left	Native-borns who have left for short visits	Returned native-borns	Native-borns in metropolitan France	All native-borns
Guadeloupe	10.0	34.1	24.1	31.9	100.0
Martinique	9.0	38.3	22.0	30.7	100.0
French Guiana	16.4	42.1	15.4	26.2	100.0
Réunion	21.8	39.0	21.8	17.4	100.0
Overall	15.1	37.7	22.1	25.2	100.0

*Population:* DOM native-borns living in their home DOM and in metropolitan France.  
*Sources:* INED-INSEE, MFV 2009-2010 and 2007 population census.

Table 3. Migration experience of DOM native-borns aged 18-34 (%)

	Native-borns who have never left	Native-borns who have left for short visits	Returned native-borns	Native-borns in metropolitan France	All native-borns
Guadeloupe	8.7	38.2	16.0	37.1	100.0
Martinique	10.1	41.8	14.3	33.8	100.0
French Guiana	17.3	40.0	12.4	30.3	100.0
Réunion	25.7	40.4	14.7	19.2	100.0
Overall	17.9	40.0	14.6	27.5	100.0

*Population:* DOM native-borns living in their home DOM and in metropolitan France.  
*Sources:* INED-INSEE, MFV 2009-2010 and 2007 population census.

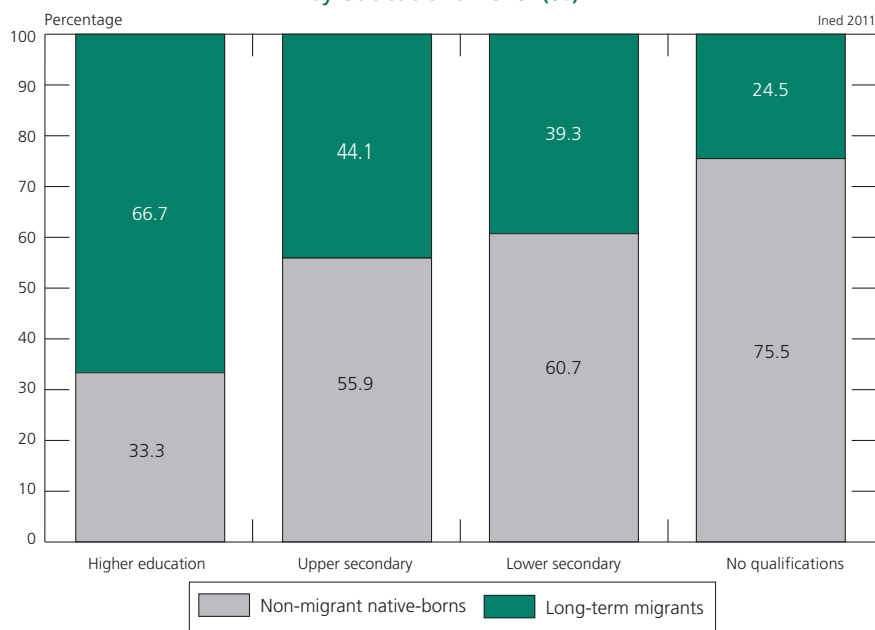
percentages are 44% of those with upper secondary education and 39% of those with vocational lower secondary education.

Concentrating on native-borns who have never left their *département*, we observe that they have an extremely vulnerable socioeconomic profile and stand out sharply from all the other groups, with a very low educational level, a very high unemployment rate, a high percentage living below the poverty line, etc. (Marie et al., 2011). This suggests that their serious economic and social difficulties limit their employment opportunities, ruling out any prospect of mobility, even for a short trip.

## 2. Who returns and who doesn't?

Education thus appears to be a decisive factor in migration by young DOM native-borns. The higher their educational qualifications, the more likely they are to experience long-term migration. But how many of them settle in metropolitan France and how many return home?

Figure 3. Migration experience of DOM native-borns aged 18-34 by educational level (%)



Population: DOM native-borns living in their home DOM and in metropolitan France.

Sources: INED-INSEE, MFV 2009-2010 and 2007 population census.

A combination of survey and census data is also highly instructive here. It shows first that more young migrants, irrespective of their qualifications, live in metropolitan France than have returned to their home *département*. Here again, the breakdown depends on educational level. Among DOM native-borns aged 18-34 who have experienced long-term migration, those with the lowest qualifications tend to return home more (41%) than those with higher education (34%).<sup>(12)</sup> The smaller percentage (26%) of those with upper secondary education who have already returned reflects the fact that many are still in education.

While the two sources (MFV and censuses) can be combined in order to estimate the percentage of returnees in the total population of DOM native-borns who have experienced long-term migration, the MFV data permits a more specific analysis of the factors that might have influenced return migration in each of the *départements*. A first statistical model<sup>(13)</sup> analysing the factors that influence whether a migrant returns or not was constructed for this purpose (Appendix Table A.3.1). It is applied here to young native-borns living in their *département* aged 26-34, an age by which most have completed their education and when return migrants are the most numerous.

(12) The percentage is 36.5% for holders of a vocational lower secondary qualification.

(13) Some binary logistic regressions that complement the descriptive analysis are shown in the Appendix.

Family social capital seems to play a major role here. The parents' social category appears to be the main factor influencing long-term emigration followed by a return home. The children of persons in higher-level occupations are much more likely to return home than those with a parent who is a clerical/sales worker (odds ratio of 5.6). The same is true when the parent is a farmer or manual worker. The migration experience (past or current) of close relatives<sup>(14)</sup> is another factor influencing out-migration followed by a return. The odds ratio is two or three times higher in this kind of family than in a family where no one has experienced migration.

Sex and age have a smaller effect. Men are slightly more likely than women to return (OR = 1.4) and those aged 30-34 slightly more likely than those aged 26-29 (OR = 1.4). Last, for equivalent characteristics, there are no substantial differences between the overseas *départements*.

When applied to older native-borns (35-64) living in the DOMs, the same model yields practically the same probabilities of returning, although with some differences with respect to the younger groups. Having parents in a high social category has a positive impact, although its influence is smaller for the older group (OR = 1.8). This seems to indicate that, far from becoming democratized, current mobility has accentuated the selection of DOM native-borns aged 26-34 who migrate and those who return. Having parents who belong to higher social categories has an even bigger positive impact on young people today than on their elders. The Family Survey of 1997 in Réunion reached the same conclusions (Dion and Bellot, 2004). Furthermore, for the older group (aged 35 and over) more than for young people, being a man strongly increases the probability of returning (OR = 2.7). This is explained by the large-scale out-migration of men from previous cohorts to perform their military service (now abolished).

### *An aspiration for mobility that remains high among young DOM native-borns*

In addition to information on the determinants of mobility, the MFV survey also sheds light on the place of mobility in the life plans of young native-borns living in their DOM, through the intentions and wishes they express. Half<sup>(15)</sup> of DOM native-borns aged 18-34 said they would be willing to leave (or to leave again) if they were offered a job somewhere else.<sup>(16)</sup> The percentage varies considerably between *départements*: it reaches 67% in Martinique, 58% in Guadeloupe and 56% in French Guiana, but only 41% in Réunion.

(14) "Close relatives" refers to the spouse, parents and siblings of the MFV respondent.

(15) This figure only covers the answers "Yes" and "No". The indefinite answer "Don't know" was excluded to enhance readability. Of all young DOM native-borns aged 18-34 surveyed in the MFV about their employment mobility intentions, 49.1% said they were willing to leave their *département*, 48.4% said they were not and only 2.5% said they didn't know.

(16) The question was worded: "If you had a job opportunity (or a more interesting job opportunity for people already in employment) outside the *département*, would you be willing to leave?"

The youngest (aged 18-24) are the most determined: two-thirds say they are willing to leave, and men more than women. University and secondary students are more willing than others, with three-quarters saying yes. In contrast, family responsibilities seem to discourage mobility. People who are not in a relationship and do not have children are more enthusiastic than those already committed to family life. For the majority of those who say they are willing to leave, departure is conditional upon the possibility of returning (57.5%); very few consider migrating permanently (8%). Last, more than three-quarters (77%) choose metropolitan France; only a minority envisage moving to another country (12%).

The typical profile of a migration candidate is therefore a young man, single with no children, who has an educational qualification, and who plans to return home after migrating. With equivalent characteristics, young Martiniquans are the most attracted by this experience, followed by young Guianese and Guadeloupeans and, to a lesser extent, young Réunionese (Appendix Table A.3.2). We note also that returnees are even more willing to migrate again than those who have never left the *département* for a long period (OR = 1.4). Those who have an educational qualification, especially an upper secondary qualification or a degree in higher education, are also more interested in leaving than those with no qualifications. Being employed or not also affects decisions to leave. Overall, working-age people in employment report being less willing to leave their *département* than the unemployed (OR = 0.7). The descriptive analysis shows that students most frequently express the desire to leave. For the unemployed, the situation in Réunion differs from that of the other three DOMs. While in the Caribbean and French Guiana, more unemployed people report wanting to leave than the population average and than employed people, the pattern is reversed in Réunion.<sup>(17)</sup>

### *Those who wish to return home*

It is interesting to compare the aspirations of those young native-borns living in their *department* with the intentions of those who were living in metropolitan France at the same date. Among DOM native-borns who expressed a firm intention,<sup>(18)</sup> 45% said they wanted to go and live one day in the *département* where they were born.<sup>(19)</sup> The data from the TeO survey, which offers new information on this point, do not show major differences by sex (47% of women

(17) This result is confirmed by the statistical model on unemployed DOM native-borns aged 18-34 (Appendix Table A.3.2): young unemployed people from the Caribbean and Guiana much are more likely to report an intention to leave than unemployed Réunionese.

(18) Here again, only the responses “Yes” and “No” were retained, while the indefinite responses “Maybe” and “Don’t know” were excluded from the calculation. Of all the young DOM native-borns aged 18-34 surveyed in the TeO survey about their intention to return to their home *département*, 34.9% said “Yes”, 43.1% said “No”, 17.8% said “Maybe” and 4.2% said “Don’t know”.

(19) The question was “Do you think one day you will go to live in another DOM, a TOM or a country other than France?”. The “yes” answers concerned only native-borns aged 18-34 who said they wish to return to their home *département*.

and 43% of men) or age. Similarly, educational level does not seem to be a strong discriminating factor: slightly more of those with an upper secondary qualification report intending to return home (48%), whereas slightly fewer of those with a lower secondary qualification aspire to do so (41%).

Conversely, family status has a positive influence on the aspiration to return: 53% of people in a couple with children wish to return, versus only 37% of single people with no children. Employment status also has an influence. Individuals who have been employed the longest since they arrived have less intention of returning than those who have spent less time in employment.

### III. Selection in migration: who benefits?

The previous results illustrate the selection that occurs: those who move to metropolitan France are young, highly educated and employed. The conditions of integration of young DOM native-borns, in their DOM and in metropolitan France, by educational level need to be assessed in order to better understand the dynamics at work. Does migration bring benefits? Does returning home benefit everyone equally, irrespective of educational level? Is this also the case for those who settle long-term in metropolitan France?

#### 1. Do DOM native-borns benefit from out-migration?

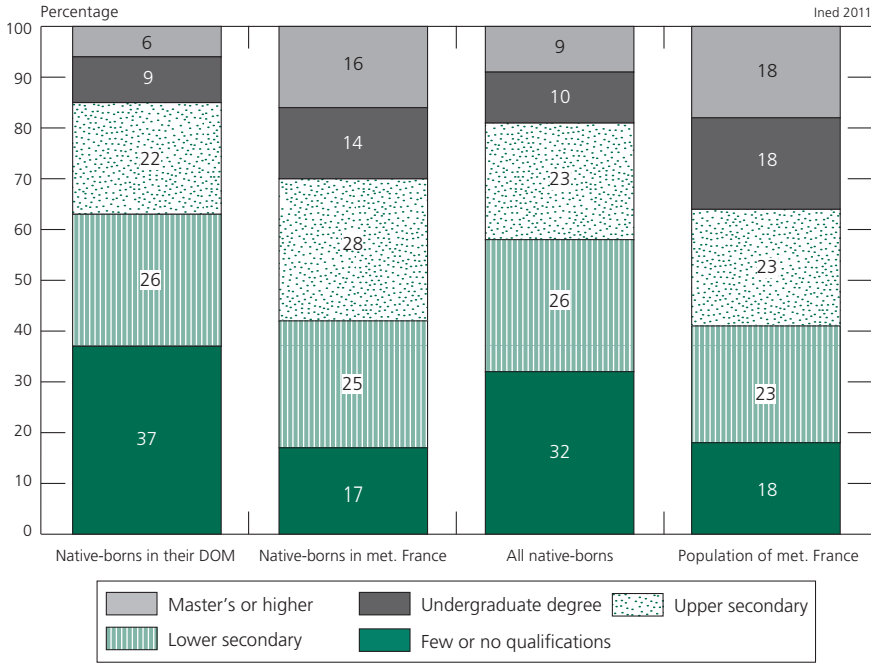
##### *DOM native-borns in metropolitan France are better educated than those who stay home*

The educational level of DOM native-borns in metropolitan France is on a par with the national average. Their distribution by educational level is comparable to the metropolitan average and therefore much higher than that of their peers living in the *département*. The youngest<sup>(20)</sup> are even better off (Figures 4 and 5). Closer to the national average, they differ more strongly from those of the same age who still live in the home *département*: they twice as frequently have a degree in higher education and half as frequently have low or no qualifications. The oldest (aged 35 and over) more frequently have a degree in higher education than their peers living at home but less than the national average.

For all DOM native-borns not currently in education, we observe above all a sharp increase in educational level in the youngest group, regardless of where they live. A full 19% of those aged under 35 have a degree in higher education (Figure 4) compared with only 12% of their elders (Figure 5). However, we also find that these increases have benefited metropolitan France much more than their home territories. Some 58% of young DOM native-borns in metropolitan France have at least an upper secondary level compared with

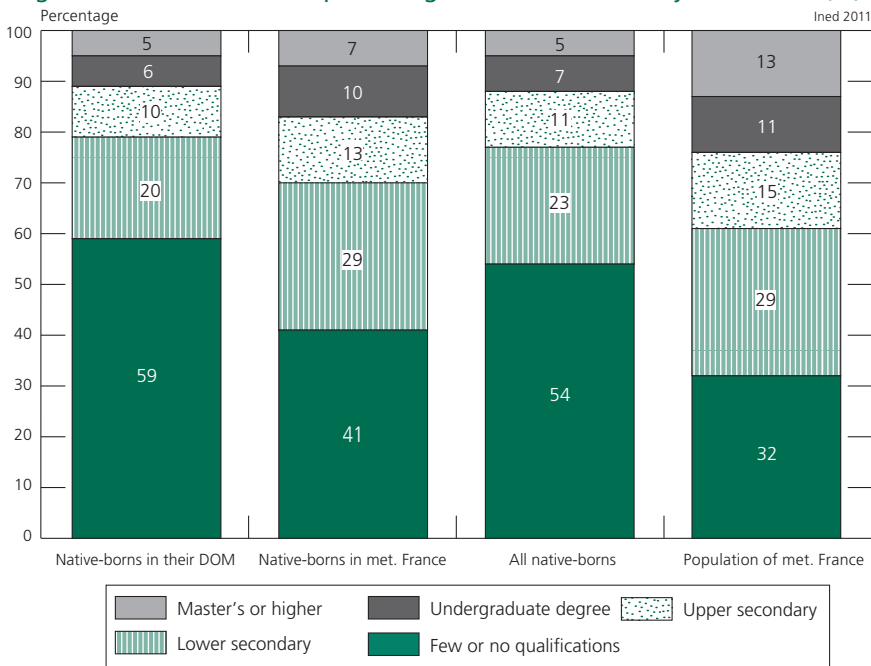
(20) This is the population who are not currently in education. Those who reported the status of “student” on the census date were excluded from the analysis.

Figure 4. Educational level of persons aged 18-34 not currently in education (%)



Source: INSEE, 2007 population census, DOMs and metropolitan France.

Figure 5. Educational level of persons aged over 35 not currently in education (%)



Source: INSEE, 2007 population census, DOMs and metropolitan France.

37% of those living in their home *département* (Figure 4). Young native-borns in metropolitan France now have an educational level comparable to the metropolitan average, which was not the case for their elders. The TeO survey shows that 88% of DOM native-borns with higher education and living in metropolitan France attained their qualifications during migration. According to the MFV, this is the case for 47% of returned DOM native-borns. These results highlight the importance for DOM native-borns of migration for educational purposes. Alongside the overall increase in the educational level of the youngest DOM native-borns, there is a double selection – at departure and then at return – to the detriment of the overseas *départements*: only those best equipped to enter the labour market settle long-term in metropolitan France. An overview of their employment conditions in the DOM and in metropolitan France will shed light on the mechanisms at work.

### *DOM native-borns in metropolitan France find jobs more easily*

Since the early 1960s, employment has been one of the main drivers of out-migration and, above all, of the long-term settlement of DOM native-borns in metropolitan France (Marie and Rallu, 2004). According to the 2007 census, the working-age population (aged 15-64) living in metropolitan France are now more frequently in employment and less affected by unemployment than DOM native-borns who have remained in or returned to their *départements*. The employment rate of DOM native-borns in metropolitan France is 70% (74% for men and 66% for women), which is higher than the metropolitan average (64% in total, 68% for men and 59% for women). Conversely, for DOM native-borns who remained in or returned to their *départements*, the employment rate is barely above 45% (50% for men and 41% for women). The differentials are the same for unemployment, which affects only 11.5% of DOM native-borns in metropolitan France, compared with 31% for those living in their DOM and 11% for the metropolitan population as a whole. These inequalities of access to employment by sex and place of residence are compounded by inequalities by age and educational level.

An examination of divergences by place of residence, with equivalent educational qualifications, is equally instructive. The most paradoxical result is that DOM native-borns with low or no educational qualifications have a higher employment rate in metropolitan France than the national average. They therefore stand out very strongly from those with the same educational level who remained or returned home:<sup>(21)</sup> the difference is almost 25 percentage points, with the biggest divergence in the 45-55 age group (Figure 6A). This is confirmed by available data on unemployment. For the total working-age population (aged 15-64) with a low educational level, the average differential in the unemployment rate is 19 points in favour of native-borns living in

(21) We will see in Section III.2 that the more favourable situation for DOM native-borns in metropolitan France can be explained partly by this selection effect.

metropolitan France. For the youngest group (aged 20-24), it is 27 points.<sup>(22)</sup> The unemployment rate of young DOM native-borns in metropolitan France is thus in line with the national average, well below the rates in the four *départements* (Figure 6C), where the situation is particularly difficult for the least educated in that age group: more than 60% of economically active persons in this category were unemployed in 2007!

For DOM native-borns with higher education, the situation is completely different. Regardless of where they live, their employment rates are always very high (Figure 6B) and close to the national average. The employment curves for men and women, which sometimes converge, attest to this. Only the youngest group (aged under 30) have results below the metropolitan average; but the discrepancies are small and diminish with age. These results indicate firstly the successful labour market integration of the best educated DOM native-borns in metropolitan France. While they seem slightly more vulnerable to unemployment before age 35 (11.3% compared with a metropolitan average of 8.5%), this is no longer the case at older ages. Compared with those with the same educational level living in their DOM, the difference is small (Figure 6D). While the latter have slightly more difficulty integrating the workforce (15.6% are unemployed), their situation is completely different from the virtual labour market exclusion experienced by those with no educational qualifications. An indication, if that were needed, that education continues to offer the best protection against unemployment everywhere (in metropolitan France and even more so in the DOMs).

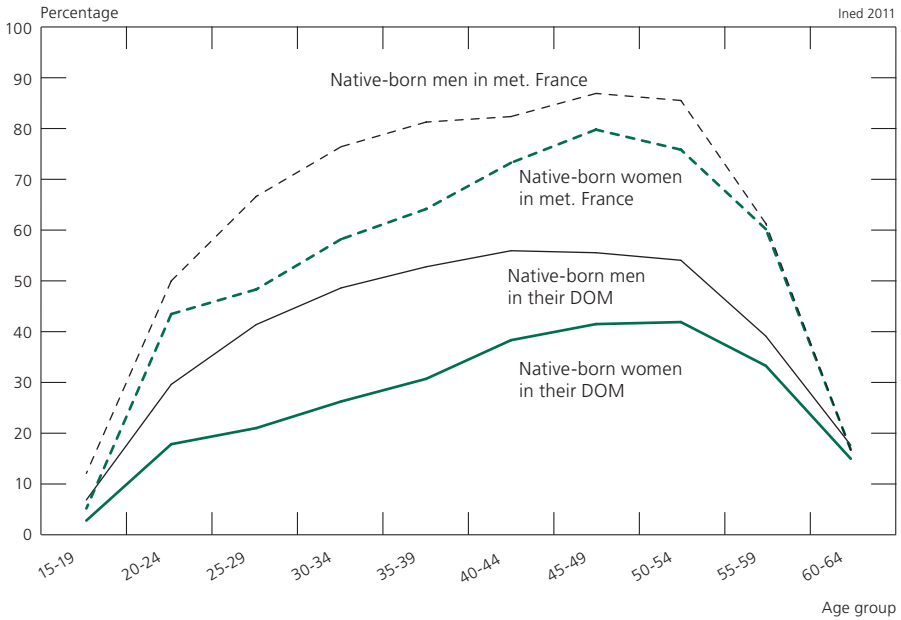
The advantage of moving to metropolitan France is clearer for those with an intermediate qualification and even more so for young people. Between ages 20 and 24, the employment rate of DOM native-borns with a lower secondary qualification living in metropolitan France is 25 points higher than that of DOM native-borns with the same educational level living in their *départements*. The same applies to holders of an upper secondary qualification, although the gap is smaller.

For DOM native-borns, the advantage of living in metropolitan France seems paradoxically to be the highest for those with the least education, even though, in relative terms, they are the group that move there the least (Table 1). In metropolitan France, they are less affected by unemployment than those living in their *départements*, and the gap widens as educational level decreases. The differential is 29 points for young adults (aged 20-34) with low or no qualifications; 24 points for those with a lower secondary qualification; 16 points for those with an upper secondary qualification; and only 4 points for those with a degree in higher education. The differential with the least educated is largest among Guadeloupeans: more than 31 points; it is 28 points among Réunionese, 24 points among Guianese and only 19 points among Martiniquans.

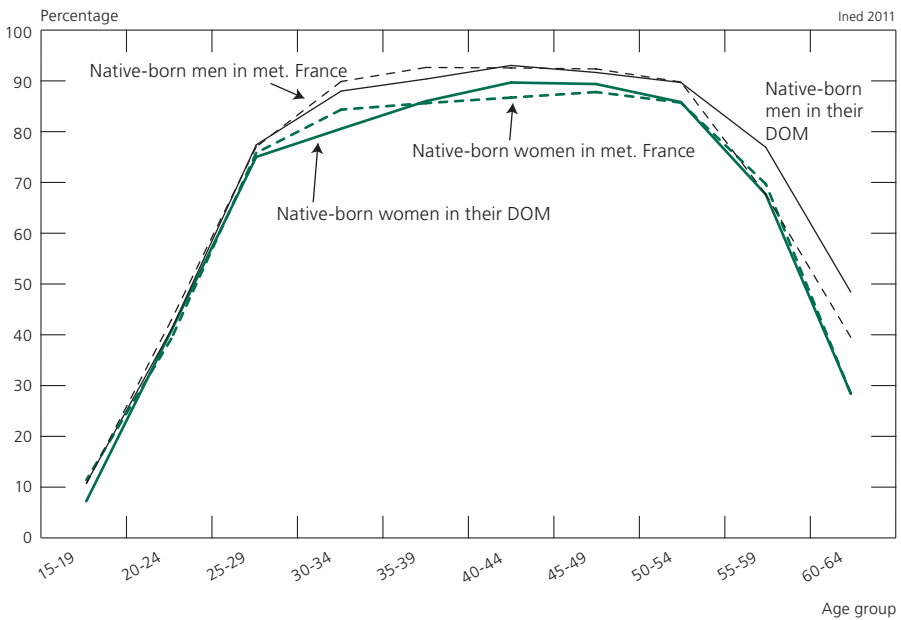
(22) The gap narrows to 19 points after age 25 and remains at that level until retirement age.

Figures 6. Employment and unemployment rates of DOM native-borns by age, sex, educational level and place of residence (%)

6A. Employment rate – No or few qualifications



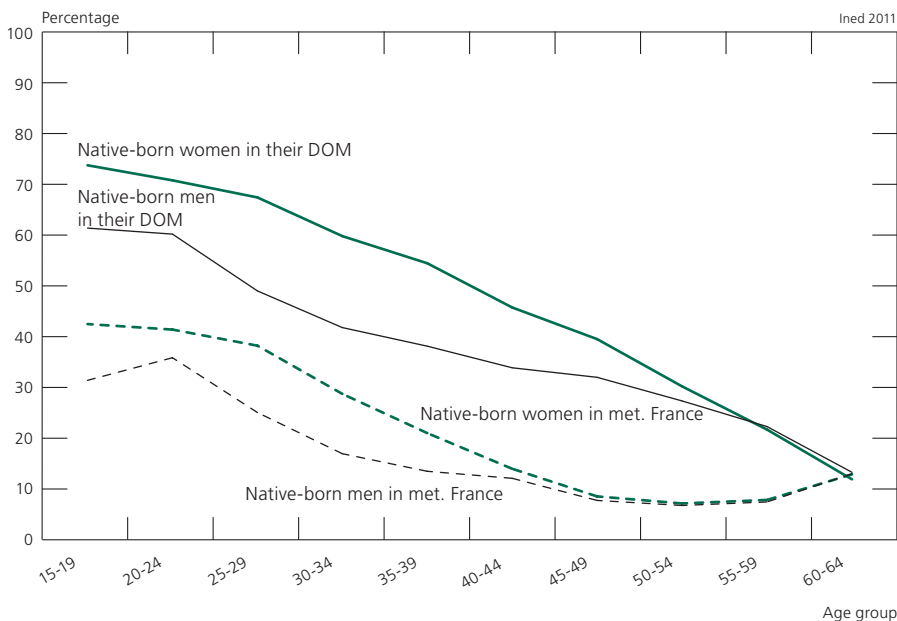
6B. Employment rate – Degree in higher education



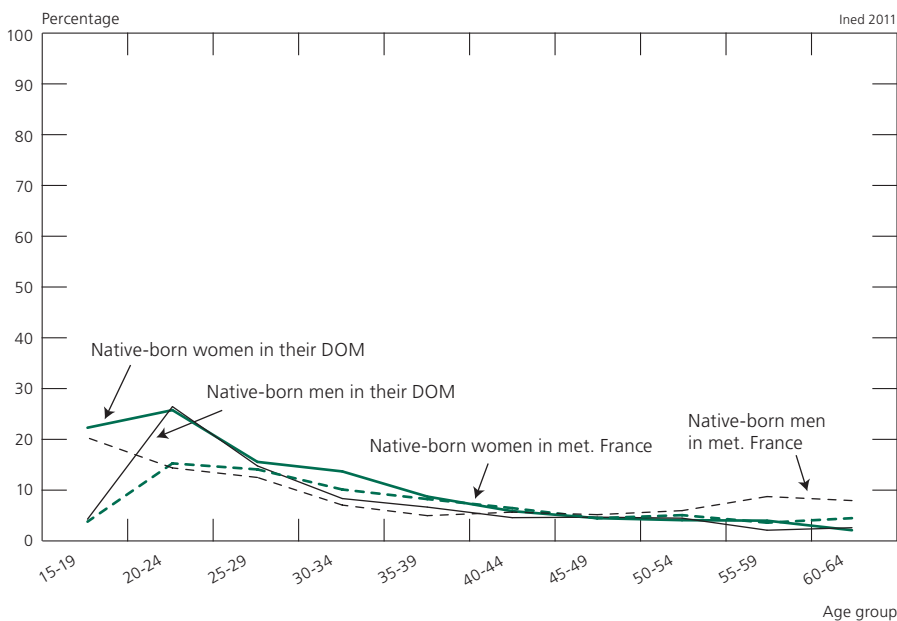
Population: DOM native-borns living in their home DOM or in metropolitan France.  
 Source: INSEE, 2007 population census.

Figures 6 (cont'd). Employment and unemployment rates of DOM native-borns by age, sex, educational level and place of residence (%)

6C. Unemployment rate – No or few qualifications



6D. Unemployment rate – Degree in higher education



Population: DOM native-borns living in their home DOM or in metropolitan France.

Source: INSEE, 2007 population census.

Conversely, the difference between the DOMs and metropolitan France is smallest for those with the highest qualifications. The gap is only 7 points for the best educated Guadeloupeans and Martiniquans, and just 3 points for Réunionese of the same level, a sign that this *département* offers its educated native-borns more job opportunities than the Caribbean. This trend seems even clearer in French Guiana. Demand for skilled labour is so high there that French Guianese with higher education are the only group that seems less affected by unemployment at home (7%) than in metropolitan France (15%).

The statistical models constructed with census data to test these inequalities of access to employment confirm the descriptive analyses (Appendix Table A.3.3). After controlling for sex, age, family status and specific educational level,<sup>(23)</sup> DOM native-borns living in metropolitan France are much more likely to be employed than those who stayed in or returned to their *départements* (the OR are 2.6 for Guadeloupeans, 2.5 for Réunionese, 2.3 for Martiniquans and 1.3 for Guianese). More broadly, the probability of being employed is higher for men, and increases with educational level and age (up to 55).<sup>(24)</sup>

### *Qualification of jobs held by place of residence*

An analysis of the qualification of jobs held helps to refine the cost/benefit approach to migration. Are DOM native-borns in metropolitan France also better off in this respect than their compatriots who stayed at home? In both cases, are differences observed by type of employment? The descriptive analysis gives more contrasting responses to these questions than for access to employment.

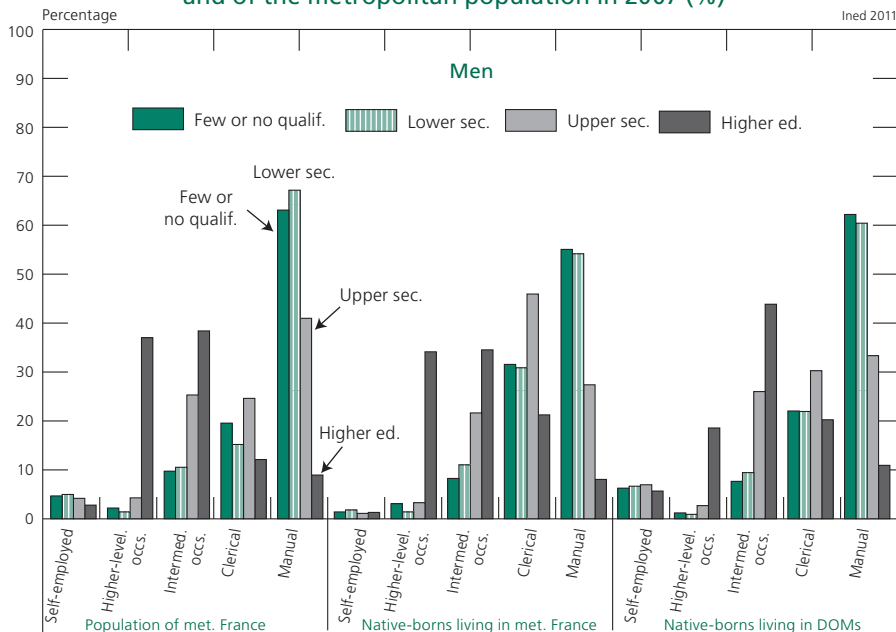
We first observe that more of the highest educated access highly qualified jobs in metropolitan France than in their DOM; the disparities are particularly wide for the youngest group. Among DOM native-borns aged under 35, 34% of men and 22% of women with higher education are in higher-level occupations in metropolitan France, compared with 19% and 13% in the DOMs (Figures 7 and 8).

This is well below the metropolitan average, however. DOM native-borns living in metropolitan France, but even more so those living in the DOM, generally hold less qualified jobs. The percentage of graduates in a higher-level occupation is a good example. The metropolitan average is always higher (37% of men and 23% of women) than DOM native-borns with the same educational level living in metropolitan France, and even higher than for those living in their *départements*.

(23) Unlike the previous results where the “educational level” variable was grouped into four categories, the variable used in the statistical models comprises seven modalities (1. No qualification; 2. Primary; 3. Lower secondary; 4. Mainstream upper secondary; 5. Vocational upper secondary; 6. Undergraduate degree; 7. Master’s or higher). This more detailed variable provides a means to control for interpretation biases that may be linked to a difference in qualification level between sub-populations within grouped categories.

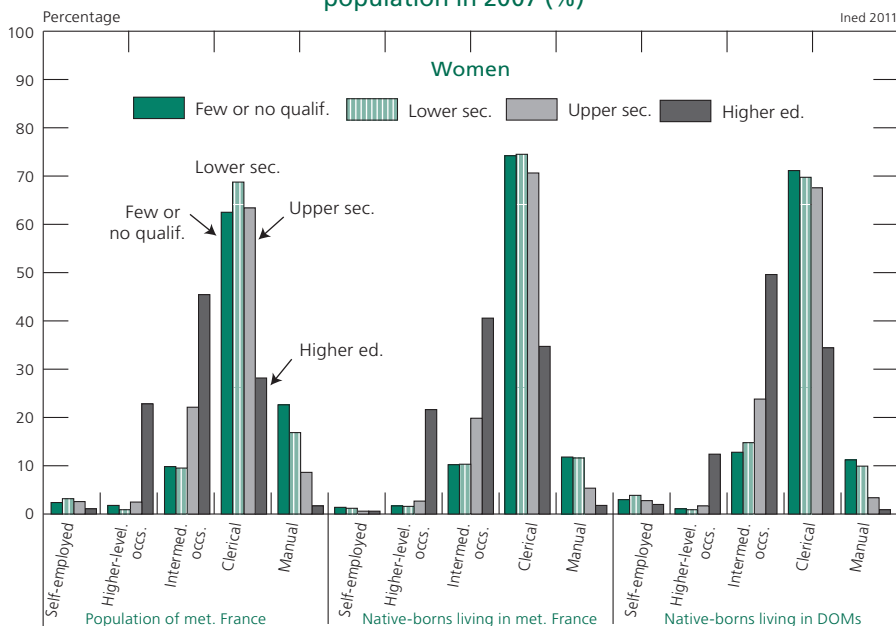
(24) After individuals with no qualifications, the least favourable status is a vocational upper secondary qualification (Appendix Table A.3.3).

Figure 7. Qualification level of jobs held by DOM native-born men aged 18-34 living in their DOM and in metropolitan France, and of the metropolitan population in 2007 (%)



Source: INSEE, 2007 population census, DOMs and metropolitan France.

Figure 8. Qualification level of jobs held by DOM native-born women aged 18-34 living in their DOM and in metropolitan France, and of the metropolitan population in 2007 (%)



Source: INSEE, 2007 population census, DOMs and metropolitan France.

These differences are not found among the least educated: percentages of clerical/sales workers and manual workers are very similar between DOM native-borns living at home, DOM native-borns living in metropolitan France and the metropolitan average. Only the youngest DOM native-borns in metropolitan France are slightly more frequently clerical/sales workers than manual workers.

To estimate possible differences in the recognition of educational qualifications, we looked at young DOM native-borns (aged under 35) with higher education in manual and clerical/sales occupations. Regardless of where they live, a higher percentage of these young people than the metropolitan average are in low-skilled jobs (manual workers or clerical/sales). For men, this is the case for 30% of those living in metropolitan France, 31% of those living in their DOM, compared with a metropolitan average of only 21%. For young women, 37% with higher education working in metropolitan France are in clerical/sales or manual jobs; 36% are in this situation in their DOM compared with a metropolitan average of 30%.

To limit structural effects, we tested the probability of holding wage employment in a higher-level or intermediate occupation among DOM native-borns with higher education and equivalent age, sex and family status. The model shows that DOM native-borns with similar characteristics less frequently access highly qualified jobs in metropolitan France than in their *département* (Appendix Table A.3.4). Compared with their counterparts in their home *département*, Réunionese (OR = 0.7), Guadeloupeans (OR = 0.7) and Martiniquans (OR = 0.8) in metropolitan France less frequently hold such positions. French Guiana's exception is confirmed. For native-borns from that *département*, there does not appear to be a significant difference by place of residence.

This overall result can be attributed largely to the situation of the older group, as confirmed when the same model is applied to young adults (aged 18-34), and to their elders (aged 35 and over) (Appendix Table A.3.4). The older group with higher education in metropolitan France less often hold jobs in higher-level or intermediate occupations than their peers in their *départements* (OR = 0.6). But the gap narrows considerably for the youngest age group (OR = 0.9). This indicates both that the quality of education has increased and that younger native-borns with higher education are more demanding than their elders. It is as if, by choosing to live in metropolitan France, more of the older group accepted lower skilled jobs than those who remained in their *départements*. This unfavourable tradeoff occurs considerably less frequently among the younger group. All other things being equal, they occupy jobs with practically the same level of qualification in the DOMS as in metropolitan France, and the gap with the metropolitan population has narrowed.

## 2. Increased selection of DOM native-borns in metropolitan France

Do these positive trends in the workforce integration of young DOM native-borns in metropolitan France reflect an increasing capacity to adapt to the

metropolitan job market? Or do they reflect strong selection, which results in a higher percentage of the least qualified and most vulnerable young people being sent back to the DOMs?

In 2007, 43% of young DOM native-borns with higher education and in employment lived in metropolitan France, compared with only 25% of those with low or no educational qualifications (Table 4). Note that for the older group (aged 35 and over), the percentages are 35% and 30%, respectively, and therefore much more balanced. The higher qualification of occupations held by the youngest DOM native-borns in metropolitan France certainly explains why a growing number of them, especially the best educated, are tempted by migration. While education is their primary motive for leaving, job opportunities in metropolitan France are the main reason for their decision to stay long-term; and this is especially true for those with the highest educational level.

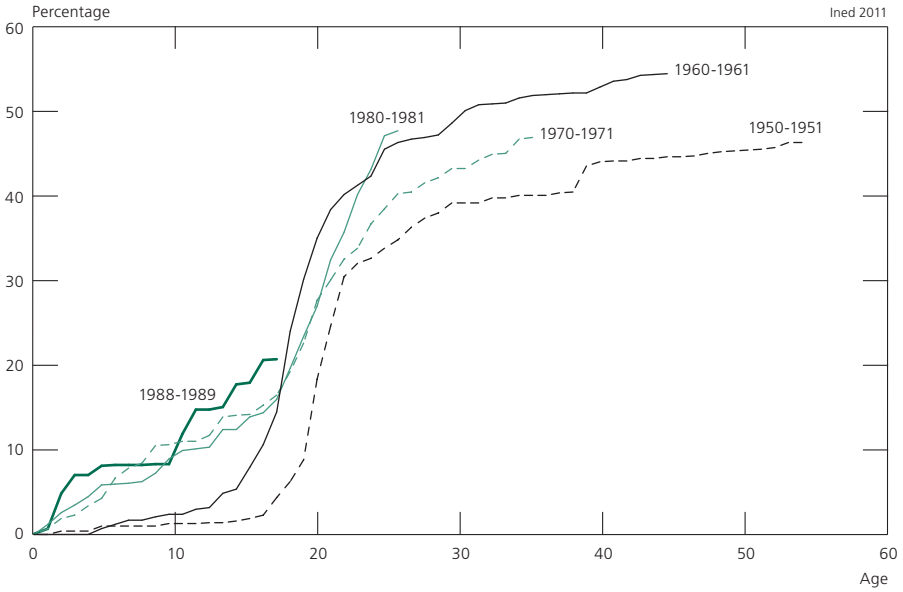
**Table 4. Distribution of DOM native-borns in employment by place of residence (DOM/metropolitan France), age group and educational level**

Educational level	Place of residence by educational level				Distribution by educational level	
	Lives in a DOM	Lives in metropolitan France	Overall	% living in metropolitan France	In DOMs	In metropolitan France
<b>Age 18-34</b>						
No or low qualification	29,007	9,685	38,692	25.0	23.2	13.6
Lower secondary	31,426	17,191	48,617	35.4	25.1	24.1
Upper secondary	33,117	20,712	53,829	38.5	26.4	29.0
Higher education	31,662	23,871	55,533	43.0	25.3	33.4
Overall	125,212	71,459	196,671	36.3	100.0	100.0
<b>Age 35-64</b>						
No or low qualification	125,204	52,831	178,035	29.7	43.6	36.9
Lower secondary	71,274	44,004	115,278	38.2	24.8	30.8
Upper secondary	42,087	19,814	61,901	32.0	14.7	13.9
Higher education	48,471	26,406	74,877	35.3	16.9	18.5
Overall	287,036	143,055	430,091	33.3	100.0	100.0

*Source:* INSEE, 2007 population census; authors' calculations.

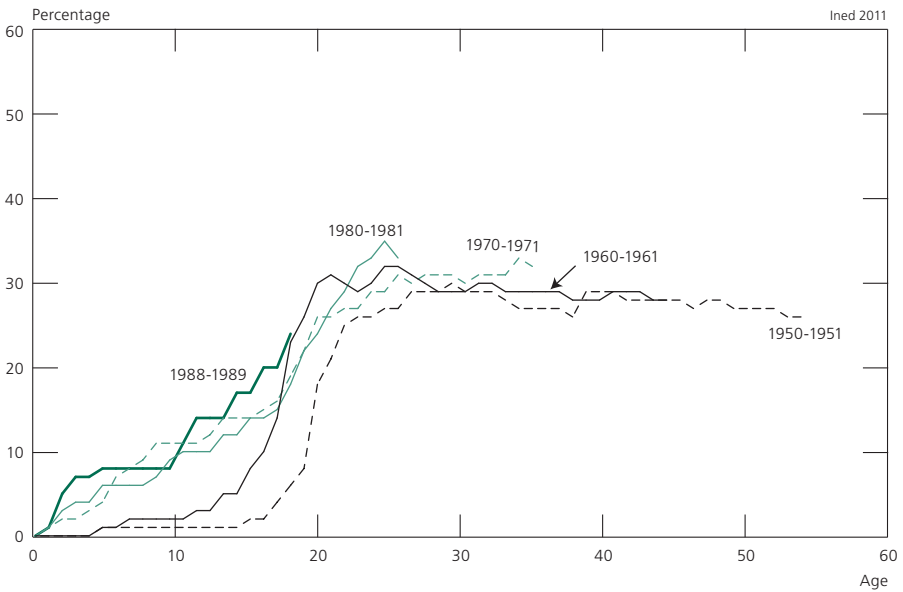
An examination of the numbers in employment by age group and the breakdown by educational level in the DOMs and in metropolitan France confirm not only that a clear selection occurs to the detriment of the DOMs, but that this selection increases among the youngest group (Table 4). Selection by educational level has increased as overall educational levels have risen in the DOMs. These results are a good illustration of the changing profile with age of DOM native-borns employed in metropolitan France, and especially the

Figure 9. Proportion of DOM native-borns with experience of long-term migration by age in selected cohorts (%)



Sources: INED-INSEE, MFV 2009-2010 and TeO 2008-2009.

Figure 10. Proportion of DOM native-borns living in metropolitan France by age in selected cohorts (%)



Sources: INED-INSEE, MFV 2009-2010 and TeO 2008-2009.

general increase in their educational level. Selection can also be attributed to more frequent, earlier returns of young people who have difficulty entering the workforce, especially the least educated (Section I.2); they often prefer a return to the family and the home community over an insecure status in metropolitan France.

By combining the data from the TeO and MFV surveys, we were able to reconstitute cohorts<sup>(25)</sup> of DOM native-borns living in metropolitan France or in their *départements* across different ages and to estimate the percentage of long-term migrants in each cohort, whether currently living in metropolitan France or having returned to their DOM (Box 1). This analysis enables us, for the first time, to highlight the change in intensity of this migration for each cohort (Figure 9). It also provides the percentage of DOM native-borns living in metropolitan France at each age (Figure 10).

For all the cohorts studied (Figure 9), the percentage of DOM native-borns who have migrated increases sharply at ages 15-25, then continues to rise but at a more modest pace. At age 25, 33-43% have migrated, depending on the cohort. However, unlike the 1950-1951 and 1960-1961 cohorts, in which the number of long-term migrants only increased significantly after age 15, migration takes place earlier in the most recent cohorts. This is mainly due to the migration of young children accompanying their parent(s), rarely observed in the past. As they are socialized from a very young age in metropolitan France, their life courses and their migration behaviour undoubtedly differ from those of the previous cohorts. After age 15, the trends by age at migration are fairly similar from one cohort to the next.

We note that for all the cohorts studied here, the percentage of DOM native-borns living in metropolitan France (Figure 10) follows the same broad trend by age. The highest percentage is reached around age 30 (age 27 for the 1960-1961 and 1980-1981 cohorts; 32 for the 1950-51 cohorts; and 37 for the 1970-1971 cohorts) before stabilizing, then decreasing gradually as the number of returns to the DOM outnumbers arrivals in metropolitan France. For the oldest cohorts (1950-1951 and 1960-1961), the decline is slow, reflecting the fact that many DOM native-borns have settled very long-term in metropolitan France and that there are still significant arrivals after age 40. We even note a slight increase for the 1970-1971 cohorts, indicating more numerous arrivals than returns at ages 30-37.

For the youngest cohorts, the percentage of long-term migrants is highest (Figure 9) at the very youngest ages (under 15), and the percentage of those living in metropolitan France (Figure 10) is also higher than before, indicating that returns are relatively low at those ages. After age 15, the increase is common to all the cohorts shown, highlighting the much higher number of arrivals than returns at ages 15-30.

(25) Each corresponds to a pair of birth cohorts: 1950 and 1951, 1960 and 1961, etc.

These results confirm that most DOM native-borns migrate before age 30, even if some move between their DOM and metropolitan France at older ages. The wider availability of mobility allowances covering some or all of the costs of travel to and/or from metropolitan France has undoubtedly spurred this trend, simultaneously contributing to increased movement between the DOMs and metropolitan France. The data from the MFV survey on the recipients of mobility allowances (Table 5) show that overall, compared with the older group (age 35 and over), the younger group stay for less time (fewer than half of stays exceed two years). But these results also show that the difference between generations is larger among recipients of mobility allowances. More than half of young people who receive a mobility allowance stay for less than two years, compared with less than 30% of the older group. For DOM native-borns aged 35-64, receiving an allowance is more frequently associated with long stays (more than two years), but this is less often the case among the younger group.

**Table 5. Duration of stay in metropolitan France of returned DOM native-borns by age group and receipt of mobility allowance (%)**

		Less than 1 year	1-2 years	More than 2 years	Total
Age 18-34	Allowance	20.7	30.4	48.9	100
	No allowance	28.8	21.3	49.9	100
	<b>Overall</b>	<b>25.5</b>	<b>25.0</b>	<b>49.5</b>	<b>100</b>
Age 35-64	Allowance	15.2	14.3	70.5	100
	No allowance	21.9	21.3	56.8	100
	<b>Overall</b>	<b>20.5</b>	<b>19.8</b>	<b>59.7</b>	<b>100</b>

*Source:* INED-INSEE, MFV 2009-2010.

It is these movements that are reflected in the structural differences by educational level, employment and unemployment rates between DOM native-borns who live in metropolitan France and those who live in their *départements*.

### 3. What are the benefits of returning home?

Unlike their elders, younger DOM native-borns, especially those who have difficulty integrating the metropolitan labour market, tend to return home after a short stay. What is their status when they return? Does migration benefit everyone, irrespective of educational level and age? Are returned DOM native-borns better off than non-migrants, and, if so, in what way?

Among young people (aged 18-34) living in the DOMs, we find in general that returned native-borns are less affected by unemployment than non-migrant native-borns. However, the results vary considerably with educational level

and sex (Table 6). The least educated returned DOM native-borns, and women with a lower secondary qualification, have higher unemployment levels than non-migrant DOM native-borns.

**Table 6. Unemployment rate of DOM native-borns aged 18-34 living in their DOM (%)**

	Men		Women	
	Non-migrant native-borns	Returned native-borns	Non-migrant native-borns	Returned native-borns
No or low qualification	56.8	63.2	77.4	78.3
Lower secondary	46.5	38.3	46.5	53.4
Upper secondary	30.8	19.1	52.5	38.4
Higher education	11.3	11.8	26.2	17.5
Overall	46.1	35.3	51.4	35.7

*Source:* INED-INSEE, MFV 2009-2010.

After controlling for sex, age, detailed educational level, family status and migration experience, we find that returned DOM native-borns have no real advantage over non-migrants in terms of access to employment (Appendix Table A.3.5). On the contrary, returned DOM native-borns even seem – all other things being equal – to be in employment less frequently than non-migrant DOM native-borns (OR = 0.6). This shows that the experience of long-term migration alone is not sufficient to account for differences in access to employment among the population of DOM native-borns.

Returned DOM native-borns do not form a homogeneous sub-group, and the experience of long-term migration is not in itself an advantage in finding employment. Beyond the shared migration experience, it is social (individual and family) characteristics and actual trajectories that make the difference and account for the diversification of profiles. To examine this point in more detail, we sought to identify the factors influencing access to employment of returned migrants and non-migrants in their *département* (Appendix Table A.3.5).

Overall, education emerges as the main factor affecting the likelihood of being in employment for native-borns in their DOM. The higher the educational level, the bigger the impact. For DOM native-borns who hold a master's degree or higher, the probability of being in employment is 19 times higher than for those with no qualifications. The place where the qualification is attained is also a discriminating factor. For those who completed their education in metropolitan France, the probability of being in employment is higher than for those with qualifications from the DOM (OR = 1.6). Work experience (and especially time spent in employment) is equally important. The longer the experience, the higher the likelihood of having a job.

These inequalities of access to employment seem to be greater in the younger group (ages 18-34). Compared with the older group, the influence of education appears stronger: for young higher education graduates the probability of being in employment is 23 times higher than for those of the same age without a qualification; it is just 14 times higher among those aged 35 and over. Gender inequalities are also more pronounced in the younger group. By contrast, the place where the qualification is obtained does not have any effect in the younger group, unlike among their elders, which is probably a sign of the expansion and improvement in education provision in the DOMs in recent decades.

The effect of work experience is much stronger for those aged 35 and over than for the younger group, for whom education is more important. Complementary models comparing access to employment of all DOM native-borns by educational level (lower or higher than completion of secondary) illustrate this point in more detail. They first indicate that the effect of work experience on access to employment is positive in both sub-populations and is more important for those whose educational level is below upper secondary.

Applying the same model solely to the population of returned DOM native-borns offers additional insights (Appendix Table A.3.6). The effect of educational level on their access to employment in their *département* appears even more pronounced, especially for younger people. A young returning DOM native-born with a master's degree or higher is much more likely to be in employment than a returnee with no qualifications. Having qualifications from metropolitan France further increases this likelihood, both in the younger group (OR = 1.5) and among those aged 35 and over (OR = 1.76).

Last, applying these models to each DOM highlights significant differences between them, especially between Réunion and the other DOMs (Appendix Table A.3.7). While in all DOMs, returned native-borns aged 35 are less likely to be in employment than those of the same age who have not migrated, this is not always the case for younger people. With equivalent characteristics, it is only in Réunion that young returned DOM native-borns are less likely to have a job than non-migrants (OR = 0.4). In Martinique, Guadeloupe and French Guiana, differences between returned native-borns and non-migrants are not significant at ages 18-34.

Réunion is also the only DOM in which the place where young returned native-borns attained their qualifications has a significant effect on their access to employment. Young Réunionese returning from migration who attained their qualifications in metropolitan France are more frequently in employment than those who completed their education in the *département* (OR = 4.9). This advantage is not found in the other DOMs.

On the whole, these results show that migration alone is not sufficient to guarantee labour market integration unless it is accompanied by an increase in the social capital of those concerned. Among returned DOM native-borns,

we find real differences between those who took advantage of the migration experience to do further training, acquire qualifications or extend their work experience, and those who did not take advantage of the time spent outside the *département*. The latter group even risk finding themselves in a less favourable position than non-migrant native-borns.

The multiplication of short stays by the least educated and most precarious migrants could even accentuate the divide, because this type of mobility does not offer these young people real opportunities to improve their skills and consequently to build their social capital in a way that will help them find employment when they return home. These “failed” returns do not favour their labour market integration. DOM native-borns who migrated to pursue their education but did not complete their courses find themselves in a similar situation. Because they failed to increase their social capital, they seem to be even more disadvantaged than when they left. Their chances of finding a job are lower than those of non-migrants who graduated from local universities.

Regarding the qualification level of jobs held by the best educated DOM native-borns in their *département*, we do not find any significant difference between returned native-borns and non-migrants (Appendix Table A.3.8). For all DOM native-borns living in their DOM, the most discriminating factor seems to be work experience. With 10 or more years of experience, the probability of holding a higher-level occupation is 3.6 times higher than for those who have less than two years’ experience. But the analysis also shows that a qualification from metropolitan France increases the chances of attaining a higher social position. Compared with those who attained their qualifications in the DOM, native-borns who completed education in metropolitan France have a much higher chance of working in a higher-level or intermediate occupations (OR = 1.7).

## Conclusion

After more than half a century of continuous migration, initiated and supported by specific public policies (BUMIDOM, ANT, LADOM<sup>(26)</sup>), institutional measures (military service) and private initiatives, we can draw three major conclusions.

The first is the high percentage of DOM native-borns who have built, and who – more than ever – are now building their future prospects and life course in a dual economic and social space: their *département* and metropolitan France. Their strategies, choices and decisions are shaped by their social capital, by the opportunities that arise and by the constraints that they face: insufficient

(26) BUMIDOM: Bureau pour le développement des migrations dans les DOM (Bureau for the development of migration in the DOMs); ANT: (Agence nationale des travailleurs d’outre-mer (National agency for overseas workers); LADOM: L’agence d’outre-mer pour la mobilité (DOM mobility agency).

educational provision, a slack labour market and high unemployment, especially among young people, with far more precarious conditions than in metropolitan France.

The MFV survey stresses the importance of migration in the life of DOM native-borns, more so among Caribbeans than among Réunionese. More than half of Caribbeans (56% in Guadeloupe and 53% in Martinique) have experienced long-term migration, and 43% have moved back to their *départements*, while 57% are still living in metropolitan France. Only a small minority have never left even for a short time (less than six months). Only 9% to 10% of DOM native-borns from the Caribbean have never left their islands. These are the most vulnerable group: they have low or no educational qualifications, are often unemployed, and many live below the poverty line. This profile seems to exclude them from any prospect of mobility.

Among young people, the aspiration to leave remains strong, even if its intensity varies from one *département* to another. Asked about their mobility intentions (MFV survey), half of young adults from the DOMs aged 18-34 say they would be willing to leave if they were offered a job somewhere else. This breaks down as 67% in Martinique, 58% in Guadeloupe, 56% in French Guiana, versus 41% in Réunion. The youngest (aged 18-24) are even more determined.

Social and family origin is also very important, especially in migration choices. Having at least one parent in a qualified occupation and/or a close relative who has experienced migration (currently or in the past) increase the chances of being a migrant. This family capital has an even bigger positive impact on young people now than on their elders, a sign that selection mechanisms have been reinforced. Educational level seems to be a determining factor in turning reported intentions into actual emigration. A higher educational level increases the likelihood of long-term settlement in metropolitan France and access to skilled employment.

The second conclusion is that a strong selection of the population occurs in migration, from which metropolitan France seems to draw the greater benefit. In fact, there is a double selection – at departure and return – which mostly disadvantages the DOMs: only the best equipped to integrate the workforce settle long-term in metropolitan France, while the others (the less educated or less directly employable) return to their home DOM within a short time. It is this double selection that gives a particular structure to the population of DOM native-borns who have settled in metropolitan France.

The breakdown of this group by educational level and employment status reflects this selection effect. In 2007, metropolitan France was home to 38% of all DOM native-borns with higher education, but to only 15% of DOM native-borns with low or no qualifications. The selection is even stronger among younger people. For those aged 18-34, the proportions are 43% for those with higher education and 14% of those with low or no qualifications. In this age group, the educational level of DOM native-borns in metropolitan France has

increased much more than in their home *départements*. Consequently, young DOM native-borns in metropolitan France now have a educational level comparable to the metropolitan average, which is not the case for their elders. This selection is played out again in employment: a higher percentage of young DOM native-borns are in employment in metropolitan France than in their DOM.

Our third conclusion is that those who return home do not always benefit from having migrated. Indeed, returned DOM native-borns do not form a homogeneous group and their migration experience is not in itself an advantage. Despite this common experience, it is their social (individual and family) characteristics and actual migration history that really count. While those who took the opportunity to further their training, attain qualifications or extend their work experience can capitalize on this investment when they return, those who derived no gain from the time spent outside the *département* find themselves in a worse situation than non-migrant native-borns in terms of access to employment when they return. The results obtained in Réunion are in line with those from a previous survey (Marie and Chevalier, 2001) which had already highlighted this strong heterogeneity.<sup>(27)</sup>

To follow up this research, it would be useful to analyse migration histories in more detail to better explain the factors that contribute to the heterogeneity between those for whom migration contributes to successful workforce integration or reintegration and those who, on the contrary, derive no benefit from it. The effects of the migration of DOM native-borns on the job market and on social cohesion in the overseas *départements* could also be assessed in connection with labour immigrants settling there (metropolitan nationals, EU citizens and third-country foreigners). These issues open new areas for research. There are several outstanding questions about the competition that might arise between these different population categories (returned DOM native-borns, non-migrants, in-migrants born in metropolitan France and immigrants born abroad). Are these multiple layers of competition, which vary from one *département* to another, generating unequal opportunities in access to employment or in the qualification of the jobs held? The same analyses should be conducted for DOM native-borns in metropolitan France. Do they enjoy the same opportunities as metropolitans or do they hold less qualified jobs for comparable skill levels? Here again, the TeO and MFV surveys offer a wealth of material for new research.

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(27) A factor analysis of the Démo97 survey in Réunion on the labour market integration of native-borns returning from migration has shown the heterogeneity of this population. Six groups of returned native-borns were identified, ranging from “failed return” associated with extremely precarious living conditions, to “successful return”, combining rapid labour market integration with favourable living conditions.



## APPENDICES

### Appendix A.1. Estimated percentage of DOM native-borns living abroad, based on the information gathered on close relatives who have migrated

The MFV survey provides data about the place of residence of family members – parent(s), children, spouse – of the respondents aged 18-79, which can be used to estimate the percentage of DOM native-borns living outside the *département* where they were born. This estimate gives equal weight to DOM native-borns living outside their *département* and to the respondents interviewed in the survey.

A comparison of the survey results with the French censuses yields very similar estimates for the population living outside the DOM where they were born. For the population aged 18-79, the censuses estimate the number of DOM native-borns living in metropolitan France or in another DOM at 334,500; the MFV survey, based on information provided by respondents, gives a total of 329,900, i.e. a difference of only 1.4% with respect to the census.

If we apply this difference to the number of DOM native-borns living abroad or in an overseas territory (TOM), we can estimate (based on information provided by the MFV respondents) that around 13,500 DOM native-borns aged 18-79 were living abroad at the time of the survey.

According to the MFV, 26% of DOM native-borns aged 18-79 live outside the *département* where they were born: 23% in metropolitan France, 2% in another DOM and only 1% in another country or in a TOM. In the younger age group (18-34), the percentage living in another country is almost 1.8%, reflecting the recent but still moderate increase in migration to other countries in that age group.

We thus have confirmation that migration (departures and returns) of DOM native-borns is largely limited to movements between the *département* where they were born and metropolitan France. We can therefore restrict the field of this study to DOM native-borns living either in the *département* where they were born or in metropolitan France.

## Appendix A.2. Main migration characteristics of returned DOM native-borns based on the MFV survey

Of DOM native-borns aged 18-79 who returned to their home *département* after more than six months away, 29% said they left for employment purposes, 24% for military service, 16% for education and 15% for family reasons.

This population of “returned native-borns” comprises more men (59%) than women. The over-representation of men and their high propensity to return can be attributed to the importance of military service as a factor of out-migration in previous years. Excluding military service, men make up only 46% of returned native-borns. At the same time, the data from population censuses indicate that women make up 51% of DOM native-borns settled in metropolitan France.

For the younger group, aged 18-34,<sup>(a)</sup> the dominant reasons for leaving are education and employment (34% and 23%, respectively) whereas for those aged 35 and over, the most frequently cited reasons are employment (31%) and military service (27%), well ahead of education (12%).

Whatever their current age, these returned native-borns left when they were young: 71% before the age of 25 (61% of those who left for employment and 89% of those who left for education). Those aged 18-34 at the time of the survey left earlier than the older group (85% before age 25 versus 67%), and some were children accompanying their parents who migrated.

In terms of length of stay, 57% of returned native-borns aged 18-34 who left for employment and 49% of those who left for education stayed away for less than two years before returning to their home *département*. The respective percentages were 18% and 30% in the group aged 35 and over. Mobility allowances have a stronger impact on the out-migration of younger returned native-borns: 52% of those who left for education and 40% of those who left for employment reported having received an allowance, compared with 29.5% and 24% of those aged 35 and over.

Metropolitan France is still the preferred destination (87%). Only 9% migrated to another DOM or COM, and only 4% to another country. We note, however, that return migration from other countries is increasing among young people: 8% compared with 3% among DOM native-borns aged 35 and over.

(a) These results are based on a cross-sectional analysis of the population of returned native-borns at the time of the MFV survey. Note that the data for the 18-34 age group are less “robust” than those for the older group because a higher percentage of young people have not yet migrated or have not yet returned. However, the trends observed (Figure 10) suggest that the differentials presented here should mostly persist.

### The statistical models used for tables A.3.1 to A.3.8

In order to neutralize any effects linked to differences in age structure, educational level, sex, *département* of origin, etc. and to avoid interpretation errors when comparing an indicator between several groups (e.g. unemployment rate or mobility intentions), the descriptive analyses were systematically backed up by statistical models. Their main results are given in the body of the text and presented in detail in the form of appendix tables.

They are binary logistic regression models. For each covariate – all presented in the tables – the results obtained can be used to compare the test modalities with a reference modality (*Ref.*) to estimate the probability of being concerned, or otherwise, by the modelled event (e.g. the fact of having a job with respect to not having one). These results, expressed as odds ratios (OR) make it possible to reason in terms of “all other things being equal”. For example, if we model the fact of being employed or not, a coefficient below 1 signifies that probability of being in employment is lower for the population concerned (men in the analyses of the gender covariate) than for the reference population. Conversely, a coefficient above 1 signifies a higher probability.

The statistical significance of each test modality is identified as follows:

\*\*\*  $p < 0.001$ ; \*\*  $p < 0.01$ , \*  $p < 0.05$

The higher the number of asterisks, the greater the significance of the result. The absence of an asterisk indicates that the modality cannot be interpreted.

For the purposes of our analysis, these models comprise a number of different modalities (age group, educational level, *département* of residence, etc.) to assess intra-group variations in behaviour.

## Appendix A.3.1. Factors associated with the probability of having migrated and returned for native-borns living in their DOM (OR)

	Age 26-34	Age 35-64
Unweighted count	1,437	6,931
Constant	-1.92***	-1.81***
<i>Sex – Ref.: Female</i>	1	1
Male	1.41***	2.67***
<i>Age – Ref. 26-29 or 35-39</i>	1	1
30-34	1.40***	–
40-44		1.19*
45-49		1.34***
50-54	–	1.78***
55-59		1.32***
60-64		1.29**
<i>Département – Ref.: Réunion</i>	1	1
Guadeloupe	1.18	1.36***
French Guiana	0.98	0.65***
Martinique	0.92	1.09
<i>Family experience of migration – Ref.: No family member has ever migrated</i>	1	1
At least one member has migrated in the past	1.95***	2.17***
At least one member is a current migrant	2.89***	1.12
At least one member is a current migrant or has migrated in the past	2.47*	2.04***
<i>Occupational category of ego's parents – Ref.: At least one parent clerical/sales worker</i>	1	1
At least one parent farmer	0.60	0.62***
At least one parent self-employed	1.49**	0.95
At least one parent in a higher level occupation	5.56***	1.81***
At least one parent in an intermediate occupation	1.64**	1.51***
At least one parent manual worker	0.95	0.74***
At least one parent retired	2.36***	0.71*
<i>Origin of ego's parents – Ref.: Two DOM native-born parents</i>	1	1
No DOM native-born parent	0.64	0.95
Parents of mixed origins	0.83	1.13
<i>Size of ego's sibship – Ref.: At least 5 children</i>	1	1
1 or 2 children	2.41***	1.17
3 or 4 children	1.42**	1.15*
<p><b>Interpretation:</b> All other things being equal, the probability of having migrated for at least 6 months and then returning (i.e. of being a returned native-born) is 1.95 times higher for native-borns (aged 26-34) with at least one family member with past migration experience, than for native-borns with no family members who have ever migrated.</p> <p><b>Population:</b> DOM native-borns living in their DOM, aged 26-34.</p> <p><b>Source:</b> INED-INSEE, MFV 2009-2010.</p>		

### Appendix A.3.2. Factors associated with the probability for native-borns living in their DOM of being willing to leave their *département* for employment reasons (OR)

	All DOM native-borns (age 18-34)	Unemployed (age 18-34)
Unweighted count	2,720	770
Constant	-1.09***	-1.25***
<i>Sex – Ref.: Female</i>	1	1
Male	1.64***	1.57**
<i>Age – Ref.: 18-24</i>	1	1
25-29	0.54***	0.74
30-34	0.49***	0.49***
<i>Département – Ref.: Réunion</i>	1	1
Guadeloupe	1.62***	2.59***
French Guiana	1.64***	2.85***
Martinique	2.51***	5.56***
<i>Family status – Ref.: Adult in a couple with children</i>	1	1
Adult in a childless couple	1.18	1.05
Adult in a lone-parent family	1.69***	1.15
Child of a couple	2.07***	2.64***
Child of a lone-parent family	1.75***	1.49
Living in a non-family household	3.73***	3.93*
Living alone	1.75***	1.76
<i>Highest qualification – Ref.: No qualification</i>	1	1
Primary / lower secondary	1.67***	1.64
Lower secondary vocational	1.64***	1.27
General <i>baccalauréat</i>	2.00***	2.41**
Vocational or technological <i>baccalauréat</i>	1.78***	0.97
Undergraduate degree	2.28***	2.12*
Master's degree or higher	1.73***	0.77
<i>Ego's migration experience – Ref.: Non-migrant native-born</i>	1	1
Returned native-born	1.39***	1.18
<i>Ego's employment status – Ref.: Unemployed</i>	1	1
In employment	0.73***	–
<i>Interpretation:</i> All other things being equal, an unemployed man is 1.57 times more likely to be willing to leave his DOM for employment reasons than an unemployed woman.		
<i>Population:</i> DOM native-borns living in their DOM, aged 18-34.		
<i>Source:</i> INED-INSEE, MFV 2009-2010.		

## Appendix A.3.3. Factors associated with the probability of being in employment for native-borns living in their DOM or in metropolitan France (OR)

	Guada- loupeans	Marti- niquans	French Guianese	Réu- nionese	Overall age 18-34	Overall age 35+
Unweighted count	99,988	103,429	18,640	169,264	126,213	265,108
Constant	-0.91***	-0.77***	-1.24***	-1.36***	-1.47***	-0.36***
<i>Sex – Ref.: Female</i>	1	1	1	1	1	1
Male	1.60***	1.65***	1.59***	2.32***	2.04***	1.83***
<i>Age – Ref.: 18-24</i>	1	1	1	1	1	1
25-29	1.54***	1.48***	1.43***	1.43***		
30-34	1.95***	1.86***	2.16***	1.67***		
35-39	2.25***	2.22***	2.56***	1.99***		
40-44	2.58***	2.59***	3.27***	2.35***		
45-49	2.93***	2.84***	3.44***	2.34***	–	–
50-54	2.61***	2.71***	3.18***	1.90***		
55-59	1.29***	1.20***	1.93***	0.83***		
60-64	0.29***	0.24***	0.43***	0.23***		
<i>Ego's nationality – Ref.: French by birth</i>	1	1	1	1	1	1
Foreign	0.46***	0.54***	0.44***	0.68	0.51***	0.56***
Naturalized French	0.60***	0.80	0.91	0.68***	0.95	0.62***
<i>Family status – Ref.: Adult in a couple with children</i>	1	1	1	1	1	1
Adult in a childless couple	0.90***	0.86***	1.10***	1.08***	1.76***	0.81***
Adult in a lone-parent family	0.74***	0.70***	0.84***	0.74***	0.66***	0.86***
Child of a couple	0.53***	0.50***	0.60***	0.64***	0.79***	0.46***
Child of a lone-parent family	0.40***	0.44***	0.56***	0.46***	0.62***	0.41***
Living in a non-family household	0.54***	0.53***	0.69***	0.59***	0.80***	0.54***
Living alone	0.73***	0.75***	0.93***	0.79***	1.33***	0.71***
<i>Highest qualification – Ref.: No qualification</i>	1	1	1	1	1	1
Primary / lower secondary	3.30***	3.27***	6.91***	4.35***	4.01***	4.12***
Lower secondary vocational	3.20***	3.34***	6.83***	4.29***	3.99***	4.20***
General <i>baccalauréat</i>	2.03***	2.09***	3.72***	2.25***	2.26***	2.46***
Vocational or technological <i>baccalauréat</i>	1.63***	1.73***	2.32***	1.79***	1.81***	1.89***
Undergraduate degree	4.98***	5.18***	11.00***	8.07***	7.69***	5.93***
Master's degree or higher	6.80***	6.78***	12.29***	10.36***	8.61***	8.60***
<i>Indicator of residence 5 years previously – Ref.: Same dép.<sup>(a)</sup></i>	1	1	1	1	1	1
Other <i>département</i>	0.73***	0.68***	0.72***	0.57***	0.71***	0.50***
<i>Place of residence – Ref.: Lives in DOM of birth</i>	1	1	1	1	1	1
Lives in another DOM or TOM	1.37***	1.09***	0.67***	0.83***	–	–
Lives in metropolitan France	2.58***	2.26***	1.28***	2.51***	2.26***	2.48***

<sup>(a)</sup> For the purposes of this analysis, all *départements* of metropolitan France were considered as a single *département*.

**Interpretation:** All other things being equal, a Guadeloupean man, wherever he lives is 1.6 times more likely to be in employment than a Guadeloupean woman.

**Population:** DOM native-borns aged 18-64, living in their DOM or in metropolitan France; population not currently in education.

**Source:** INSEE, 2007 population census.

Appendix A.3.4. Factors associated with the probability for DOM native-borns with a degree in higher education living in their DOM or in metropolitan France of being a salaried employee in a higher-level or intermediate occupation (OR)

	Guada- loupeans	Marti- niquans	French Guianese	Réu- nionese	Overall age 18-34	Overall age 35+
Unweighted count	12,968	14,254	2,672	15,265	20,342	24,817
Constant	0.34***	0.13***	-0.07***	0.24***	0.09**	1.02***
<i>Sex – Ref.: Female</i>	1	1	1	1	1	1
Male	1.35***	1.25***	1.22**	1.39***	1.24***	1.37***
<i>Age – Ref.: 18-24</i>	1	1	1	1	1	1
25-29	1.56***	1.87***	1.93***	1.63***		
30-34	1.58***	1.97***	2.20***	1.80***		
35-39	1.74***	2.06***	2.92***	2.12***		
40-44	2.09***	2.12***	3.22***	2.41***		
45-49	2.18***	2.30***	3.23***	2.27***	-	-
50-54	1.94***	2.22***	3.28***	2.08***		
55-59	2.75***	2.74***	2.25***	1.94***		
60-64	2.56***	3.88***	2.29**	2.08***		
<i>Ego's nationality – Ref.: French by birth</i>	1	1	1	1	1	1
Foreign	1.46	1.02	-	0.88	1.24	1.03
Naturalized French	0.40**	0.94	1.00	19.52	1.16	0.59
<i>Family status – Ref.: Adult in a couple with children</i>	1	1	1	1	1	1
Adult in a childless couple	1.20***	1.08	1.26	1.23***	1.41***	0.94
Adult in a lone-parent family	0.66***	0.69***	0.66***	0.72***	0.58***	0.72***
Child of a couple	0.56***	0.67***	0.82	0.66***	0.74***	0.60***
Child of a lone-parent family	0.56***	0.52***	0.60**	0.55***	0.63***	0.46***
Living in a non-family household	0.86	0.75***	0.67**	0.91	0.89	0.78***
Living alone	1.06	1.28***	1.38**	1.33***	1.36***	1.13***
<i>Indicator of residence 5 years previously – Ref.: Same dép.<sup>(a)</sup></i>	1	1	1	1	1	1
Other département	0.90	1.06	1.34	0.91	0.78***	1.62***
<i>Place of residence – Ref.: Lives in DOM of birth</i>	1	1	1	1	1	1
Lives in another DOM or TOM	1.37***	1.60***	1.90**	1.11	-	-
Lives in metropolitan France	0.73***	0.84***	0.89	0.71***	0.92**	0.62***

<sup>(a)</sup> For the purposes of this analysis, all départements of metropolitan France were considered as a single département.  
**Interpretation:** All other things being equal, a Guadeloupean man with higher education, wherever he lives (DOM or metropolitan France) is 1.35 times more likely to be a salaried employee in a higher-level or intermediate occupation than a Guadeloupean woman.  
**Population:** DOM native-borns aged 18-64, with a degree in higher education and in salaried employment, living in their DOM or in metropolitan France; population not currently in education.  
**Source:** INSEE, 2007 population census.

## Appendix A.3.5. Factors associated with the probability of being in employment for native-borns living in their DOM (OR)

	Overall	Age 18-34	Age 35-64	Lower secondary or less	Baccalauréat or higher
Unweighted count	8,644	2,255	6,389	6,496	2,148
Constant	-2.97***	-3.02***	-4.10***	-2.56***	-0.70***
<i>Sex – Ref.: Female</i>	1	1	1	1	1
Male	1.91***	2.49***	1.46***	1.84***	2.00***
<i>Département – Ref.: Réunion</i>	1	1	1	1	1
Guadeloupe	1.19***	1.59***	1.12	1.28***	1.01
French Guiana	2.67***	2.78***	2.47***	3.14***	2.41***
Martinique	1.38***	1.63***	1.38***	1.60***	1.09
<i>Highest qualification – Ref.: No qualification</i>	1	1	1	1	1
Primary / lower secondary	1.72***	1.56**	1.62***		
Lower secondary vocational	2.84***	2.77***	2.51***		
General <i>baccalauréat</i>	4.89***	5.69***	3.76***		
Vocational or technological <i>baccalauréat</i>	5.41***	3.99***	6.25***	–	–
Undergraduate degree	9.60***	13.44***	5.86***		
Master's degree or higher	18.65***	22.87***	13.64***		
<i>Place where qualification obtained – Ref.: In the DOM</i>	1	1	1	1	1
Abroad	1.57	1.56	1.82	1.31	8.14
In another DOM or TOM	1.92*	3.11*	1.11	1.54	4.93***
In metropolitan France	1.62***	1.55	1.66***	2.04***	1.90***
<i>Work experience – Ref.: 0-2 years</i>	1	1	1	1	1
2-5 years	4.33***	4.73***	5.86***	4.36***	6.06***
5-10 years	6.47***	10.79***	10.88***	6.89***	5.48***
More than 10 years	15.30***	21.28***	55.75***	15.09***	9.97***
<i>Ego's migration experience – Ref.: Non-migrant native-born</i>	1	1	1	1	1
Returned native-born	0.62***	0.50***	0.70***	0.70***	0.82
<i>Interpretation:</i> All other things being equal, a man is 1.9 times more likely to be in employment than a woman.					
<i>Population:</i> DOM native-borns living in their DOM, aged 18-64; population not currently in education, excluding retirees.					
<i>Source:</i> INED-INSEE, MFV 2009-2010.					

Appendix A.3.6. Factors associated with the probability of being in employment for returned native-borns (OR)

	Overall	Age 18-34	Age 35-64	Lower secondary or less	Baccalauréat or higher
Unweighted count	3,736	751	2,985	2,558	1,178
Constant	-3.32***	-3.56***	-4.63***	-2.99***	-0.70***
<i>Sex – Ref.: Female</i>	1	1	1	1	1
Male	2.18***	2.14***	2.12***	2.12***	2.16***
<i>Département – Ref.: Réunion</i>	1	1	1	1	1
Guadeloupe	1.10	1.61**	1.06	1.05	1.25
French Guiana	2.52***	2.98***	2.31**	3.61***	1.68
Martinique	1.20*	1.52*	1.21*	1.29**	1.10
<i>Highest qualification – Ref.: No qualification</i>	1	1	1	1	1
Primary / lower secondary	1.99***	2.04	1.95***		
Lower secondary vocational	2.67***	3.49***	2.44***		
General baccalauréat	5.12***	6.13***	4.28***		
Vocational or technological baccalauréat	8.31***	12.99***	5.96***	-	-
Undergraduate degree	10.31***	12.06***	8.52***		
Master's degree or higher	23.45***	32.86***	17.71***		
<i>Place where qualification obtained – Ref.: In the DOM</i>	1	1	1	1	1
Abroad	1.79	2.78	1.92	1.71	6.88
In another DOM or TOM	1.38	1.57	1.07	1.02	3.49**
In metropolitan France	1.66***	1.51*	1.76***	2.17***	1.86***
<i>Work experience – Ref.: 0-2 years</i>	1	1	1	1	1
2-5 years	3.11***	3.40***	5.05**	2.52***	4.54***
5-10 years	4.32***	6.49***	8.26***	6.54***	3.12***
More than 10 years	13.37***	20.39***	52.77***	16.89***	7.72***
<i>Interpretation:</i> All other things being equal, a man is 2.18 times more likely to be in employment than a woman.					
<i>Population:</i> Returned DOM native-borns living in their DOM, aged 18-64; population not currently in education, excluding retirees.					
<i>Source:</i> INED-INSEE, MFV 2009-2010.					

Appendix A.3.7. Factors associated with the probability of being in employment for native-borns living in their DOM (OR)

	Guadeloupe		Martinique		French Guiana		Réunion	
	Age 18-34	Age 35-64	Age 18-34	Age 35-64	Age 18-34	Age 35-64	Age 18-34	Age 35-64
	Unweighted count	440	1,872	491	1,875	482	801	842
Constant	-2.47***	-3.71***	-2.74***	-4.11***	-1.92***	-3.02***	-3.16***	-4.09***
Sex – Ref.: Female	1	1	1	1	1	1	1	1
Male	2.98***	1.68***	2.17***	1.34**	1.48	1.02	2.77***	1.42***
Highest qualification – Ref.: No qualification	1	1	1	1	1	1	1	1
Primary / lower secondary	2.63*	1.46**	2.11	1.33*	1.19	1.43	1.49	1.96***
Lower secondary vocational	2.76***	2.44***	4.97***	2.99***	4.15***	3.39***	2.29***	2.19***
General baccalauréat	3.82**	4.60***	7.20***	3.36***	7.23***	3.32**	6.38***	3.58***
Vocational or technological baccalauréat	1.18	5.56***	2.85*	5.17***	6.03**	2.72*	7.43***	10.73***
Undergraduate degree	6.96***	10.13***	11.27***	7.50***	14.57***	4.56***	24.64***	4.13***
Master's degree or higher	27.16***	13.31***	14.21***	12.47***	50.86***	24.84***	30.93***	15.06***
Place where qualification obtained – Ref.: In the DOM	1	1	1	1	1	1	1	1
Abroad	0.61	2.17	13.85	16.66	0.23	5.45	–	0.67
In another DOM or TOM	2.10	5.43*	4.45	0.50	5.53*	–	–	–
In metropolitan France	0.89	1.87***	0.81	1.20	0.71	1.90	4.94***	1.91**
Work experience – Ref.: 0-2 years	1	1	1	1	1	1	1	1
2-5 years	4.15***	4.22**	6.03***	19.49***	6.70***	14.04***	4.77***	2.86
5-10 years	7.29***	9.14***	14.15***	17.93***	9.10***	22.03***	12.70***	8.83***
More than 10 years	40.03***	39.68***	10.77***	82.80***	10.25***	49.73***	26.12***	56.27***
Ego's migration experience – Ref.: Non-migrant native-born	1	1	1	1	1	1	1	1
Returned native-born	0.68	0.63***	0.65	0.64***	0.67	0.54**	0.39***	0.78*

**Note:** A dash “-” signifies that the parameter cannot be estimated.  
**Interpretation:** All other things being equal, a young Guadeloupean man (age 18-34), is 3 times more likely to be in employment than a young Guadeloupean woman.  
**Population:** DOM native-borns living in their DOM, aged 18-64; population not currently in education, excluding retirees.  
**Source:** INED-INSEE, MFV 2009-2010.

Appendix A.3.8: Factors associated with the probability for DOM native-borns with a degree in higher education living in their DOM of being a salaried employee in a higher-level or intermediate occupation (OR)

	Overall	Age 18-34	Age 35-64
Unweighted count	1,049	364	685
Constant	0.16	0.026	17.03
<i>Sex – Ref.: Female</i>	1	1	1
Male	1.60 ***	1.400	1.96 ***
<i>Département – Ref.: Réunion</i>	1	1	1
Guadeloupe	0.69 *	1.264	0.36 ***
French Guiana	1.134	1.281	0.690
Martinique	0.65 **	0.617	0.50 **
<i>Place where qualification obtained – Ref.: In the DOM</i>	1	1	1
Abroad	–	–	–
In another DOM	7.10 **	3.944	–
In metropolitan France	1.67 **	2.02 *	1.570
<i>Work experience – Ref.: 0-2 years</i>	1	1	1
2-5 years	1.82 **	1.474	1.336
5-10 years	2.01 ***	1.79 **	–
More than 10 years	3.58 ***	2.62 *	–
<i>Ego’s migration experience – Ref.: Non-migrant native-born</i>	1	1	1
Returned native-born	1.203	1.437	0.946

**Note:** A dash “–” signifies that the parameter cannot be estimated.  
**Interpretation:** All other things being equal, a man with is 1.6 times more likely to have a higher-level or intermediate occupation than a woman.  
**Population:** DOM native-borns aged 18-64, with a degree in higher education, in salaried employment and living in their DOM; population not currently in education, excluding retirees.  
**Source:** INED-INSEE, MFV 2009-2010.



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**Franck TEMPORAL, Claude-Valentin MARIE, with Stéphane BERNARD • LABOUR MARKET INTEGRATION OF YOUNG PEOPLE FROM THE FRENCH OVERSEAS DÉPARTEMENTS: AT HOME OR IN METROPOLITAN FRANCE?**

Since the mid-twentieth century, France's overseas *départements* (DOM) have seen intense migration, with criss-crossing flows of DOM native-borns leaving and returning, alongside migrants from France and other countries. Practically all of the DOM native-borns who emigrate – mainly towards metropolitan France – are working-age adults who leave their home for work or educational purposes. This study measures the scale of these migration flows and describes their complexity, focusing on the selection mechanisms at play among leavers and returners, notably in terms of educational level. We also examine the conditions of integration of DOM native-borns in their place of destination and assess the benefits of migration for those who return, the youngest especially (ages 18-34), by comparison with their elders (ages 35-64), the aim being to shed light on the changes which, from one age group to another, have marked this powerful and long-standing migration tradition. The original findings of the Migrations, Family and Ageing survey (MFV), and of the Trajectories and Origins survey (TeO), associated with census data from the DOMs and metropolitan France, provide scope for detailed analysis of the population of DOM native-borns, whatever their place of residence, and for a better understanding of the dynamics involved.

**Franck TEMPORAL, Claude-Valentin MARIE, avec la collaboration de Stéphane BERNARD • INSERTION PROFESSIONNELLE DES JEUNES ULTRAMARINS : DOM OU MÉTROPOLE ?**

Depuis un demi-siècle, les départements d'outre-mer (DOM) sont le théâtre de mouvements migratoires intenses où se croisent départs et retours des natifs des DOM et de populations nées en France métropolitaine ou à l'étranger. L'émigration des natifs des DOM, principalement orientée vers la métropole, a pour caractéristique majeure de concerner quasi exclusivement des individus en âge de travailler motivés par les études et l'emploi. Cette étude mesure l'ampleur et décrit la complexité de ces migrations, en s'attachant aux mécanismes de sélection à l'œuvre au départ comme au retour, notamment selon le niveau de diplôme. Il s'agit aussi d'évaluer les conditions de l'insertion des natifs des DOM pendant leur migration et d'apprécier les bénéfices qu'en tirent ceux qui reviennent, en particulier pour les plus jeunes (18 à 34 ans) par comparaison à leurs aînés (35 à 64 ans), afin d'éclairer les évolutions qui, d'une catégorie d'âge à l'autre, ont marqué cette tradition durable et forte de migration. Les résultats inédits des enquêtes *Migrations, famille et vieillissement* (MFV) et *Trajectoires et origines* (TeO), associés aux données des recensements dans les DOM et en métropole, offrent la possibilité d'analyses détaillées de la population des natifs des DOM quel que soit leur lieu de résidence, et ainsi de mieux comprendre les dynamiques en cours.

**Franck TEMPORAL, Claude-Valentin MARIE, con la colaboración de Stéphane BERNARD • INSERCIÓN PROFESIONAL DE LOS JÓVENES DE ULTRAMAR ¿DOM O FRANCIA METROPOLITANA?**

Desde hace medio siglo, los departamentos de ultramar (DOM) son el escenario de intensos movimientos migratorios donde se cruzan salidas y retornos de nativos de los DOM y de poblaciones nacidas en Francia metropolitana o en el extranjero. La emigración de los nativos de los DOM, principalmente dirigida hacia la metrópoli, concierne casi exclusivamente individuos en edad de trabajar, motivados por los estudios y el empleo. Este estudio mide la magnitud de esta emigración y describe su complejidad, centrándose en los mecanismos de selección que actúan tanto en el momento de partir como en el del retorno, en particular según el nivel de educación. Se trata igualmente de evaluar las condiciones de inserción de los nativos de los DOM durante la migración y de apreciar los beneficios que sacan de ella los que regresan, comparando los individuos más jóvenes (18-34 años) con los mayores (35-64 años); se pretende así esclarecer las evoluciones que, de una categoría de edad a otra, han marcado esta fuerte y duradera tradición de migración. Los resultados inéditos de las encuestas *Migrations, famille et vieillissement* (MFV) y *Trajectoires et origines* (TeO), asociados a los datos del censo en los DOM y en Francia metropolitana, permiten analizar de forma detallada la población de los nativos de los DOM cualquiera que sea su lugar de residencia, y así comprender mejor la dinámica actual.

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Keywords: DOM native-borns, emigration, return, educational level, labour market integration, job qualification.

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Translated by Madeleine Grieve.

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