
ACTRAV/ITC-ILO Course (A155169)

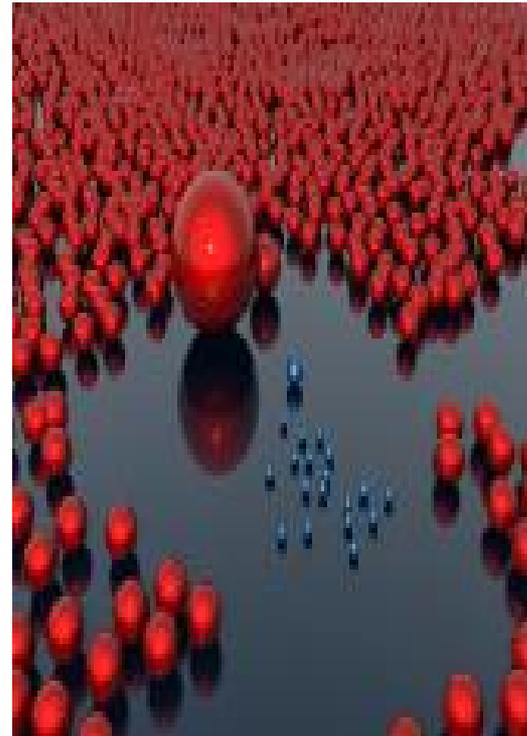
**Trade Union Actions for Achieving
Decent Work for Migrants**

**Current Work and Challenges of ILO's
International Migration Programme**

Structure of the Presentation

The presentation is structured as follows:

- ✓ MIGRANT's work embedded in ILO's approach on labour and social issues:
 - Migrants as workers
 - Tripartism
 - Standard setting
 - Decent Work Agenda
- ✓ MIGRANT's means of action
 - Technical cooperation
 - Advisory services and capacity building
 - Developing the knowledge base
- ✓ Partnerships
- ✓ Challenges for the future



ILO approach on migrants

- ✓ Basic objective of the ILO: creation of productive employment and decent jobs in all countries.
 - ✓ Migration is oftentimes the result of a decent work deficit in the countries of origin.
 - ✓ Migration should be the result of a choice, not a necessity.
 - ✓ Interest of the ILO in migrants as workers: promote fair (non-discriminatory) treatment of the workers.
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ILO approach on migrants

- ✓ ILO is neutral as concerns the desirability of migration for employment:
 - ILO has no stake in either pushing for more migration or less migration;
 - ILO's standards only define what protection mechanisms should kick in once migration does take place.
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ILO's tripartite approach

- ✓ ILO has a unique tripartite governance system where workers' and employers' organisations have decisional power along with governments.
 - ✓ Advantage of this system: decisions reflect realities of the world of work.
 - ✓ In the area of migration, ILO seeks to make sure that:
 - Social partners are involved in migration policy making, including at the national and local level (not only internationally);
 - Workers' and employers' organisations and Ministries of Labour benefit from its capacity building programmes.
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ILO standard setting contribution to migration

- ✓ The ILO is the only United Nations agency with constitutional mandate to protect migrant workers: Preamble to the Constitution 1919: “the protection of the interests of workers when employed in countries other than their own.”
 - ✓ Two Conventions dealing with migrant workers:
 - Migration for Employment (Revised), 1994 (No.97)
 - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
 - ✓ In addition, all ILO Conventions are applicable to migrant workers, unless otherwise stated in the Convention (e.g. Convention on Indigenous People only applies to this group).
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ILO standard setting contribution to migration

- ✓ Especially rights as they are defined under the 1998 ILO Declaration on Fundamental Principles and Rights at Work apply to all migrants, including even in irregular situations (these concerns freedom of association and collective bargaining; the elimination of child labour and forced labour, non-discrimination).
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The Decent Work Agenda: An integrated approach on migrant workers issues

- ✓ ILO action on international labour migration is based on 4 interrelated pillars, the Decent Work Agenda:
 - Fundamental principles and rights at work
 - Employment
 - Social protection
 - Social dialogue

 - ✓ This allows the ILO to address issues as varied as:
 - Conditions of employment and working conditions
 - Labour market mobility
 - Rights of collective representation
 - Skill development of migrant workers
 - Social security for migrant workers and their families, including portability of benefits
 - Remuneration and Remittances, to name but a few.
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The Decent Work Agenda: An integrated approach on migrant workers issues

- ✓ An integrated approach also as concerns the ILO means of action:
 - Standards
 - Technical cooperation
 - Advisory services
 - Developing the knowledge base
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Technical cooperation

- ✓ All technical cooperation projects are implemented in collaboration with ILO constituents as well as civil society organisations (such as migrants' associations) where appropriate.
- ✓ Issues covered include:
 - Migration governance and the development and implementation of labour migration policies (e.g. West Africa)
 - Extension of social security coverage for migrant workers and their families (e.g. all African regions)
 - Skills development (e.g. Central Europe, Asia)
 - Enhancing capacity of employment services and public recruitment agencies
 - Professional reintegration of returning migrant workers (e.g. W/A)
 - Improved data on labour migration issues (e.g. Arab region)
 - Support to labour migration governance at sub-regional level through regional economic communities and other sub-regional bodies.

Policy Advice, Institution Development and Capacity Building

- ✓ The non-binding **ILO Framework on Labour Migration**, which complements ILO standards related to labour migration, is used as the main tool for policy advice on formulating effective labour migration policies and setting up institutions in countries of origin and destination.

 - ✓ **Other tools** include:
 - Handbook on Establishing Effective Labour Migration Policies;
 - Manual on Equality in Diversity: Migration and Integration;
 - Handbook on Mainstreaming Migration into Development Planning

 - ✓ Training courses (in collaboration with ITCILO)
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Monitoring and Analysing Trends and Policy Developments in International Labour Migration

- ✓ **Data bases** on *‘good practices in labour migration and anti-discrimination action profiles.’*
 - ✓ **Discussion paper series** *‘International Migration Papers.’*
 - ✓ **Textbook-type publications** analysing trends and providing an overview of global issues in international labour migration, e.g. *‘International labour migration: A rights-based approach’* (2010).
 - ✓ **Specialized publications** on particular issues and policy developments, e.g. *‘The global economic crisis and migrant workers: impact and response’* (2009); *‘Strengthening migration governance’* (ILO/OSCE, 2009); *‘The internationalization of labour markets’* (ILO/ILS, 2010).
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Research/Knowledge Development

- ✓ On a variety of issues, including:
 - Integration and non-discrimination (e.g. situation testing)
 - Competition for global talent
 - Gender-sensitive migration policies
 - Recruitment of migrant workers
 - Temporary foreign workers schemes (e.g. seasonal programmes, trainee programmes, issues of return and reintegration)
 - Internationalization of labour markets
 - Demand for foreign labour
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International Partnerships

- ✓ At the global level ILO contributes through active engagement in the Global Migration Group (GMG):
 - GMG consists of 14 UN agencies working on various aspects of migration, plus the World Bank and the International Organisation for Migration
 - Seeks to encourage the adoption of more coherent, comprehensive and better coordinated approaches to international migration.
 - Brings together the Heads of Member agencies once a year
 - At working level, where the International Migration Programme represents the ILO, it operates via regular (quarterly) meetings, common conferences and common publications.
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International Partnerships

- ✓ The International Migration Programme also has common activities and/or regular contacts for exchange of information and expert inputs with regional bodies such as OECD, European Commission, Council of Europe, League of Arab States, Arab Labour Organisation, African Development Bank and Asian Development Bank.
 - ✓ ILO collaborates with the UN family at the country level through the UN Country Teams and the UNDAF processes.
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Challenges for the Future

- ✓ Treatment and protection of migrant workers (exploitation and abuse of migrants)
 - ✓ Growth in irregular migration
 - ✓ Brain-drain from developing countries, especially health care drain – migration policies favour skilled workers
 - ✓ Job matching across borders on a flexible basis
 - ✓ Issues of competition for global talent that increase decent work deficits.
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Challenges for the Future

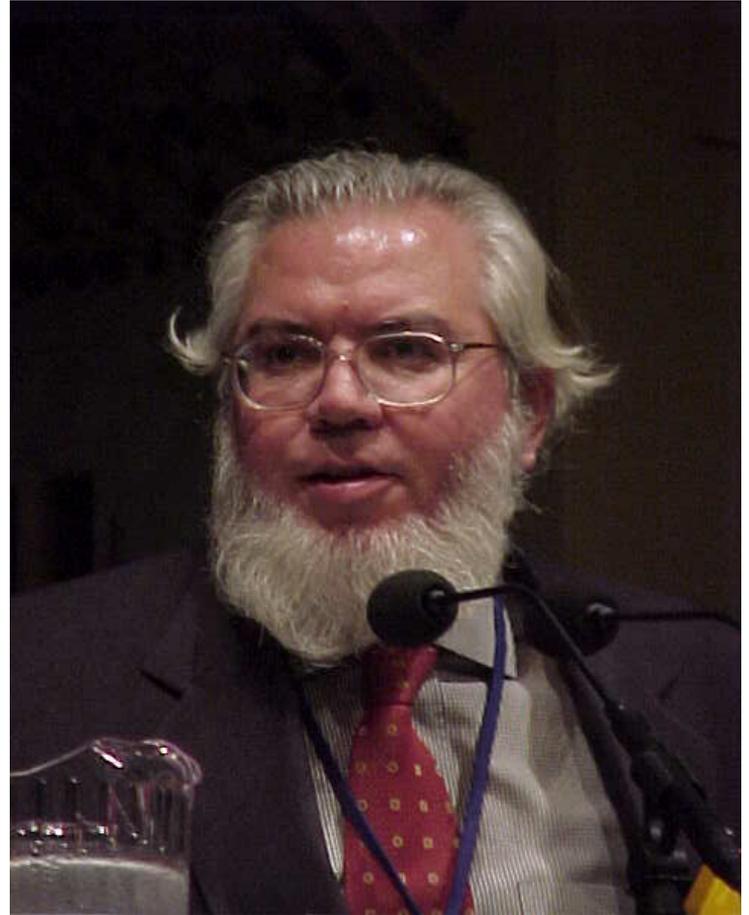
- ✓ How to prevent the segmentation of labour markets (= certain jobs become “migrant jobs” and are shunned by local populations).
 - ✓ Portability of social security rights for migrant workers
 - ✓ Poor integration of migrants in host societies
 - ✓ Poor governance of migration:
 - Lack of a multilateral framework
 - Most focus on control and prevention – not management
 - ✓ Enforcement of ratified Conventions is still an uphill task
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Challenges for the Future

“Migrant workers are an asset to every country where they bring their labour. Let us give them the dignity they deserve as human beings and the respect they deserve as workers.”

Juan Somavia

Director-General of the ILO



The End!

Any Questions?