



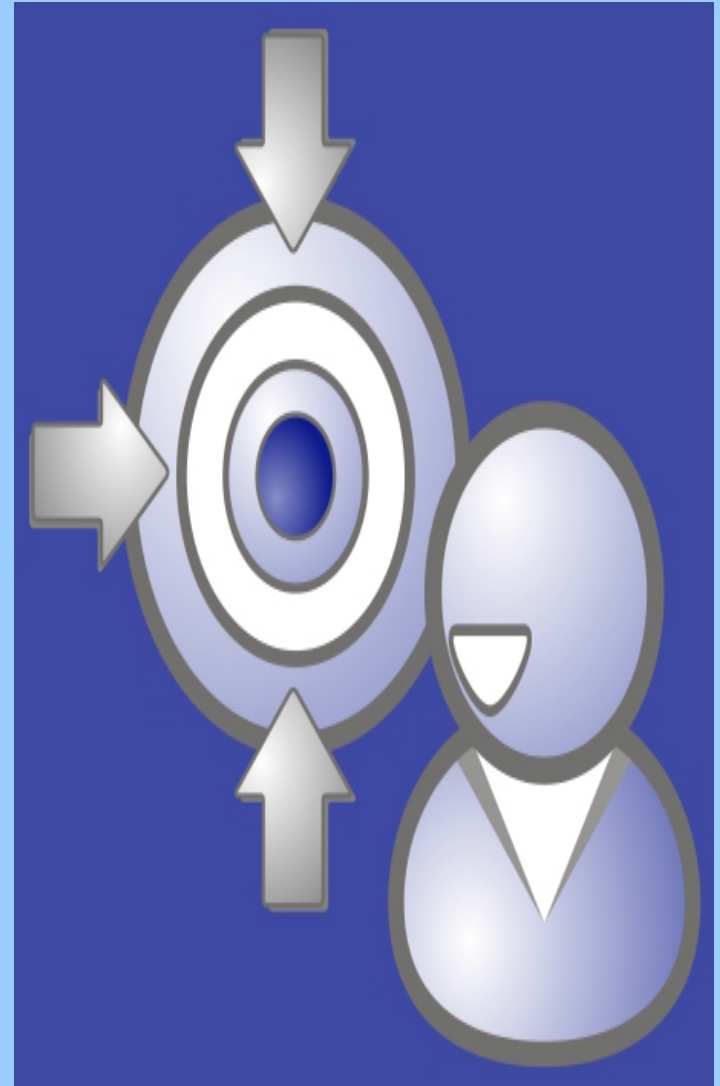
ACTRAV/ITC-ILO Course (A155169)

**Trade Union Actions for Achieving Decent Work for Migrants
(Kisumu, Kenya, 21 – 25 May 2012)**

International Labour Migration: An Overview

Content of the session

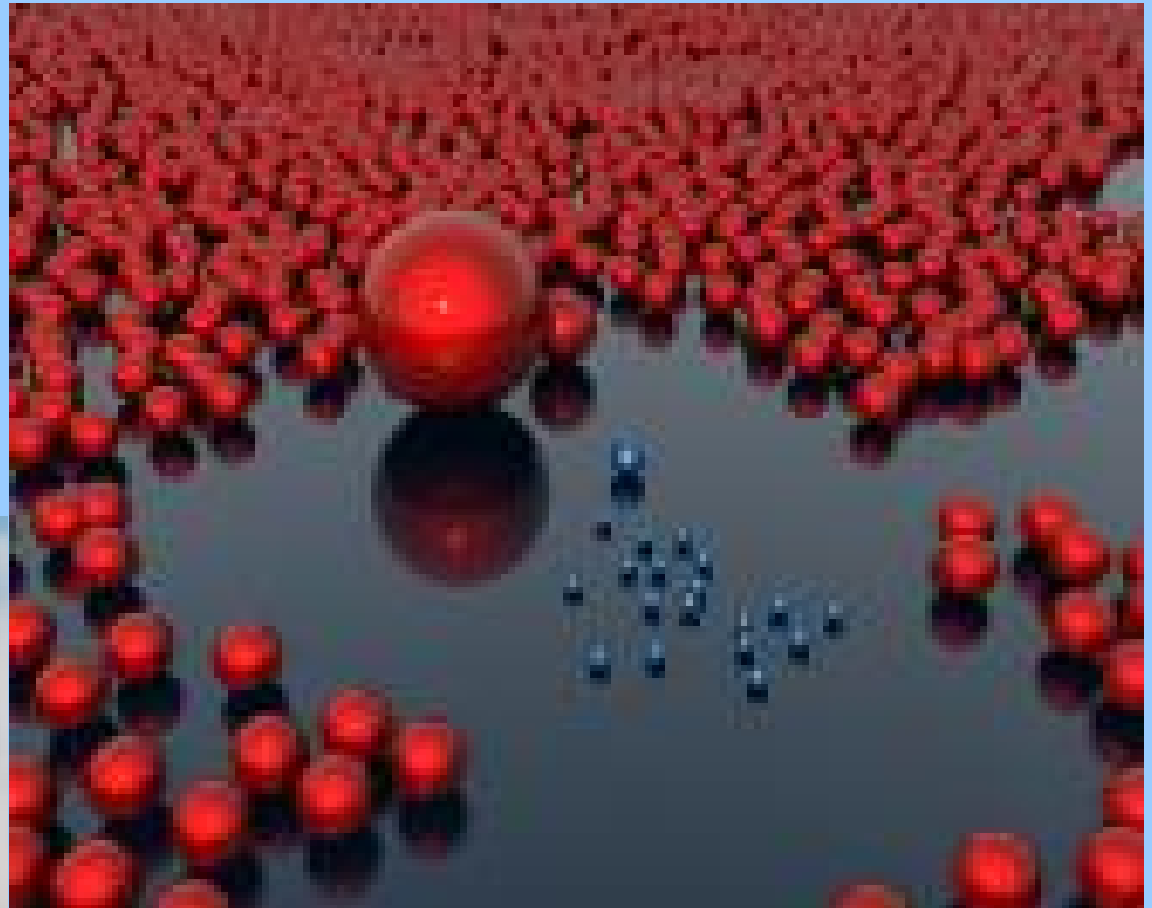
- ✓ Definitions
- ✓ Statistics
- ✓ Gender and Migration
- ✓ Factors behind Labour Migration
- ✓ Contribution to the Economies and Labour Markets of host and origin countries
- ✓ Labour Migration Policies and Protection of Migrant Workers
- ✓ ILO Mandate and Approach to Development



Definitions

How do you understand these terms?

- ✓ Migration ?
- ✓ Immigration?
- ✓ Emigration?



Definitions

- ✓ **Migration**: movement from one place to another could be individual/group; organised/spontaneous; internal/international – different reasons (push and pull factors).
- ✓ **Emigration** : The act of departing or exiting from one State with a view to settle in another. International human rights norms provide that all persons should be free to leave any country, including their own, and that only in very limited circumstances may States impose restrictions on the individual's right to leave its territory.
- ✓ **Immigration**: A process by which non-nationals move into a country for the purpose of settlement.

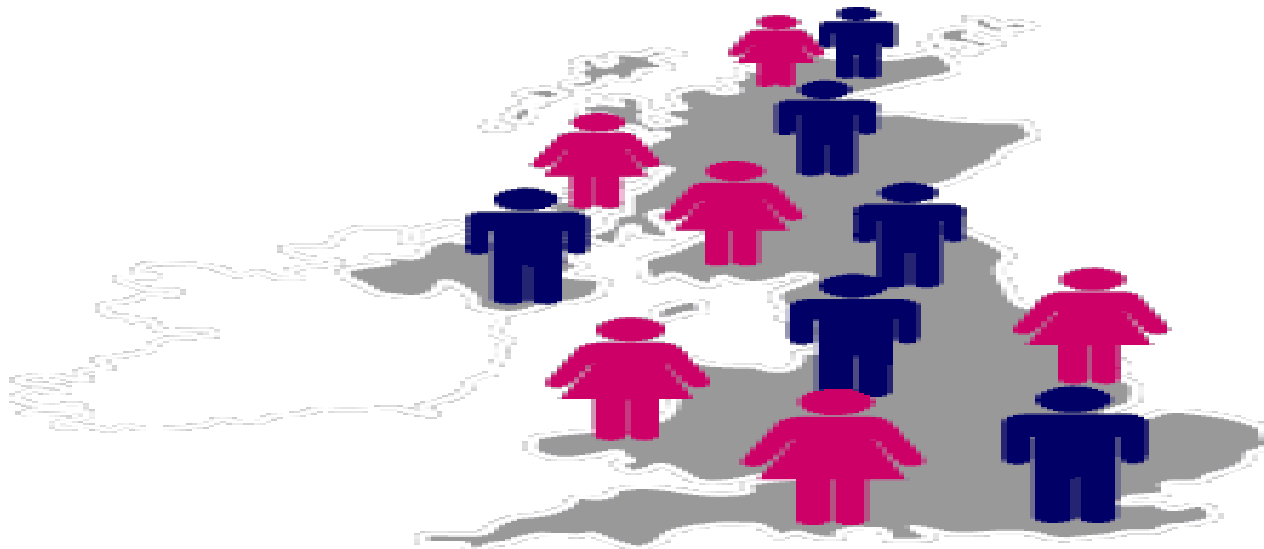
A word about terminology

- ✓ ILO dictum: Labour is not a commodity; thus, labour exports-imports or exporting/importing inappropriate. **Source and destination countries.**
- ✓ Every worker has a skill- there are no unskilled workers. Can be low skilled or semi skilled.
- ✓ **Irregular migration and migrant workers in irregular status are the correct terms** – not illegal, clandestine, undocumented.
- ✓ Combating, fighting irregular/illegal migration: **avoid military jargon.**

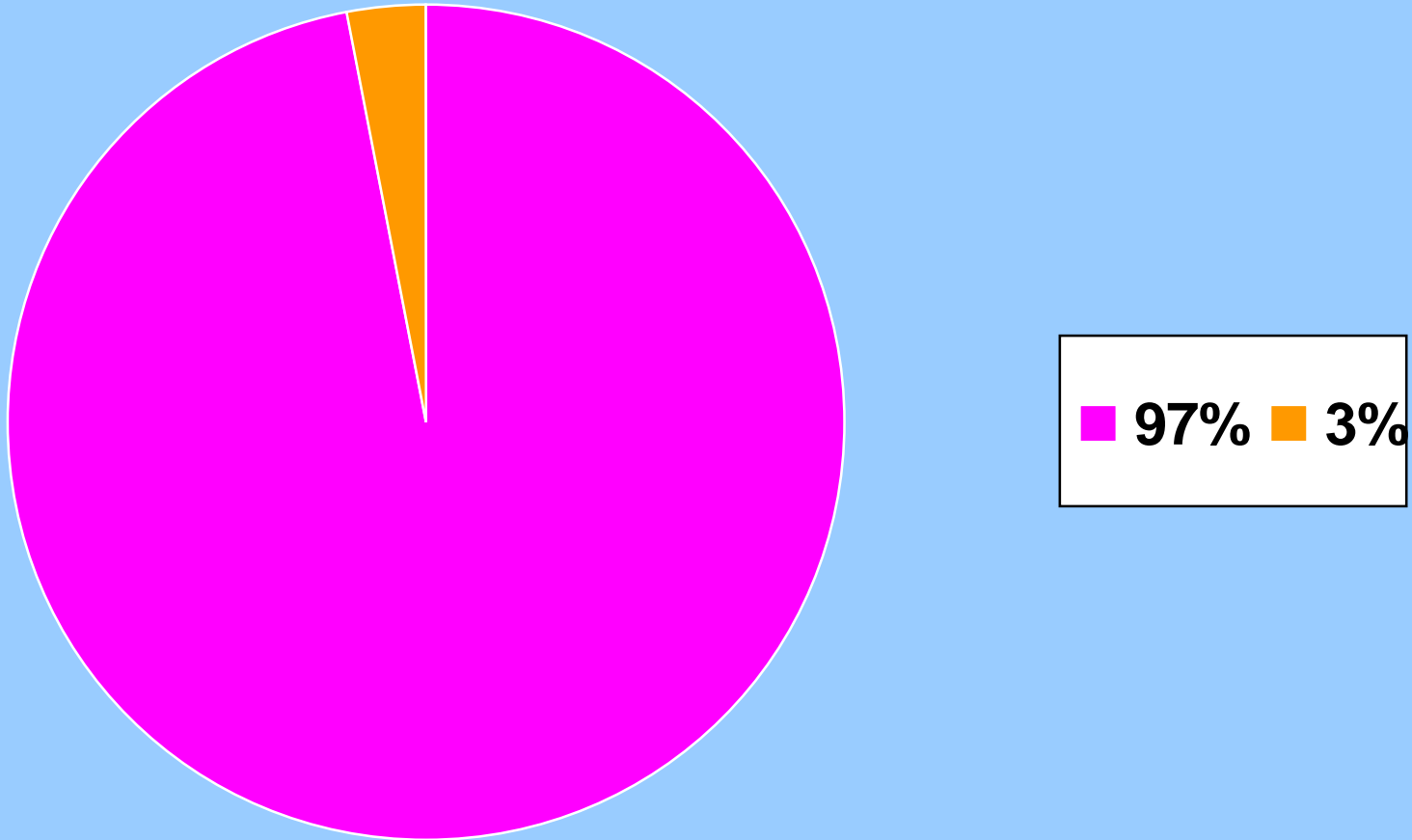
Some Figures

✓ **WHAT DOES THIS NUMBER STAND FOR?**

“214 Million in 2010”



Migrants = 3 % of the global population



Growth of world migrant population 1965 – 2010

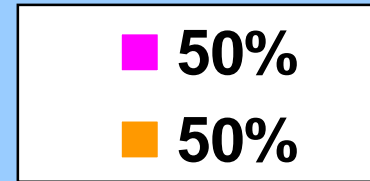
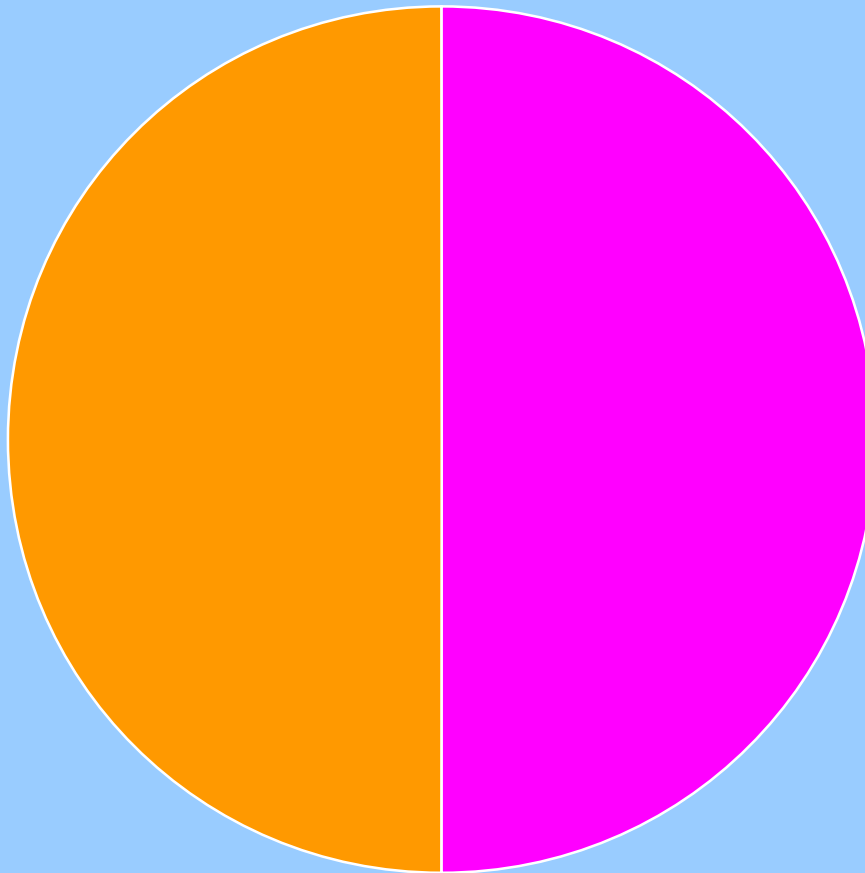
	Migrants (millions)	World pop (billions)	Migrants as per cent of world pop
1965 *	75	3.3	2.3
1975 *	85	4.1	2.1
1985 *	105	4.8	2.2
1990 *	154	5.3	2.9
1995 *	164	5.7	2.9
2000*	175	6.1	2.9
2010	214	6.8	3.1

*Source : United Nations : *International migration report 2002*

Statistics

- ✓ **214 million migrants (half being migrant workers) - 2010**
 - ✓ 49,0 percent (%) are female migrant workers (in Europe more than 50%)
 - ✓ 3,1 percent (%) world population (same as the beginning of the 20th Century)
 - ✓ Percentage (%) is higher in some countries (i.e. Western Europe) due to demographic changes (Shrinking Population growth rates and Labour forces)
- ✓ **227 million people in the labour force in West/Central Europe**
 - ✓ 2005: 4% are Third Country Nationals in Total Employment (EU-15)
 - ✓ Third Country Nationals are 10 % of the population of developed countries
- ✓ **World Bank study: Gains produced by the liberalization of migration surpass those of trade liberalization**
 - ✓ 3% growth of migration by 2025 - \$356 billion gains for the global economy
- ✓ **Networks**

Migration by Gender



Women migrants

Major Area	1960	1970	1980	1990	2000
World	46.6	47.2	47.4	47.9	48.8
More developed regions	47.9	48.2	49.4	50.8	50.9
Less developed regions	45.7	46.3	45.5	44.7	45.7

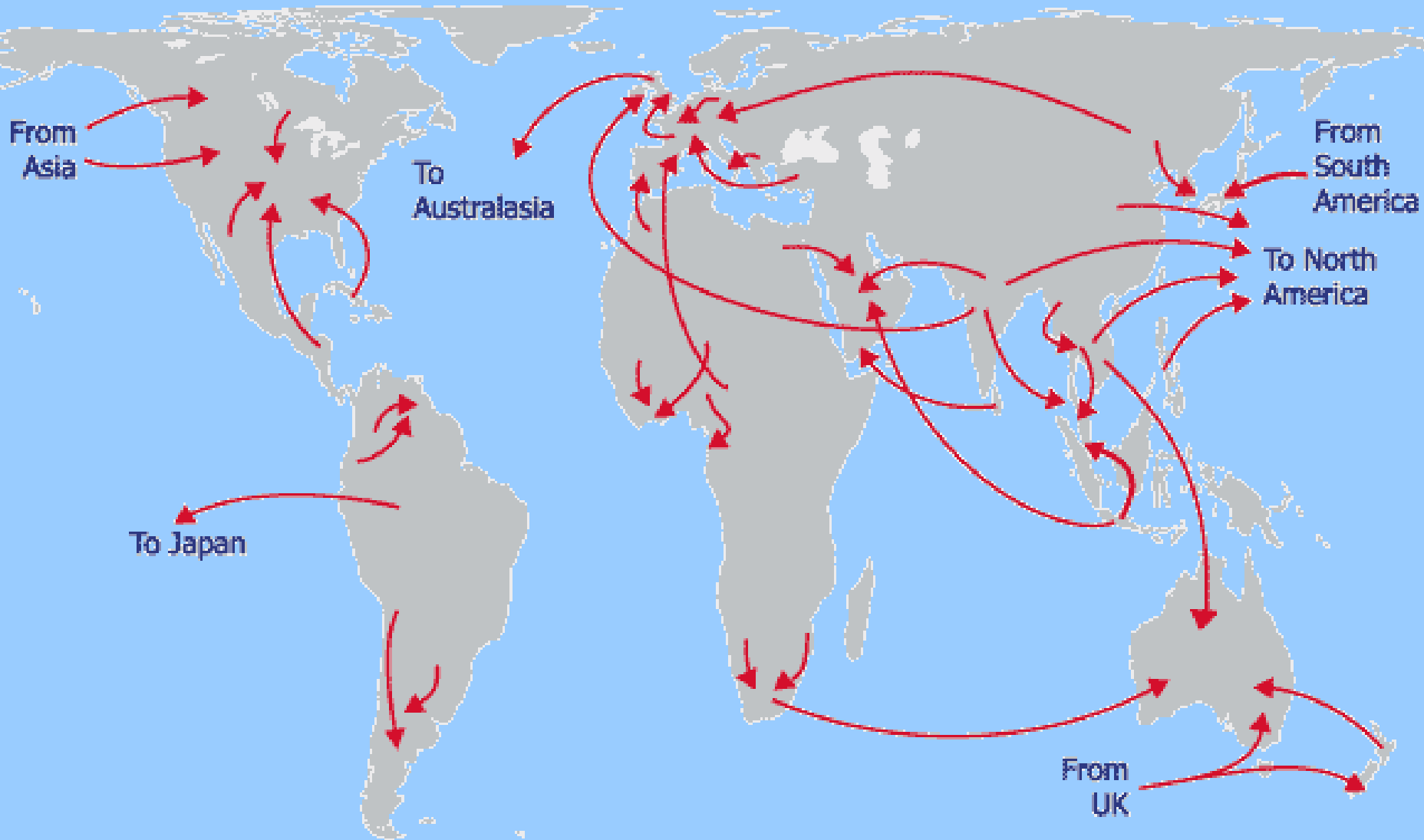
Source : H. Zlotnik : « Data Insight The Global Dimensions of Female Migration » in United Nations, *International Migration Report : 2002* (NY, United Nations, 2002)

- ✓ Female migrants out number male migrant in developed countries

International legal framework for the protection of migrant workers (2)

- ✓ Feminization of migration since 1960
- ✓ Women's labour migration is concentrated in a very limited number of occupations
- ✓ More vulnerable
- ✓ Double discrimination (women AND migrant)
- ✓ Risks of abuses, trafficking, forced labour
- ✓ Need adequate protection

International Migration Routes



Policy responses to labour migration in countries of origin (2)



Labour Migration Theory

Factors Behind Labour Migration

- ✓ Labour market pressures in countries of origin : unemployment and underemployment
- ✓ Poverty
- ✓ Labour demand in countries of destination (demographic factors, need to sustain economic activities and development)
- ✓ Income inequality between countries within countries
- ✓ Technological development in communication and transportation
- ✓ Geographical proximity
- ✓ Historical and cultural links
- ✓ Political reasons
- ✓ Ecological reasons
- ✓ Family unification



LABOUR MARKETS

Destination Countries

- ✓ **Economic Theory**: Increase in labour supply will reduce wages or increase unemployment.
- ✓ Migrant workers improve economic performance
 - ✓ Through the labour market by:
 - ✓ Spurring productivity growth
 - ✓ Increasing the employment rate
 - ✓ Expanding the working age population
 - ✓ Through augmenting the level of consumption, i.e. demand for goods and services, thus also raising labour demand, which benefits nationals as well
 - ✓ Through contributing their entrepreneurial capacities

LABOUR MARKETS

Destination Countries

- ✓ Migrant workers are complements rather than substitutes for domestic workers.
- ✓ Migrant workers may affect salaries of low-skilled national workers, but the share of low-skilled workers is low and declining in industrialized countries.
- ✓ Occupational distribution of majority migrant workers is very different from national workers - proof that they do not compete.
- ✓ Migrant workers specialize in labour market activities that would not exist at the same scale, or not at all, without their presence - therefore the economy gains.

LABOUR MARKETS

Destination Countries

- ✓ Migrant workers specialize in labour market activities that would not exist at the same scale, or not at all, without their presence - therefore the economy gains.
- ✓ But, migration is selective:
 - ✓ Produces upward pressure on salaries in certain sectors.
 - ✓ In general, emigration of low-skilled workers generates gains for those who remain behind.

LABOUR MARKETS

Origin Countries

- ✓ Labour migration can reduce pressures on labour markets in labour-surplus countries.
- ✓ In some countries, migrants are replaced easily without loss in production or increase of wages.
- ✓ Migrant workers are complements rather than substitutes for domestic workers.
- ✓ Migrant workers may affect salaries of low-skilled national workers, but the share of low-skilled workers is low and declining in industrialized countries.
- ✓ Occupational distribution of majority migrant workers is very different from national workers - proof that they do not compete.

Labour Market Origin Countries

- ✓ **Brain-drain**: However, is a major challenge – conflict with development objectives.
 - ✓ Can set in motion vicious circles that slow development by reducing human capital. It is particularly serious in certain sectors: health care and education
- ✓ **Lowers returns to capital because:**
 - ✓ Governments may be reluctant to invest in higher education
 - ✓ Local firms that invest in training people will find it difficult to recoup their investment if trained workers leave
- ✓ **Might affect capital movement**
 - ✓ Companies take into account skills and personnel locally available and might be discouraged to invest

Remittances: some figures

**1995 – 2005 :
UP TO \$ 250 billion**



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Definition

REMITTANCES

=

**Monies earned or acquired
by non-nationals that are
transferred back to their
country of origin.**

Remittances

Remittances: most immediate and tangible benefits.

- ✓ 2nd Largest source of external funding for developing countries
- ✓ More reliable source of income
 - ✓ The flows of remittances fluctuate with economic cycles (counter-cyclical)
 - ✓ Better distributed than Foreign Direct Investment (FDI)
- ✓ World Bank: remittances transfers more than doubled
 - ✓ 1995-2005, up to \$250 billion
 - ✓ Developing countries received 72% in 2005 = \$190 billion

Remittances

Table 4.2 Recorded remittances have grown faster than private capital flows and ODA

\$ billions

	1995	2004
Workers' remittances	58	160
Foreign direct investment	107	166
Private debt and portfolio equity	170	136
Official development assistance	59	79

Source: World Bank (2005).

Workers' remittances (growth rates) (%)

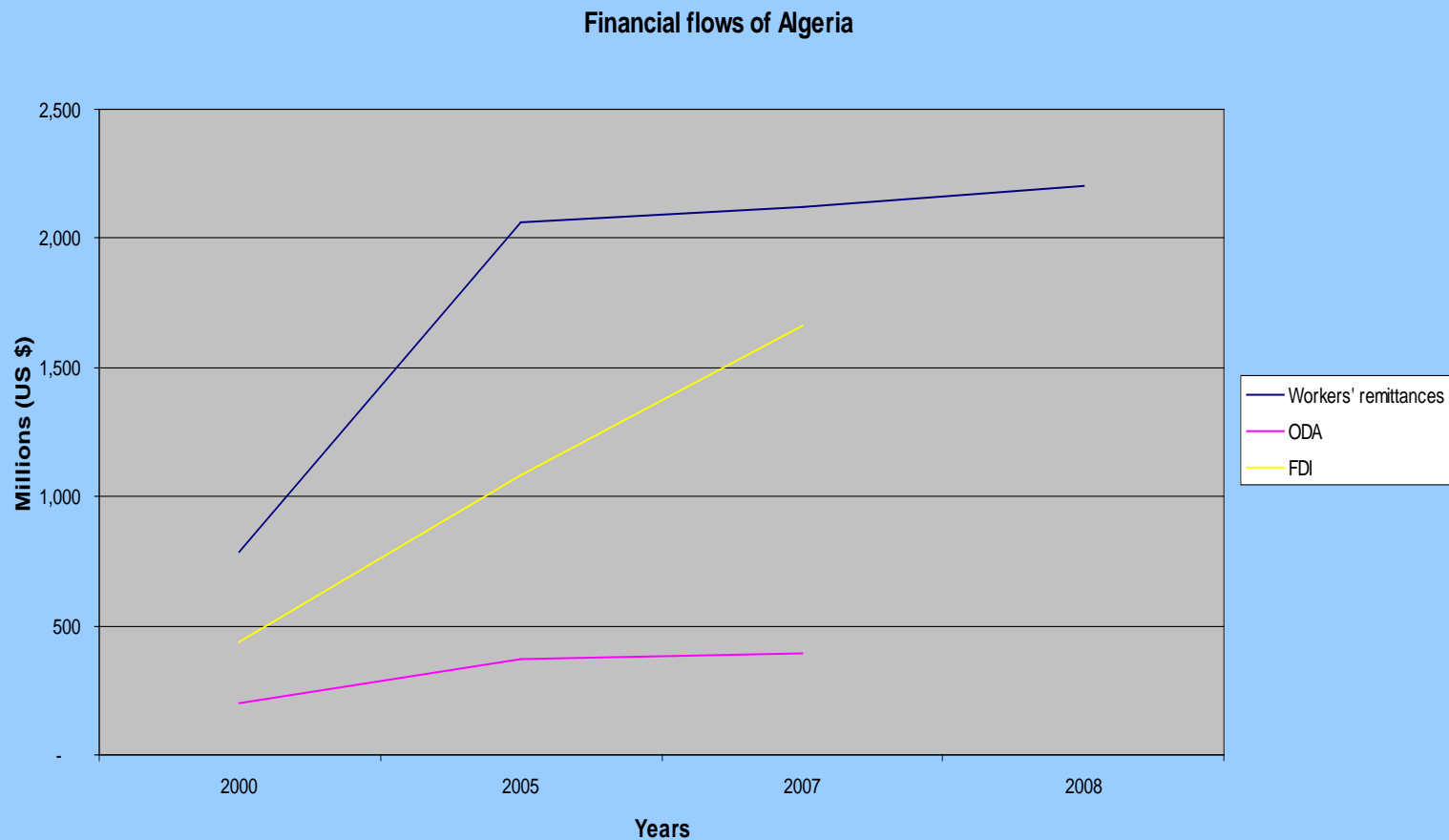
	2006	2007	2008	2009 (estimates)	2010 (projections)	2011 (projections)
Developing countries	18.3	22.9	16.7	-6.1	1.4	3.9
East Asia and Pacific	14.1	23.8	20.8	-1.5	0.8	3.7
Europe and Central Asia	24.1	36.0	13.8	-14.7	2.7	5.0
Latin America and Caribbean	18.1	6.8	2.3	-9.6	0.5	3.5
Middle East and North Africa	4.6	20.1	10.6	-7.2	1.5	3.3
South Asia	25.3	27.1	35.6	-1.8	1.7	4.1
Sub-Saharan Africa	34.7	47.6	13.4	-2.9	1.8	3.9
Low-income countries	23.9	23.4	28.3	0.7	2.6	4.6
Middle-income countries	17.8	22.9	15.6	-6.8	1.2	3.8
World	15.3	21.3	15.3	-5.3	1.2	3.7
Source: Ratha et al (2009).						

Outlook for remittance flows to developing countries, 2011-13

	2007	2008	2009	2010e	2011f	2012f	2 013f
\$ billions							
All developing countries	278	325	308	325	349	375	404
East Asia and Pacific	71	85	86	93	99	107	117
Europe and Central Asia	39	46	35	36	39	42	46
Latin America and Caribbean	63	64	57	58	63	68	74
Middle-East and North Africa	32	36	34	36	37	39	41
South Asia	54	72	75	81	89	94	100
Sub-Saharan Africa	19	22	21	22	23	24	26
LDCs (UN-classification)	17	23	24	26	28	31	33
Low-income countries	17	22	23	24	27	29	32
Middle-income	262	303	285	300	321	345	372
World	385	444	417	440	468	499	536

Remittances

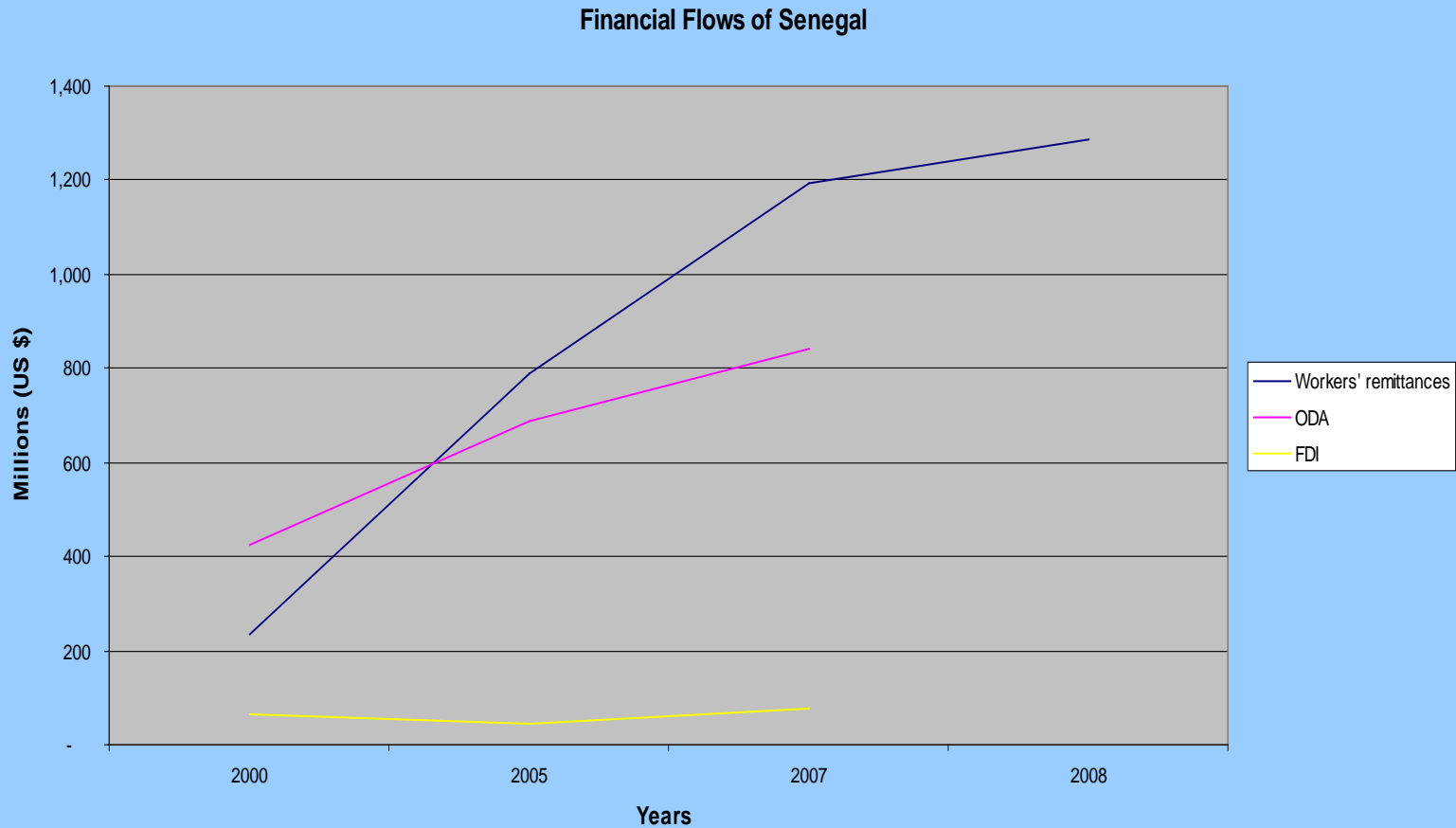
ODA and FDI flows : ALGERIA



Source: World Bank, April 2009

Remittances

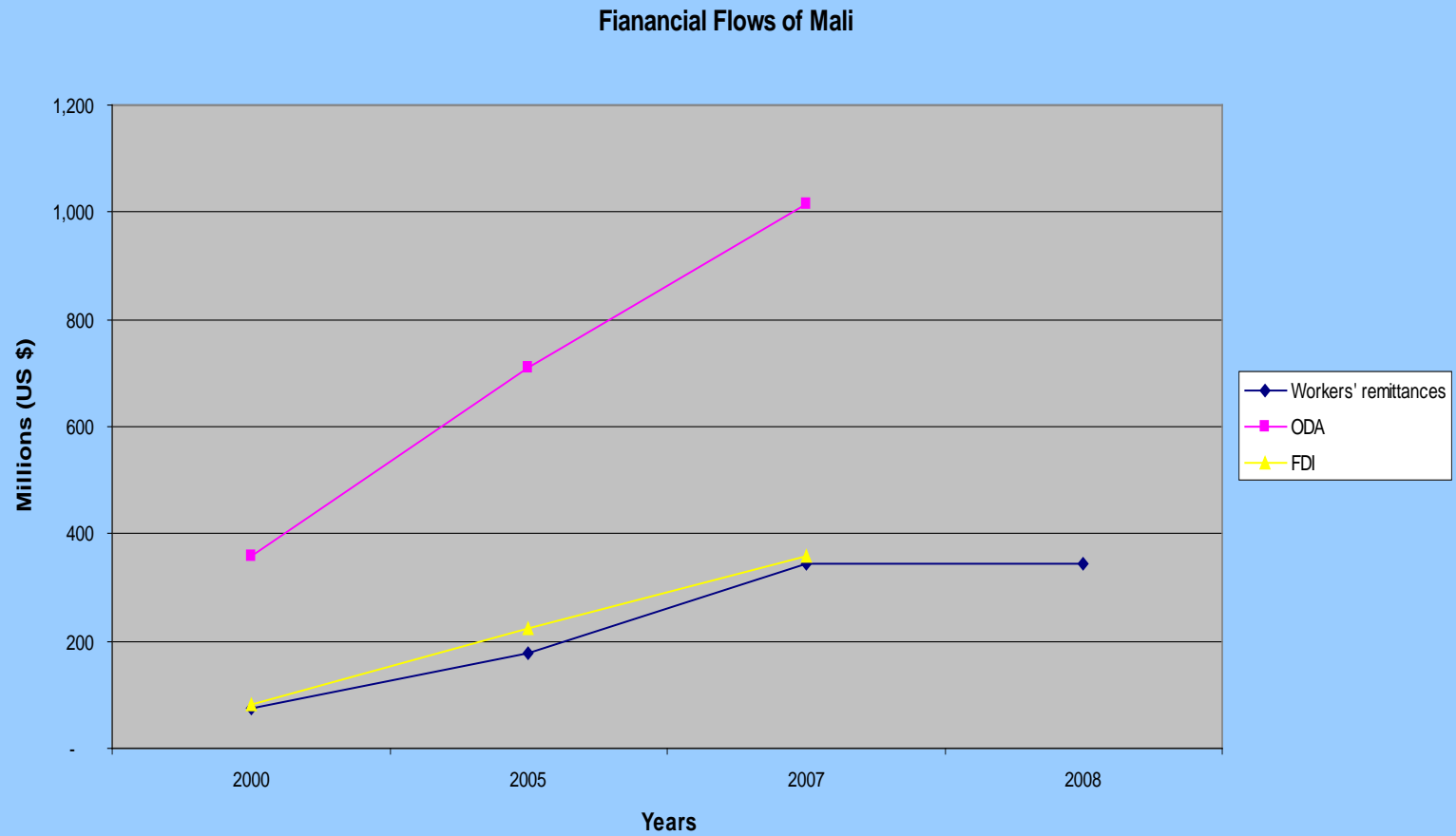
ODA and FDI flows : SENEGAL



Source: World Bank, April 2009

Remittances

ODA and FDI flows : MALI



Source: World Bank, April 2009

Economic Contribution: Origin Countries

Remittances:

- ✓ Positive Effects:
 - ✓ The first waves of migrants, coming from middle class, their remittances may increase inequality. As low-skilled workers, from poor families, start to migrate, their remittances reduce poverty and inequality.
 - ✓ Families receiving remittances spend more than average on human capital formation (education and health care)
 - ✓ Long-term: increase local production (income and investment)

- ✓ Negative Effects:
 - ✓ Spent on non-tradables – additional demand drive up the prices of such goods and services
 - ✓ Short-term: may reduce local production (rely heavily on labour)

Remittances and Impact of the crisis

- **A smaller-than-expected decline in 2009 overall, but differences across regions**
 - Larger-than-expected decline in remittances to Latin America and the Caribbean, but emerging signs of a bottoming out
 - Better outcome in South Asia and East Asia, but emerging signs of a peaking
 - Flows declining in Europe & Central Asia, and Middle East & North Africa
 - Sub-Saharan Africa doing better
- **Currency effects**
 - Effects on consumption/investment motivation
 - Valuation effects → for instance: Depreciation of the ruble has reduced remittances flows to Central Asian countries in US dollar terms (Tajikistan)

Policy: Labour Migration

International Cooperation

Examples of fora, policies and measures:

- ✓ Bilateral Agreements
- ✓ Regional and inter-regional conferences
- ✓ Evaluation of labour market needs in the countries of destination
- ✓ Increasing opportunities and means of regular migration
- ✓ Reducing the cost of remittances by promoting competition and development of intermediate financial services
- ✓ Ethical Recruitment Practices:
 - ✓ Destination countries should refrain from actively recruiting skilled workers in low-income countries with skills shortage
- ✓ Promoting investment in critical skill areas
- ✓ Mutual recognition of academic degrees and qualifications
- ✓ Accumulation and portability of social security pension benefits
- ✓ Exchange of statistical data

Policy: Labour Migration

Protection of Migrant Workers:

- ✓ Protection of migrant workers and respect for their labour and human rights are important values per se
 - ✓ Most effective instrument for ensuring their equality of treatment with native workers
- ✓ Non-discrimination and equality of treatment
 - ✓ Among the four (4) categories of fundamental principles and rights at work recognized by ILO members
 - ✓ Best means to protect the interests of native workers
 - ✓ Guarantee labour market efficiency

International Legal Framework

Protection of Human Rights under the UN:

- ✓ Universal Declaration on Human Rights, 1948
- ✓ Seven (7) Human Rights Instruments adopted in the context of the United Nations
- ✓ Special Focus: Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990

Rights of Migrant Workers

ILO MANDATE

- The protection of **human rights** of men and women migrant workers and
- the promotion of their **equal treatment and opportunity** are enshrined in the
 - ILO Constitution (1919)
 - Declaration of Philadelphia (1944)
 - Declaration of Fundamental Principles and Rights at Work (1998)
- The Social Justice Declaration (2008) reaffirms the role of ILS and states that **gender and non-discrimination should be cross-cutting**

International Legal Framework

International Labour Conventions:

All International Labour Conventions, including the eight fundamental ones, under the 1998 ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, apply to migrant workers

Especially :

Eight Fundamental Labour Conventions

- ✓ Forced Labour Convention, 1930 (No. 29)
- ✓ Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
- ✓ Right to Organize and Collective Bargaining Convention, 1949 (No. 98)
- ✓ Equal Remuneration Convention, 1951 (No. 100)
- ✓ Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- ✓ Minimum Age Convention, 1973 (No. 138)
- ✓ Worst Forms of Child Labour Convention, 1999 (No. 182)

International Legal Framework

Specific ILO standards in reference to migrant workers

- ✓ Migration for Employment Convention (Revised), 1949 (No. 97)
- ✓ Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
 - Basic components of a comprehensive labour migration policy
 - Measures to facilitate migration movements
 - Promote equality of treatment and opportunity for migrants and nationals

Multilateral Framework on Labour Migration (2006)

A set of non-binding principles, guidelines and best-practices for Governments, organizations of employers and workers to pursue a rights-based approach to labour migration. The Framework aims to foster cooperation in order to assist in the implementation of effective policies on labour migration.

- ✓ Based on significant international instruments, an analysis of policy, and the mandate of the ILO
- ✓ Nine (9) sections, 15 principles and about 120 guidelines:
 - ✓ Decent Work for All
 - ✓ Governance
 - ✓ Protection of Migrant Workers
 - ✓ Migration and Development
 - ✓ International Development
 - ✓ Annex: Examples of best practices, corresponding to the principles, drawn from all regions.

ILO Approach to Development

- ✓ Promoting development and combating poverty, through the creation of employment and decent work, in countries of origin.
- ✓ By promoting development and employment, conditions would be created for countries of origin and destination to cooperate fully in formulating and implementing labour migration policies that realize their interests, as well as those of migrant workers.
- ✓ Best means to reduce migration pressures so that people migrate by choice and not by necessity.