Issues underlying policy responses in countries of origin and destination

- **Countries of origin**
  - Protection of migrant workers and support services
  - Optimizing the benefits of labour migration
  - Reintegration and Decent Work

- **Destination countries**
  - Labour/skills shortages
  - Demographic factors
  - Rights of migrant workers and international standards
  - Managing irregular migration
  - Attitude of the host population
Policies and practices in countries of origin to protect migrant workers

- Regulation of recruitment
- Procedures for Departure
  - Employment contracts
  - Emigration clearance
- Support Services
  - Information dissemination
  - Migrant Welfare Funds
  - Government assistance in destination countries through labour attachés
- Inter-state and International Cooperation
Policies and practices to optimize the benefits of labour migration

- Marketing
  - The market development process
  - Market research
  - Role of the private sector
- Information Dissemination
- Bilateral and Regional Labour Agreements
- Migrant Remittances
  - Role of remittances in national economies
  - Data collection
  - Remittance services
  - Enhancing the Impact of Remittances on Development
- Education, Training and Skills Development
- Emigration of Skilled Human Resources
- Return and reintegration
Administration of Labour Migration

- Giving due priority to the management of labour migration – in foreign policy and resource allocation
- Establishing the Policy-making Team
  - Designated autonomous body or ministry
- Crafting the Policy
- Personnel
- Monitoring and Evaluating Performance
- Data Collection
Foreign labour admission policies

- Permanent versus temporary labour migration?
- Highly skilled vs. low skilled
- Assessing foreign labour demand – quotas, labour market test, shortage occupations
- Admission policies
  - Employment-based immigration
  - Temporary labour migration
    - Work permit systems
    - Forms of temporary labour migration
    - Policy issues
    - How to make temporary labour migration programmes feasible?
Post-admission policies: rights of migrant workers

- Labour market regulation
  - Access to employment
  - Recognition of diplomas
- Protection in the employment context
  - Terms and conditions of employment
  - Trade union rights
- Occupational health and safety
- Facilitating social cohesion
  - Addressing discrimination / integration / family reunion
- Enhancing social welfare
  - Health care / housing / education
- Social security
- Irregular migrant workers (UN MW Convention 1990)
- Implementation – Labour inspection, MRCs, group formation, advocacy, international cooperation
Reducing irregular labour migration

- The need for a comprehensive approach
  - Activities in country of origin
  - Border controls and visa policy
  - Action against those who facilitate irregular migration
    - i.e. traffickers, smugglers, employers, recruiters
  - Protection of irregular migrant workers
  - Regularization
  - Return
  - Opening up more legal channels for labour migration
  - Inter-state cooperation
Inter-State and international cooperation

- **Formal mechanisms**
  - Bilateral labour agreements
  - Inter-country TU agreements
  - Regional integration
    - ASEAN, SAARC
  - Regional agreements / global level agreements
    - Inter-state cooperation in specific human rights and labour instruments
    - General Agreement on Trade in Services (GATS) – Mode 4
      - mobility of workers in the context of trade in services
Inter-State cooperation (cont.)

- Less formal and consultative mechanisms
  - Regional Consultative Processes (RCPs)
    - e.g. Colombo Process
  - Other informal meetings
    - e.g. Joint Commissions of Labour / Round tables
- Global initiatives
  - GFMD (State-owned process)
  - ILO non-binding Multilateral Framework on Labour Migration (tripartite – governments, employer and worker organizations)