

# 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)