Economic Migration: managing labour migration in the 21st Century

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Introduction

1. Labour Migration - definition, trends, characteristics
2. Labour Migration Policies – Origin and Destination countries
3. Case Study – developing migration policies in Patinir and Bronzina (Group work)
4. Circular migration: a new form of (labour) migration?
1. LABOUR MIGRATION
1.1. WHO IS A MIGRANT WORKER?

- A person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a national. *(UN, 2003)*

- ILO Migration for Employment Convention (Revised), 1949 (No.97)

  Art.11, Sec.1 – **a person who migrates from one country to another with a view to being employed** otherwise than on his own account and includes any person regularly admitted as a migrant for employment. *(does not include frontier workers, seamen & short-term entry of members of liberal professions and artistes)*
1.2. WHY IS LABOUR MIGRATION IMPORTANT IN TODAY’S WORLD?

- Labour migration is the movement of people across borders for employment. International migrants are persons residing in a country other than their country of birth, both in regular and irregular status.

- Over the past 45 years, the number of persons living outside their country of birth has more than doubled from an estimated 75 million in 1960 to nearly 191 million in 2006 (UN, 2006).

- Roughly 90 million of this figure constitute migrant workers (ILO, 2006).

- Migration has fast become a global issue. *No one country on its own can deal with the challenges migration poses.* Cooperation among States is essential.
1.3. WHAT ARE THE MAIN CHARACTERISTICS OF LABOUR MIGRATION?

- Female labour migrants constitute almost half of the total migrant stock at the world level.
- According to the World Bank, remittance flows to developing countries were estimated to reach $283 billion in 2008.
- Increased trend towards skilled migration.
- Labour migration linked to globalization – trade, communication and provision of services.
2. LABOUR MIGRATION POLICIES
2.1 KEY POLICY ISSUES: CREATING A COHERENT POLICY FRAMEWORK

Balancing National Policy Objectives -
- e.g. Migration and Security Concerns

National migration Policy Objectives -
- e.g. Countries of Origin - promoting labour migration and/or retaining the highly skilled
- e.g. Country of Destination – combating irregular labour migration and/or regularizing migrants
2.2. COUNTRY OF ORIGIN RESPONSE

Policy Objectives

- a) **Protection** of Migrant Workers (regulatory provisions) and Support Services
- b) **Optimizing** the benefits of organized labour migration
- c) Institutional **capacity building**, inter-ministerial **coordination** and inter-state **cooperation**
a) PROTECTION OF MIGRANT WORKERS

*Improving the efficiency regulatory mechanisms and support services, including:*

- Regulation of recruitment;
- Developing and enforcing minimum standards in employment contracts;
- Information dissemination to migrants;
- Assistance in the country of destination;
- Promoting inter-state cooperation.
b) OPTIMIZING THE BENEFITS OF ORGANIZED LABOUR MIGRATION

Promoting foreign employment, while providing safeguards to protect migrants

- Overseas employment as a part of a national development strategy - taking advantage of global employment opportunities
- Attracting Foreign exchange through reducing remittance transfer costs and the productive use of remittances
- Fostering skills upgrading and transfer
SRI LANKA NATIONAL POLICY ON LABOUR MIGRATION

Developed by the Ministry for Foreign Employment Promotion and Welfare to articulate the State Policy regarding Sri Lankan citizens engaged in employment in other countries. The Policy has the following goals:

- To develop a long-term vision for the role of labour migration in the economy;
- To enhance the benefits of labour migration on the economy, society, and the migrant workers and their families and minimize its negative impacts;
- To work towards the fulfillment and protection of all human and labour rights of migrant workers.
POLICY CHARACTERISTICS: SRI LANKA NATIONAL POLICY ON LABOUR MIGRATION

✓ **Linked to other development strategies** - The Ten Year Plan for Development and the National Action Plan for Decent work


✓ **Gender sensitive**: State shall apply gender sensitive criteria in the formulation and implementation of policies and programmes affecting migrant workers and the composition of bodies tasked for the welfare of migrant workers
2.3 COUNTRY OF DESTINATION RESPONSE

**Issues**

- Detecting, assessing and predicting shortages of labour
- **Demographic factors**
- **Rights** of migrant workers
- Managing *irregular migration*
- Attitude of the host population (Integration)
2.3 COUNTRY OF DESTINATION RESPONSE

Detecting, assessing and predicting shortages of labour and application of methodologies

- Assessing labour shortages (Quotas, Labour Market Survey)
- Gauging to what extent shortages should be filled by foreign labour and
- How foreign labour can be channelled into the employment sector or region in question.
- Prioritizing temporary labour or more permanent forms of labour migration
Addressing the demographic deficit

In the absence of migration, high income countries will collectively lose 216 million workers between now and 2050. The European Union alone will experience a loss of 66 million workers; a decline of almost one-third, and by 2050, there will be about two retirees per every one active person. (World Bank, 2009)

- Replenishment policies
- Other policy measures – i.e. increased national labour force participation
2.3 COUNTRY OF DESTINATION RESPONSE

Rights of Migrant workers

- Labour market regulation;
- Protection of migrant (and national) workers in the employment context;
- Facilitation of social cohesion;
- Improvements in social welfare; and social security provision.
2.4 Inter-state cooperation

Dialogue and cooperation among states involved in labour migration processes is essential if international labour migration is to benefit all the stakeholders involved (i.e. destination and origin countries, the migrant workers themselves, employers, trade unions, recruitment agencies, civil society, etc.). (IOM, ILO, OSCE Labour Migration Handbook)

- Formal and Less formal mechanisms of cooperation
- Formal: Bilateral (Labour) Arrangements
- Formal: Inter-State Arrangements (e.g. ECOWAS)
- Informal: Regional Consultative Processes (e.g. Colombo Process, Abu Dhabi)
3. CASE STUDY: developing migration policies in Patinir and Bronzina
Developing Migration Policies in Patinir and Bronzina
Developing Migration Policies in Patinir and Bronzina: Context

- **Rodina** is an imaginary region (made up of the countries of **Patinir, Bronzina Ingria**): migration is an increasingly important issue;
- **You are a group of high ranking officials** of the Republic of Patinir’s Ministries of Labour and Interior and the Ministry of Foreign affairs from the Republic of Bronzina;
- **A meeting has been called by the Government of Patinir** with representatives from Bronzina to discuss the evolving development of their immigration policy.
Developing Migration Policies in Patinir and Bronzina: Group work

- The whole group will be divided into two groups (red and black)
- The two groups will be divided into three sub groups –
  a) Ministry of Labour (Patinir) b) Ministry of Interior (Patinir)
  c) Ministry of Foreign affairs from the Republic of Bronzina
- You will be given the Case Study to read (15 mins)
- In your group you will prepare your Ministry’s position (30 mins)
- In a Plenary Session you will present the perspective of your Ministry/ Government and discuss (45 mins)
- At the end of the session a representative for your group (red and black) should report back on the findings of the group (10 mins)
In your Group (A, B and C) determine the key issues that you will need to put on the negotiating table.

What are the main points that you want the Committee to agree on?

Propose 3 key policy/legislative changes.

Based on the info in your case study, produce compelling arguments for change.

If you are able, come to a common agreement.
Developing Migration Policies in Patinir and Bronzina: Group work

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3. Circular Migration
3.1 WHAT IS CIRCULAR MIGRATION?

- The temporary, recurrent movement of people between two or more countries for the purposes of work or study (European Commission)

- Two-way mobility:
  - migrants who go from their country of residence to a new country of destination for a limited period of time
  - members of diasporas who temporarily move to their country of origin/ancestry

- Mobility at all skill levels
3.2. IS CIRCULAR MIGRATION THE NEW LABOUR MIGRATION?

- Difference with Temporary worker programmes
- Level of involvement of countries of origin
- Development (co-development) benefits
- Win-win-win (World Bank)
3.3. WHAT ARE THE MAIN CHALLENGES POSED BY CIRCULAR MIGRATION?

- A) Informing Migrants of employment opportunities
- B) Facilitating the Match between Supply and Demand
- C) Preparing Migrants for Employment Abroad
- D) Return and Reintegration
a) Informing migrants of employment opportunities

- Providing up to date and accurate information to non EU/EEA Nationals on labour shortages – need for EURES equivalent?
- Providing access to information on supply to migrants and demand to employers
b) Facilitating the Match between supply and demand

- Maintaining the database
- Compatibility with other EU matching schemes
- Providing remote access
- Validating the Information Provided
- Compatibility with the rest of the world – occupational classifications, certification/recognition of qualifications, etc.
c) Preparing Migrants for employment abroad

- Targeted pre-departure training and skills upgrading (European Qualification Framework, April 08)
- Language (European Common language framework ECLF)
- Pre-departure orientation tailored to the country/region/sector/employer
- Post arrival training
c) Return and Reintegration

- Limited practical experience within circular labour migration schemes
- Little knowledge about return and reintegration (paper 2.2 GFMD 2009)
- Return and reintegration focused on investment and SME creation
- Offering Migrants a range of options including continued training/employment reinsertion
Handbook on Establishing Effective Labor Migration Policies.

The *Handbook* has been prepared by the International Organization for Migration (IOM)’s Labour Migration Division, with the assistance of a number of departments in the International Labour Organization (ILO), and OSCE and external experts.
Thank you!

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