

Establishing Effective Labour Migration Policies in Countries of Origin

Launch Seminar of the Mediterranean Version of
the Labour Migration Handbook

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Introduction

Labour migration trends and characteristics

- 191 million migrants (UN DESA, 2005)
- Almost half are women
- 86 million migrant workers (ILO, 2004)
- Driving forces (3)
- Irregular migration

Importance of management of labour migration to benefit all

International legal framework

- Human rights and labour rights

Significance of National policies, strategies and mechanisms

International cooperation

Issues underlying policy responses in countries of origin



Countries are usually to some extent both countries of origin and destination although emphasis differs. Countries in the Mediterranean region include those of migrant origin, transit and destination

- Protection of migrant workers and support services
- Optimizing benefits of organized labour migration
- Institutional capacity building and inter-ministerial coordination
- Inter-state cooperation

Policy responses in countries of origin - Protection

- Two main policy options – regulatory measures & support services
- Regulation of private employment (Registration and licensing; monitoring and enforcement; ceiling on fees; performance based incentives and sanctions; self regulation;)
- Public employment agencies
- Procedures for departure (Employment contracts; emigration clearance)
- Support services (Information dissemination – pre-employment and pre-departure; migrant welfare funds; posting of labour attachés)

Policy responses in countries of origin – Optimizing Benefits

- Option - to take advantage of global employment opportunities and generate FX but cannot replace job creation at home
- Importance of Marketing (LM is demand determined)
- The market development process (Research and planning; personal selling and promotions; marketing missions; client calls; print promotions; corporate promotions; market information service)
- Market research (MRUs in Asia)
- Role of the private sector (Asian workers in 200 countries and 1000s of vessels; government support)
- Public sector (Agency Tunisienne pour la cooperation technique)
- Information dissemination (EURES job mobility portal of EC; IMIS Egypt)
- Bilateral and regional labour agreements to ease movement of labour

Policy responses in countries of origin – Optimizing Benefits

➤ Migrant Remittances

Definition and measurement

Scale and importance (recorded remittances to DCs – USD 188 billion in 2005, World Bank)

Private funds

Data collection

Remittance services (for major MTOs the cost appears to be far lower than the price; formal and informal systems)

Enhancing development impact (remittance use; leveraging remittances – financial products, housing, remittance backed bonds, HTAs, improvement in the overall savings and investment climate)

➤ Education, training and skills development

(defining requirements; good information; setting quality standards)

➤ Emigration of skilled human resources

(high cost for DCs where skills are scarce or difficult to replace; promotion of ethical recruitment in sensitive sectors and schemes to recoup loss in investment)

Administration of labour migration

- To achieve policy objectives, adequate institutional capacity and inter-ministerial coordination is essential
- This means giving due priority to the management of labour migration in development and foreign policy and in allocation of resources
- Establishing the policy-making team (inter-agency approach; designated body in Ministry of Labour/Non-Residents and Diaspora)
- Crafting the policy (3 policy objectives; characteristics: consistency with national development plan; comprehensive; ability to establish order; fair and transparent; effective and efficient; gender sensitive – Abella, 1997).
- Sample policy and procedural interventions (Achacoso, 2002)
- Institutional mission and vision statements
- Monitoring and evaluating performance
- Data collection
 - Terms and definitions
 - Data sources (HH surveys, administrative registers, other admin sources, exit controls, visa and border information, labour attache reports).

Inter State and International Cooperation

Limits to what a state can do its own. Means of international cooperation, among COOs and with CODs, are:

1. Formal mechanisms

- Bilateral labour agreements (economic, political, development objectives, purpose, effectiveness)
- Regional Integration (EU, NAFTA, CIS)
- Multilateral level (GATS Mode 4; UN and ILO Conventions)

2. Less formal and consultative mechanisms

- Regional consultative processes (IOM RCPs)
- Joint Commissions on labour
- Berne Initiative and ILO Multilateral Framework
- UN HLD

3. Role of Social Partners

Concluding Remarks

- Handbook provides information on international good practices and experience in managing labour inflows as well as sending workers abroad.
- Policy options and mechanisms described can be further operationalized through the use of the Handbook as reference guide and in-depth modular workshops on specific topics.
- Countries of origin do have some unilateral policy options. But limits to what a state can do by itself
- Need for cooperation between countries of origin as with countries of destination
- Fundamental role of all stake-holders in effectively managing migration and making it beneficial to the different parties

Thank you for your attention!

