

Business Mechanism 2019-2020 PROJECT PROPOSAL

I. Background

1) The Business case for migration, as prioritized by the Business Mechanism

Business have a stake in frameworks for safe, orderly and regular migration that:

- Ensure well-functioning labour markets. Regular labour mobility fosters innovation, productivity and entrepreneurship, and is essential to economic growth and development.
- Foster skills mobility. Increasingly, business models demand the frequent movement of personnel among countries and the cross-border recruitment of talent. Skills shortages are expensive and counter-productive, especially but not only for developing economies.
- Promote responsible recruitment practises to protect labour migrants from abuses. Fair and ethical recruitment services both serve business needs and work to protect vulnerable migrants.
- Help to combat the negative public perceptions of migration that are generated in response to irregular migration.

2) Achievements of the Business Mechanism

Created in 2016, the Business Mechanism achieved the following initial results, which it will use to build its work in the coming years:

- It created a network of various businesses, including Multinationals, Small and Medium sized enterprises, national employers' federations, businesses groups, and entrepreneurs focused on migration issues;
- It mobilized global and regional/local business communities to bring the business perspective to the GFMD meetings, as well as to the consultations for the Global Compact for Migration (GCM), and thereby raised awareness of businesses' challenges among stakeholders (International Organisations, Civil Society Organisations, and Governments);
- It supported national employers' organisations to shape policy messages and to engage with their governments on migrations issues at national and regional levels (including at the Colombo Processes, the Abu Dhabi Dialogue and other regional consultative processes);
- It published policy papers, which advocate for the business case for migration and provide recommendations for governments in the GFMD and GCM processes, as well as in other UN meetings on migration.

3) Taking stock

Based on the above achievements, the following main conclusions are drawn, which will guide the work of the Business Mechanism in the next years:

- Businesses and business' associations have various interests in migration:
 1. Human Resources approach in light of the skills gap's reality and the urgent need for employers to have access to skills (all levels included).

2. The need for a level playing field for the recruitment industry, based on a need for regulations (and enforcement) to ensure fair and ethical recruitment.
 3. Corporate Social Responsibility (CSR) approach based on a business model that helps a company (mostly MNEs) be socially accountable to the public.
- The Business Mechanism mainly focuses on 1. and 2. given the nature of its work in providing policy input to governments. The Business Mechanism will work on consolidating its governance structure to best represent the voice of a global and diverse business community.
 - Given current national political contexts everywhere in the world, given the complexity of the issue, and given a public narrative which confuses types of migration (regular/irregular/refugees, etc), private companies are reluctant to individually publicly raise strong voices on migration issues. Initiatives such as the Business Mechanism allow them to bring their input to the governments in an organized way.
 - Private-public dialogue is not granted or facilitated everywhere. The Business Mechanism can help to foster or strengthen dialogue between the private and public sectors with a view to achieving win-win results. The Business Mechanism could play a more active role of bridge-builder at national/regional level, through IOE members and network on the ground.
 - Employers across the world, in sending and receiving countries, report skills shortages, either due to demographic challenges, brain drain, skills mismatches or educations mismatches. The Business Mechanism will use its global achievements (papers, reports, publications) to inform the regional/national levels and support governments to craft policies that have impact on the ground.
 - The world of work is changing fast, in particular with automation and digitalization. The Business Mechanism will dedicate resources to understand how technology can be best leveraged for the benefit of well-regulated migration. Start-ups are important private sector players.

II. Objectives and expected results (2019-2020)

The overarching objective of the Business Mechanism is to facilitate a dialogue between the private sector and governments on migration issues and thereby to bring the economic perspective to a political issue.

The expected result from the business community is policy changes at national level, through the engagement of IOE national members, as well as of the Business Mechanism's own network. At the global level, expected results include a more common approach, better coherence and more collaboration through multi-stakeholder global programs that help to facilitate the movement of people, while ensuring responsible recruitment practices across the migration corridors.

In concrete terms, the Business Mechanism wants to achieve policy changes in the four regions where it will operate, through helping policy makers to craft immigration systems that benefit the whole society and support employers in filling their skills needs both in sending and receiving countries. Regular interaction and sustained consultation with Employers should become the rule when policy-makers discuss and draft migration policies.

In terms of process, the Business Mechanism aims at better visibility at global and UN level, as the go-to voice for private sector engagement on migration issues. It will repurpose/formalize therefore its work around a "Business Network on Migration".

III. Activities

To achieve these objectives, the Business Mechanism will build its work on three pillars.

Pillar 1: Regional engagement to collect information (workshop, research)

Pillar 2: Policy setting informed by the regional engagement (publications)

Pillar 3: Advocacy toward policy change at regional and global levels (dissemination)

1) Regional workshops / dialogues with governments

As the policy making process takes place at the national/regional levels, the Business Mechanism will focus its work on regional contexts to tailor solutions according to needs. Ultimately the results of the regional activities should also inform the global platforms, such as the GFMD Summits and the GCM regional and global review conferences.

The Business Mechanism plans on holding four workshops in the following regions:

- Middle East (2019) – to follow up on the 2017 Employers’ conference
- Latin America (2019) – to feed into the GFMD 2019 Chairmanship of Ecuador
- Asia (2020) – to follow up on the Colombo Process
- Africa (2020)

The two-days’ workshop will allow for a business consultation the first day, followed by a dialogue with governments the second day. The aim is to lead an in-depth discussion on local migration policies, addressing what works, what does not and how employers could lend expertise to craft policies that take into account labour market needs. Best practices will be highlighted in each region to draw lessons learned and implement change on the ground. The exchange of experience and best practice will foster the creation of alliances and partnerships and/or strengthen existing collaboration toward comprehensive tailored made programmes focused on the migration cycles (pre-departure, arrival, recruitment, return and reintegration).

The expected result is a better understanding of the business/HR realities when dealing with immigration laws on a daily basis, and of policy-makers constraints when drafting immigration systems. We expect that this initial connection between employers and policy makers will be further strengthened for continued collaboration. Building multi-stakeholder alliances at regional/national level is key to implement programs and achieve results on the ground.

In addition, the Business Mechanism will hold eight lunch meetings (over two years) with the same regional groups to inform permanent missions in NYC (four meetings) and Geneva (four meetings) of developments related to the Employers’ consultations in the regions.

2) Publications

The Business Mechanism will conduct researches in the four regions to inform the meetings with facts and data, and to develop a comprehensive publication on the need for businesses of functioning legal migration pathways for the benefit of all stakeholders at regional level. A global research will tie the regional findings together and will be published in 2020. This will serve to input global UN conferences.

In addition, according to the regional demand, regional statements could be prepared as follow up to the regional workshops. These statements would be signed by private sector actors active in the region. The Business Mechanism already initiated such processes during the GCM consultations with a [statement](#) from Employers in the Asia-Pacific region. All publications will be available on the Business Mechanism’s website: www.GFMDBusinessMechanism.org.

3) The Business Mechanism at the GFMD

As part of its main mandate, the Business Mechanism will host the business meeting of the GFMD Summits, where it will present findings from the regional consultations and researches. The format of the business meeting, as well as the broader participation of the business community in the GFMD Summits, will be reconsidered and discussed with the respective GFMD chairs. A meaningful private sector participation in an intergovernmental Summit implies a proper dialogue between stakeholders.

The Business Mechanism will also be represented at all GFMD workshops and related activities organised by the 2019 and 2020 chairs. The business delegation at the GFMD Summit may be downsized to allocate more resources to the regional meetings.

4) Business contribution to the GCM process

While increased collaboration with the private sector is called upon, the private sector will need to consolidate its unified voice. Based on the work of the GFMD Business Mechanism, the IOE will formalize a “Business Network on Migration”, which members will contribute both to the GFMD and to the GCM, as well as to any other global initiatives on migration promoting private sector engagement.

The business contribution to the GCM review process could include:

- A business input/statement to the GCM review process conferences of 2020, 2022 and beyond;
- Series of business hosted side-events in the margins of intergovernmental global or regional GCM meetings: presentations of business solutions/best practices showcasing business implementation of GCM objectives and/or public-private dialogue sessions;
- Business consultations back to back with GCM review conferences at global and regional levels;
- Facilitating program implementation through members of the Business Network on Migration.

The implementation of the GCM will need multi stakeholder engagement, in which the IOE national members can play a crucial role. Through its engagement in various initiatives - including with the G20/B20, G7/B7, the ILO -, in its business networks on sectoral activities, as well as in its regional conferences, the IOE has a strong influential power. The organisation can make change happen on the ground by leveraging a wide network of action and policy oriented private sector actors.

IV. Working methods

The Business Mechanism is housed at the IOE, which provides office space and dedicates one staff to the Business Mechanism and is chaired by Austin Fragomen, chairman of Fragomen Worldwide. The Vice Chair is Lynn Shotwell, Senior Vice President and Head of Global Outreach and Operations of SHRM (Society for Human Resource Management).

Three committees focus on:

- Skills mobility, chaired by Lynn Shotwell
- Responsible Recruitment, chaired by Menno Bart, Public Affairs Manager at The Adecco Group
- Skills matching, chaired by Gary Slaiman, Consultant at Morgan Lewis and Corporate Outreach Adviser at Talent Beyond Boundaries (TBB)

Until now, the Business Mechanism operated with a flexible structure allowing IOE members and partners, as well as companies not related to the IOE to participate and contribute to its work in an informal manner, based on interest, expertise and availability. The structure of the group will be

further strengthened in the next year with the aim of formalizing a “Business Network on Migration”, with a governance structure, led by a steering committee. Companies and employers’ associations will form the steering committee, while the current Business Mechanism donor governments will be invited as observers. This formalization will aim at ensuring a growing and stronger business network on migration, feeding into various global migration initiatives. (TOR in progress)

V. Financing plan

Since its creation in 2016, various stakeholders funded the Business Mechanism: the Governments of Switzerland, the UAE, the European Union, Qatar, The Coca-Cola Company, PMI, The Bertelsmann Stiftung and the IOE.

In kind contributions were offered by the IOE, Fragomen, the Council for Global Immigration, JTI, as well as the governments of Morocco and Bangladesh.

In the coming years, the Business Mechanism will need to secure a budget that will enable it to operate in a meaningful way and to develop its full potential, as well as new innovative programmes that leverage the expertise of the private sector. With the adoption of the GCM and going into the implementation phase, activities and communication efforts will increase.

The announced contributions for 2019 are as follows:

- The IOE will provide an office and related facilities (equivalent of CHF 30 000)
- Qatar: USD 100 000
- PMI Impact - The IOE was selected for a project grant from PMI (Philip Morris International) Impact that will be used to fund the activities and publications of the Business Mechanism.

Budget GFMD Business Mechanism

Dates: January 2019 - December 2019

EXPENSES	
Description	Total budgeted
Administration costs	220,000
GFMD Activities (Regional consultations/Informal dialogues/GFMD Summit)	130,000
Additional activities in the margins of the GCM review process	70,000
Research / Publication	50,000
Communication (video, website)	20,000
TOTAL	490,000