Background Paper[1]

Roundtable 4:
Labour Migration: Promoting the Economic Inclusion of Migrants

1. Introduction

Labour migration is the key trend in contemporary migration. In 2019, there were 169 million migrant workers in the world (69 per cent of the working-age migrant population), 70 million of whom were women. Migrant workers made up almost 5 per cent of the global workforce; in some regions this share was over 40 per cent.[i]

Migrant workers contribute to achieving the 2030 Agenda for Sustainable Development in countries of origin, transit and destination. Beyond remittances and investments, they bring with them knowledge, skills, social networks and cultural innovations, and can help support adaptation and just transitions in the context of climate change.

As recognised in the Global Compact for Safe, Orderly and Regular Migration (GCM), labour migration governance which promotes socioeconomic inclusion of migrant workers can strengthen their contribution to sustainable development. Such governance must be inclusive, comprehensive, rights-based and gender-responsive to prevent the exclusion and marginalization of migrant workers, especially those in irregular situations. It should be developed through whole-of-government and whole-of-society approaches to strengthen its legitimacy and effectiveness. In particular, social dialogue among world of work actors including Governments, employer's and workers' organizations is critical to its success.

This background paper outlines the relationship between human rights, including labour rights, and sustainable development; considers impacts of the COVID-19 pandemic on migrant workers' inclusion, highlights persistent challenges and responses by States, stakeholders and regional bodies; and identifies emerging challenges for labour migration governance. It ends with recommendations and guiding questions for discussion during Roundtable 4 at the GFMD summit in January 2024.

2. Sustainable development, human rights and safe, orderly and regular migration

The 2030 Agenda is an agenda for "people, planet and prosperity". Member States recognised that "sustained, inclusive and sustainable economic growth is essential for prosperity", and that migrants contribute to this. The 2030 Agenda for Sustainable Development also aims to "realize human rights

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[1] This background paper outlines discussion areas for the Global Forum on Migration and Development (GFMD) Round Table Four (RT4) – Labour Migration: Promoting the economic inclusion of migrants. It has been written in consultation with members of RT4 by the International Labour Organization (as penholder), under the leadership of the co-chairs United Arab Emirates, Zimbabwe and the Business Mechanism. Please note that the content of this paper does not necessarily reflect the views and official positions of the penholder, the GFMD Chair or the governments or international organizations involved in the GFMD process.

for all". Human rights are also a guiding principle of the GCM. Economic growth and full enjoyment of human rights for migrant workers, including labour rights as laid out in international human rights instruments including international labour standards,[ii] are thus both essential for sustainable development. In particular, fundamental principles and rights at work apply to all migrant workers, regardless of status.[iii]

3. Learning from COVID-19: Impacts of crisis on migrant workers

The COVID-19 pandemic highlighted the crucial social and economic roles migrant workers play, in particular in essential jobs. In some countries 20 per cent of key workers were migrant workers.[iv]

The pandemic exposed and deepened longstanding labour migration governance gaps. Prospective migrant workers could not move to take up jobs, while migrant workers abroad could not work in countries of destination due to workplace shutdowns, or were forced to return unexpectedly to countries of origin. This contributed to a global shortage of labour: 54 per cent of businesses reported shortages across 41 countries in 2020, almost double the average figure in the previous decade.[v] Many migrant workers suffered from disrupted services and business closures, exclusion from social protection, inadequate housing, debt due to illegitimate recruitment costs and wage theft. Migrant workers who continued working faced increased exposure to COVID-19 and risks of xenophobia, as well as violence and harassment.[vi] Migrant domestic workers who lost their jobs often also lost accommodation and work permits, putting them in particularly vulnerable situations.[vii]

Learning from these experiences will be crucial to building resilience for future crises, including climate-related disasters. Inclusion of migrant workers through empowerment as rights-holders and duty-bearers before crises, builds their resilience and the resilience of businesses and societies. Migrant-responsive crisis response, including support for return and reintegration and post-crisis recovery measures ensure migrants' protection and engagement in recovery. Engagement with all stakeholders, including businesses, trade unions, local authorities and civil society, is essential.

4. Developments since 2021

Since 2021, labour migration has resurged, reflecting resumption of economic activity and the structural nature of labour migration. Many people continue to seek to emigrate for better lives, especially due to persistent decent work deficits in countries of origin. In countries of destination, businesses indicate increased need for workers in different categories of work due to tight labour markets and skill shortages in key sectors. Overall shifts in ways of working including increased remote work and just transitions towards green economies also affect labour migration trends.

In response, some countries are strengthening their attractiveness to migrants with specific skills, including by enabling foreign students with graduate degrees in science, technology, engineering and mathematics-related subjects to work in relevant occupations with domestic skills gaps, developing innovative programs including digital nomad visas and digitizing and streamlining migration processes to address backlogs and add resilience to administrative processes. Many countries are entering into bilateral labour agreements and skills mobility partnerships to create pathways for labour migration and promote cooperation across borders on recruitment, and skills development and recognition. Others are adapting their skills-based migration pathways to make them more accessible for individuals in situations of forced displacement, to provide complementary forms of protection and enable employers to better access skilled workers.

The post-COVID-19 period has also been marked by multiple disruptions, with major implications for labour migration. These include political tensions and armed conflicts; geophysical and climate-related disasters; and surges in food and commodity prices. These disruptions affect communities

across the world, exacerbating inflation, impacting food systems, and straining global supply chains, with major impacts on migrant workers and communities in countries of origin and destination.

5. Persistent challenges to migrant workers' inclusion

These trends interact with persistent labour migration governance challenges which hinder migrant workers' inclusion. Rights-based, predictable, transparent, efficient, gender-responsive pathways for migrant workers are the most effective tools for preventing irregular migration and promoting mutually-beneficial labour migration. However, such pathways remain limited. While migrants with in-demand skills have more options, regular labour migration schemes, especially for migrant workers whose skills are not well-recognized, often lack key protections or efficient procedures, failing to provide an alternative to irregular migration and potentially exposing migrant workers to unfair recruitment practices, while depriving businesses from accessing workers' skills. Women migrant workers are often concentrated in sectors lacking regular migration pathways such as care and domestic work.

Migrant workers using irregular routes often work in the informal economy. Migrant workers' skills are often underrecognized, undervalued and underutilized in many countries and sectors, such as care. Some migrant workers are unable to enjoy decent work, including rights to equal pay for work of equal value, safe and healthy working environments, access to adequate housing and social protection as per relevant international labour standards, and portability of social security rights and benefits. These deficits can be exacerbated by barriers to financial inclusion of migrant workers, starting from non-payment or underpayment of wages. Freedom of association and collective bargaining is a fundamental right for migrant workers which enables them to advocate for their own rights and overcome these deficits; however, in some places they face barriers to the full exercise of this right. As a result, migrant workers, and women migrant workers in particular, face risks of exploitation which sometimes amount to forced labour, and other abuses.

These gaps reflect challenges such as a lack of quality, timely, accurate and comparable sex-disaggregated data on migration in line with international standards; insufficient systematic social dialogue involving employers, workers and government; few whole-of-government and whole-of-society approaches to migration; low levels of ratification of relevant international labour conventions and human rights treaties;[viii] and limited rights- and sustainable development-based bilateral, regional or interregional cooperation on migration.

6. Progress on addressing persistent challenges

Countries are promoting **rights-based policy coherence on labour migration**, for example through adopting national policies and strategies. Sri Lanka adopted a new national policy and action plan on migration for employment for 2023-2027, focused on decent work, rights of and opportunities for migrant workers, and enhancing development benefits of migration. Kenya is developing a labour migration policy through tripartite dialogue, while Zimbabwe is implementing its National Labour Migration Policy adopted in 2020.

Regional and interregional processes enable political commitments on key issues. In Africa, the African Union Commission (AUC) adopted a Declaration on the Protection and Promotion of the Rights of Migrant Workers,[ix] while the Association of South-East Asian Nations (ASEAN) adopted Declarations on Protection of Migrant Workers and Family Members in Crisis Situations,[x] and on the Placement and Protection of Migrant Fishers.[xi]

The Abu Dhabi Dialogue between Asian origin and destination countries in the Gulf Cooperation Council continues to promote dialogue within this key corridor. A joint programme to ensure access to justice, facilitating and enhancing skills mobility, addressing challenges posed by COVID-19, integrating gender into employment promotion policies, and fostering greater international, intra-regional and inter-regional cooperation on migration governance was launched at the 6th Ministerial Consultation in Dubai in October 2021.[xii] Inter-state and tripartite regional dialogue between Gulf Cooperation Council (GCC) countries and African countries have taken place, as well as an interregional dialogue between Asian and GCC countries on GCM implementation.

Countries are engaging in inter-state collaboration on labour migration, including creating regular pathways for labour migration. Portugal has signed bilateral agreements with Cape Verde, India and Morocco, and has appointed labour attachés to assist nationals of these countries to move regularly and access their labour rights. The UN system-wide Guidance on Bilateral Labour Migration Agreements (BLMAs), developed through a multistakeholder consultative process, outlines how to design, implement, monitor and evaluate rights-based BLMAs through tripartite dialogue.[xiii] The Guidance is being rolled out through capacity-building and standards-based review of draft BLMAs for member States, and has influenced African Guidelines on Developing Bilateral Labour Agreements.[xiv]

At regional level, member States of the European Union (EU) continue to enable freedom of movement between them and transpose relevant elements of EU law into their national frameworks. The EU further funds legal and labour migration schemes and skills partnerships between its Member States and partner countries in Africa and Eastern Europe via the Migration Partnership Facility (MPF). At subregional level, the Intergovernmental Authority on Development (IGAD) in East Africa has developed a Freedom of Movement Protocol which integrates international labour standards and addresses mobility related to climate change. A Mobility Agreement between the Member States of the Community of Portuguese Speaking Countries entered in force in 2022.

An innovative **collaboration between local authorities** to promote socioeconomic integration of migrant workers and refugees in Mexico City and Santiago was undertaken in the framework of a project funded by the Migration Multipartner Trust Fund. The project focused on increasing migrants' employability and access to employment and social protection through social dialogue and in close collaboration with and between the municipalities of the cities concerned.[xv]

Efforts to eliminate unfair and unethical recruitment practices continue. With the support of the Fair Recruitment Initiative, laws and recruitment agency regulations have been reformed in Guatemala, Lao People's Democratic Republic, Mongolia, Somalia, South Sudan, and Uganda. The Initiative has developed a Knowledge Hub to share information and best practice among states and stakeholders, works with journalists to improve accurate reporting on recruitment issues, as well as guiding the development of policy and implementation guidance of business networks, such as the Responsible Business Alliance Code of Conduct, the Consumers Goods Forum - AIM Progress Guidance on the Repayment of Worker-paid Recruitment Fees and Other Related Costs[xvi] and Amfori Recruitment Guidelines.[xvii] The International Organization for Employers' (IOE) produced an Employer's Guide to Fair Recruitment.[xviii] Labour inspectorates have also been strengthened and guidance for employers produced under the initiative such as the Employers' Guide on Talent on the Move for Latin America[xix] and an Employers' Organizations Guide on Fostering Labour Migration Governance in Africa.[xx]

The IRIS Global Policy Network is a government-led initiative which provides an opportunity for dialogue among public authorities on ethical recruitment, sharing information and practices to co-develop solutions to regulatory challenges related to licensing regimes for private recruiters,

enforcement and oversight mechanisms, temporary and seasonal migration schemes, and bilateral cooperation.

The African Union Commission (AUC) and ILO are developing a Fair and Ethical Recruitment Strategy for Africa. The Organization of American States adopted the Los Angeles Declaration on Migration and Protection in 2022 in which member States stated their intention to strengthen fair labour migration opportunities in the region and promote fair and ethical recruitment.[xxi]

On **skill recognition and development**, the G20 committed to "working towards ensuring well-managed, regular and skills-based migration pathways".[xxii] In Europe the European Union (EU) adopted a new package of measures on attracting skills and talent focusing on legislative, operational and forward-looking measures to simplify procedures, launch and develop Talent Partnerships and focus on youth, care work, digital and green transitions, and innovation. The EU is exploring talent partnerships with countries such as Egypt, Morocco, Pakistan and Tunisia among others. Saudi Arabia is establishing a National Qualifications Framework. Belgium fosters regular migration and mobility for North African countries through mobility schemes for skilled migrants in specific sectors facing labour shortages. A common skills recognition and qualification framework is being developed in South Asia, to promote effective and fair governance of labour migration in the region and labour market inclusion of migrant workers.

The Global Skills Partnership on Migration, comprising ILO, IOE, IOM, ITUC and UNESCO, promotes skill recognition and development for the benefit of all stakeholders.[xxiii] In June 2023, ILO tripartite constituents adopted a new [Recommendation on Quality Apprenticeships(No. 208)](#) to help develop apprenticeship programmes for migrant workers that ensure decent work.

Countries have taken steps to ensure wage payment and equal pay for work of equal value. Qatar introduced a minimum wage for all workers, including domestic workers, and a minimum wage committee has been established.[xxivxxv] At the International Labour Conference (June 2023), ILO constituents recognized the importance of wage protection for migrant workers.[xxvi]

Multiple initiatives have sought to **strengthen financial inclusion of migrant workers**, for example private sector platforms using digital services for wage payment to migrant workers, reduce remittance costs and promoting savings and investments, including for underserved groups such as migrant domestic workers.[xxvii] ILO has produced guidance for migrant workers in Jordan on financial education,[xxviii] while in Ecuador UNDP supports local-level private sector initiatives for people on the move.[xxix]

Progress has been made in **extending social protection** to migrant workers. There were 660 bilateral social security agreements in 2020.[xxx] Malaysia extended social protection to domestic workers, while Nepal introduced a migrant welfare fund to provide unilateral support to migrant workers excluded from national social protection systems in countries of destination. ASEAN adopted a Declaration on Portability of Social Security Benefits for Migrant Workers in ASEAN.[xxxi] Nine countries have ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102) since 2018.[xxxii] ILO has produced guidance on extension of social protection to migrant workers and refugees and developed intervention models covering specific groups of migrant workers.[xxxiii] IOM has produced a study on migrant welfare funds in six African countries of origin.[xxxiv]

Increased attention is being paid to **reintegration of returnees.** For example, Sri Lanka implemented a skills passport scheme with the Employers' Federation of Ceylon, which facilitated the recognition of skills of returnees to support labour market reintegration; Pakistan is piloting a similar initiative.[xxxv] The Governance of Labour Migration in South- and South-East Asia Programme is supporting the

development of a Manual for Sustainable Reintegration of Returnee Migrant Workers in South Asia. The ILO has produced Guidelines on Labour Market Reintegration upon return in origin countries to support effective interventions based on social dialogue.[xxxvi] FAO has published a report[xxxvii] and toolkit on supporting the sustainable return and reintegration of migrants in rural areas.[xxxviii]

At the first **International Migration Review Forum** held at the United Nations General Assembly in May 2022 to review GCM implementation, member states and stakeholders recognized the importance of ensuring decent work and upholding international labour standards for migrant workers as a priority. The outcome Progress Declaration highlighted fair and ethical recruitment, skills development and recognition and portability of social protection, access to justice, and rights-based labour migration agreements as priority areas for further action to implement the GCM.

The recognition of the right to a safe and healthy work environment as a fundamental principle and right at work during the 2022 International Labour Conference was particularly important for migrant workers, who often work in physically demanding or hazardous jobs in the informal economy.[xxxix] Saudi Arabia has adopted a National Policy on Occupational Safety and Health based on tripartite consultation and has established a tripartite National Council of Occupational Safety and Health.

Social dialogue is being used in labour migration governance processes. The tripartite-plus ASEAN Forum on Migrant Labour provides a forum for discussion on labour migration priorities in South-East Asia, while the Southern African Development Community guidelines on the portability of social protection were developed through a process including tripartite social dialogue.

Given the widespread use of **temporary labour migration programmes**, the ILO Governing Body discussed recommendations to make such programmes consistent with migrant workers' rights and business needs through social dialogue.[xl]

7. **Emerging issues for the future of labour migration**
   a. **Demographic change**

The global population is ageing. Although youth populations are growing in some countries and the share of young migrants is increasing, by 2050, 147 countries representing 87 per cent of the global population will be concerned by population ageing.[xli] Workforce ageing and decreases in the working-age population as a share of total population are likely to drive demand for labour migration as one means among several to help maintain productivity and contribute to sustainability of social protection systems.

Ageing will be particularly important for **the care economy**.[xlii] Care workers already make up 11.5 per cent of total employment; two-thirds of these workers are women, and many are migrants.[xliii] Despite the essential nature of care work, few regular migration pathways for care workers exist, and care work is characterized disproportionately by decent work deficits,[xliv] especially for migrant domestic workers.[xlv]

Effective social dialogue-based policies and public investment in decent work in the care sector could lead to the creation of 280 million jobs by 2030 and drive down gender gaps in employment rates.[xlvi] These efforts will need to include migrant workers, and be based on a holistic understanding of the nature of the care economy in countries of origin and destination, and the creation of rights-based regular labour migration pathways for migrant care workers, with opportunities for skill recognition and development. Australia is piloting a programme to train 500 care workers from Pacific countries and Timor-Leste and enable them to work for up to four years in Australia.[xlvii] The scheme is guided by

an advisory group including employers' organizations and trade unions, and workers are guaranteed equal rights including freedom of association and collective bargaining rights.

b. Technological change

Digital technology can strengthen the accessibility, transparency and effectiveness of migration procedures for employers and workers. Adoption of digital platforms increased during the COVID-19 pandemic, and benefits of these platforms could be further enhanced.

Digital tools can help identify decent work deficits and violations faced by migrant workers and perform supply chain and recruitment due diligence. Digital services can help promote wage payment transparency, overcome barriers to migrants' financial inclusion and reduce remittance costs. In the context of climate change-related migration and mobility, digitally driven forecasting and scenario-planning holds potential for mobility-inclusive adaptation planning and implementation. Further potential developments include using blockchain to help ensure the integrity of transactions and skill certification, and using artificial intelligence to automate procedures.[xlviii]

Systems such as the Musaned system in Saudi Arabia or the Indian eMigrate portal make migration procedures more transparent and give information on the reliability of recruitment agencies. Businesses benefit from quicker processes: private recruitment agency registration in India has been reduced from several months to two weeks.[xlix] The trade union-led Migrant Recruitment Advisor supports fair recruitment by sharing information on compliant and abusive recruitment agencies, rights in countries of destination, means of accessing support and justice, and unions that migrants can join to exercise their rights.

Information in these systems must be processed in line with human rights and must avoid reproducing existing racial, gender, age and other biases. Platforms should be used as an adjunct to in-person services, rather than a replacement, especially as many migrant workers lack access to necessary technology. Enhancing accessibility of these platforms to all is important, while data must be regularly updated.

Technological advancements in the world of work will further impact labour migration. Increased use of artificial intelligence will affect jobs in sectors previously considered immune to automation, including agriculture. Such changes have complex, multifaceted effects on work quality, potentially freeing workers from difficult and dangerous tasks in some circumstances, or leading to deterioration in conditions of work and growing inequalities in others.[l] Social dialogue and quality, publicly-funded education and free lifelong learning systems are needed so that all workers, including migrant workers, have appropriate knowledge, capabilities and technical skills to respond to these changes.

Migrant workers make up an important share of workers on digital platforms.[li] The barriers to entry for migrant workers to the platform economy are lower than conventional sectors because of less bureaucratic application procedures, opportunities at all skill levels, and more flexible working arrangements, especially for women workers with care responsibilities. For others, digital platform work may enable cross-border remote working, with important implications for tax, applicable health and safety and labour laws and other issues. Businesses benefit from services provided by these platforms to drive innovation and access a diverse range of skills. It will be important to ensure that such new forms of work promote decent work and that migrants and nationals working on digital platforms enjoy equal labour and social protection rights.

c. Climate change

During the GFMD Thematic Workshop on The Impact of Climate Change on Labour Migration, participants recognized that "under conditions enabling regular migration and decent work, labour migration has the potential to build adaptative capacities and resilience of migrants, their families, as well as countries and communities of origin and destination."[lii]

Climate change may motivate temporary labour migration to diversify income and send remittances that could help build adaptive capacity in places of origin. However, for the benefits of labour mobility for adaptation to be realised, migrants must enjoy decent work.

Climate change also brings challenges for worker protection, especially for workers in outdoor work in sectors such as construction or agriculture who may be subject to increased heat stress, or as regards workers' accommodation. Many countries already ban outdoor work during the hottest hours of the day in the summer months.

There is growing recognition of the importance of integrating mobility into adaptation planning including at local level, understanding loss and damage, and the need for rights-based pathways for longer-term labour mobility with decent work for climate-affected populations as a means of strengthening long-term adaptation. Argentina has implemented a humanitarian visa for people affected by climate change, and the IGAD freedom of movement protocol highlights how regional efforts can address the climate dimension of migration.

Migrant workers may also be agents of just transitions towards green economies.[liii] In many countries, absence of necessary skills is a major bottleneck for just transitions. While investment in developing green skills is needed worldwide, migrant workers can help fill key roles. Skill recognition and qualification schemes and rights-based labour migration pathways will therefore be important for just transitions, requiring international cooperation and tripartite social dialogue. This will be particularly important to avoid a "green brain drain" of skilled workers from lower- and middle-income countries to high-income countries, holding back global climate action in the long-term.

Belgium is piloting innovative initiatives promoting business partnerships through circular mobility schemes between African and European entrepreneurs active in the green economy, while the MOVE_GREEN project seeks to provide training and opportunities in renewable energies for Moroccan graduates in Andalucia. At the 111th International Labour Conference, ILO constituents called for the formulation of "coherent just transition frameworks for labour mobility schemes that advance decent work, skills mobility and development, and poverty reduction with special consideration given to least developed countries and small island developing States."[liv]

8. Conclusions and opportunities for GFMD action

Labour migration is a central element of the global social and economic landscape, with major implications for sustainable development and addressing global challenges such as climate change and the changing world of work. To fulfil its potential for sustainable development, rights-based and collaborative and non-discriminatory national, bilateral and regional labour migration governance, developed and implemented through tripartite social dialogue, is essential.

In this regard, the following recommendations for action may be considered by GFMD participants:

- a. Consider innovative means to achieve SDG goal 8 to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, especially for young workers so that migration is a choice, not a necessity.
- b. Strengthen action to promote, ratify and implement fundamental international labour standards and human rights instruments as appropriate, which are applicable to all

persons, including all migrants, regardless of their status, and promote appropriate tools to enable fair recruitment and decent work for migrant workers, with a particular emphasis on sectors with high levels of informality, and promoting freedom of association and right to collective bargaining as a fundamental principle and right at work.

c. Increase policy coherence between labour migration and sectoral policies (health, education, agriculture, construction) including through social dialogue to ensure policies are complementary, consistent, mutually supportive and contribute to achieving agreed sustainable development goals;

d. Exchange good practices on skills including systems for skill anticipation, development, recognition, re-skilling and lifelong learning, and mutually beneficial, social dialogue- and rights-based skills mobility partnerships, including regional/ad hoc tripartite commissions for facilitated expedited recognition of skills and requalification for specific professions in the context of technological change and just transitions.

e. Review existing pathways and exchange good practices to increase rights-based transparent, predictable, accessible labour migration pathways which provide decent work, equality of opportunity and treatment, family unity, and long-term and permanent residency, including transparent and gender-responsive bilateral labour migration agreement processes based on the UN Guidance on BLMAs, while giving priority to multilateral schemes that eliminate competition among states

f. Use and build on the considerations highlighted by the ILO Governing Body on temporary labour migration programmes to ensure that such programmes enable freedom to change employer, occupational safety and health and adequate housing, skills and lifelong learning, wages and terms of employment, freedom of association, social and labour protection, law enforcement, possibility to access permanent residency in compliance with applicable laws and regulations, adequate information and social partner participation in programme design and implementation. This may include further research on the impacts of temporary labour migration programmes on migrant workers' rights.

g. Strengthen rights-based, gender-responsive and decent work-focused mechanisms to support reintegration of returning migrants. Special consideration should be is required to address the impact of return migration on rural livelihoods and food and nutrition security.

h. Facilitate effective labour migration dialogues between key origin and destination countries, involving active participation of workers' and employers' organisations as key world of work actors, including to promote collaboration among countries of origin.

i. Promote and mobilise resources for regional- or corridor-based projects aimed at institutional strengthening on labour migration governance such as the Joint Labour Migration Programme in Africa

j. Promote positive narratives around labour migration highlighting contributions of migrant workers, including migrant workers in key sectors.

k. Digitalize government processes and procedures where they can assure transparency, clarity, consistency and accessibility.

l. Promote further research on maximizing the positive economic, social and human rights impacts of migration on workers, their families, communities, and states and minimizing negative impacts; ensuring that such research is based on accurate

quantitative and qualitative data, impact and developed with full agency of migrant workers themselves and the organisations that represent them.

m. Strengthen innovative whole-of-society approaches including using digital tools where appropriate to consult, empower and provide services for migrant workers in coordination with key stakeholders including private sector, trade unions, civil society organizations, and local governments of host communities for financial inclusion and socioeconomic integration

n. Ensure equal access to social protection for migrant workers and members of their families, and negotiate and implement bilateral or regional social security agreements to ensure access to contributory and non-contributory social security schemes portability of social security benefits for migrant workers

o. Formulate coherent responses to labour mobility in the context of climate change including mainstreaming migrant workers into disaster risk reduction and crisis response and recovery planning, integrating planning for safe, regular labour mobility with decent work for migrant workers in national adaptation planning processes and developing just transition frameworks for labour mobility schemes that advance decent work, skills mobility and development, and poverty reduction with special consideration given to least developed countries and small island developing States.

p. Develop institutional mechanisms to strengthen stakeholder engagement in labour migration at local, national and regional levels

Questions for discussion

1. How can labour migration governance be reformed to respond to labour market dynamics, comply with rights established in international labour standards, and further include migrant workers in sustainable development in countries of origin, transit and destination?

2. How can cooperation on skill anticipation, recognition and development be pursued in a way that supports decent work for migrant workers and access to needed skills by countries of origin and destination?

3. How can labour migration systems adapt to address challenges in the future of work including demographic changes, technological change and climate change, with particular focus on impacts on young and women migrant workers?

4. What specific actions could states and other stakeholders take to ensure that migrant workers and their families have access to portable social protection in countries of destination and upon return?

			ANNEX. LIST OF PRACTICES
Country/Region	Title of the Initiative	Main implementing organization/entity (Other partners involved)	Key objectives or description
African Union	Fair and Ethical Recruitment Strategy for Africa (*forthcoming*)	African Union Commission (AUC), International Labour Organization (ILO)	Enables national, regional and continental actors to generate knowledge, improve and enforce laws and policies, empower workers and encourage fair business practices.
	Declaration on the Protection and Promotion of the Rights of Migrant Workers		Commits to joint responsibilities of countries of origin and destination to protecting migrant worker rights at all stages of migration and acknowledges the importance of international cooperation both within the AU and with regions outside Africa.
	Migrant welfare systems in Africa	IOM	This report provides guidance and examples for the design and implementation of a migrant welfare programme by African countries of origin and African regional economic communities (RECs). It also includes case studies in selected African Union Member States (Ethiopia, Côte d'Ivoire, Ghana, Kenya, Mauritius, and South Africa).
	Guidelines on Developing Bilateral Labour Agreements		Regional guidance to assist the design, negotiation, implementation, monitoring and evaluation of BLMAs in the African Union.
	African Trade Union Migration Network	Civil society – trade unions	A migration network created by African trade unions in 52 out of 55 countries in Africa, encouraging cross border cooperation between unions and better migration governance within and between African countries.
Arab Region and Africa	Regional Review of the Global Compact on Migration (GCM)	States, UN Network on Migration, AUC, League of Arab States	Regional reviews on the progress made since the GCM adoption. There were also sub-regional reviews organized by Regional Consultative Processes (RCPs) on Migration as well as AU Regional Economic Communities in Africa including the Intergovernmental Authority on Development (IGAD) RCP and the Economic Communities of West African States (ECOWAS), also including both Member States and stakeholders.
Arab States	Arab Migrant Resource Center	Arab Trade Union Confederation,	Provides information and assistance, capacity building and services to support migrant workers in the region access decent work conditions, working hours, healthcare, justice,

		Association of Southeast Asian Nations Trade Union Confideration	equal pay and gender equality. In partnership with unions in origin and destination countries, the MRC has a project to improve migrant workers' ability to organise and join trade unions.
Argentina	Humanitarian visa		Provides a regular pathway for people displaced by climate disasters from Mexico, Central America and the Caribbean for up to three years.
Association of South-East Asian Nations (ASEAN)	Declaration on Protection of Migrant Workers and Family Members in Crisis Situations		Commits to adapt policies to include assistance to migrant workers and their families at all stages of crisis preparedness, response and recovery; support access to justice, grievance mechanisms and referral and support mechanisms to address various forms of harm and exploitation experienced by migrant workers in crisis situations; and strengthened cooperation and coordination among ASEAN Member States to uphold the rights of migrant workers.
	Declaration on the Placement and Protection of Migrant Workers		Commits to strengthen measures to improve fair recruitment and placement; enhance the labour conditions of migrant fishers, including but not limited to decent working and living conditions, occupational safety and health, risk evaluation, access to justice and social protection, etc. Also encourages the conclusion of bilateral agreements across Member States and beyond to facilitate safe and regular migration of migrant fishers.
	Declaration on Portability of Social Security Benefits for Migrant Workers		Commits to steps towards establishing and concluding bilateral and/or multilateral agreements or memorandums of cooperation between ASEAN Member States on portability of social security benefits.
	Tripartite-Plus ASEAN Forum on Migrant Labour		Provides a forum for labour migration discussions.
Australia	Pacific Australia Labour Mobility scheme		Allows eligible Australian businesses to hire workers from 9 Pacific islands and Timor-Leste when there are not enough local workers available.
Belgium	Circular mobility schemes		Pilot initiatives promoting business partnerships between African and European entrepreneurs active in the green economy.
	Migrant CSC	Confédération des Syndicats chrétiens	A dedicated resource centre for migrants that provides them information on their rights and on Belgian labour law.

Chile and Mexico	Migration Multi-Partner Trust Fund Project	ILO, UNDP, IOM	Capacity building of local governments in Santiago (Chile) and Mexico City to strengthen the socioeconomic integration of migrants and refugees through access to decent work, sustainable livelihoods, and social dialogue.
Community of Portuguese Speaking Countries	Mobility Agreement		Portugal has appointed labour attachés in its Embassies abroad to, in conjunction with partner governmental agencies of these countries, assist citizens of these countries who wish to work in Portugal.
European Union	Pact on Migration and Asylum		Comprehensive migration policy recognizing the crucial role that regular migration plays in filling existing and emerging skills shortages and aims to reach mutually beneficial partnerships with third countries.
	Skills and Talent Package		Sets three key pillars on migration policy. • Legislative: simplifying admission procedures, improving mobility within the EU, protection from labour exploitation • Operational: developing Talent Partnerships and building an EU Talent Pool • Forward-looking priorities: care, youth and innovation.
	Action Plan on Integration and Inclusion 2021-2027		Lists 50 concrete action points to support pre-arrival measures, education, vocational training, employment, access to basic services, active participation, etc.
	Labour Migration Platform		Brings together Member States experts from the employment and migration sectors to discuss labour migration reforms.
	European Skills Agenda		Aims to support everyone in EU territory, including migrants, in developing and applying their skills. Innovative tools to quickly assess the skills of migrants have recently been developed in several Member States.
	UnionMigrantNet	European Trade Union Confederation	A contact point network established to ensure the inclusion and integration of migrants by protecting their individual and collective rights, in addition to encouraging migrants to become members of trade unions.
France	CVMA : Cadre Volontaires pour Missions en Afrique Digital Africa	Agence française de développement (AFD)	Award for innovative solutions for development in Africa and platform for start-up networking and news

	Talented passport		Multi-year residence card in France
Germany and Philippines	BLMA on the Deployment of Filipino Health Professionals		Gives trade unions affiliated to Public Services International (PSI) direct oversight of the work on the agreement. A Joint Monitoring Committee made up of Ministries of labour, health, and trade unions from Germany (Ver.di) and the Philippines (PSLINK) monitor implementation, including through on-site visits and dialogues.
	Social Security Agreement		Allows individuals to aggregate pension insurance periods of coverage in Germany and the Philippines to qualify for pension benefits.
India	eMigrate Portal		Digital platform providing a link between different government agencies, foreign employers and emigrant workers to digitize the emigration process by providing efficient, transparent and orderly government services.
Intergovernmental Authority on Development (IGAD) in East Africa	Protocol on Free Movement of Persons		Facilitates the progressive realization of free movement of persons, rights of establishment and residence in IGAD Member States.
Italy	Skill Builders Programme	Association for the Integration of Women (AIW), International Organization for Migration (IOM), Rotary Club of Modena	AIW, winner of the 'Skilling Pathways' category of the first edition of GFMD Youth Leadership and Innovation Award, launched a Skill Builders programme with volunteer women professionals, and formally opened their first brick-and-mortar restaurant 'Roots', staffed with graduates of their culinary programme from Ghana, Tunisia, Cameroon and Guinea. The restaurant not only provides employment, but now houses the Culinary Training Programme full time, and serves to showcase migrant women talent to the local community-recently patronized by Michelin representatives of Modena.
Jordan	Financial education for national and migrant workers	ILO	Trainee booklet primarily targeted to local and migrant workers employed in factories of Jordan who wish to improve their money management. It introduces basic knowledge, skills and tools related to earning, spending, budgeting and using financial services.

Malaysia	Extension of social security and employment insurance to migrant domestic workers		This comes following a long-standing campaign by the Association of Indonesian Migrant Domestic Workers (PERTIMIG) and the Association of Filipino Domestic Workers (AMMPO).
Mexico	Ventanillas de Salud or Migrant Clinicians Network.		Provides basic healthcare services to its citizens abroad through its Consulates in the United States.
	Intégrate Strategy	UN Development Programme (UNDP), local actors, private sector	Digital platform allowing people in human mobility contexts to elaborate their own profile, identifying their needs and capacities. Based on this information, UNDP links them with local actors and the private sector to facilitate their access to job opportunities and meet their needs. The platform also provides people on the move (and private sector) with information and training on rights in different areas including employment.
Middle East	FAIRWAY Programme		Uses various digital tools to improve labour conditions for African migrants in vulnerable situations in the Middle East. For example, in Jordan, the programme supports the Labour Inspectorate to strengthen the functionality of the Hemayeh digital platform through which all labour complaints are registered.
Morocco and Spain	MOVE_GREEN	Governments, ICMPD	A 36-month project implementing a circular mobility scheme between Andalusia and Northern Morocco that provides networking opportunities and professional qualification to Moroccan talents seeking to work in the renewable energy and green economy sector.
Nepal	Migrant Welfare Fund		Provides unilateral support to migrant workers excluded from national social protection systems in countries of destination.
	Trade Union Agreements	General Federation of Nepalese Trade Unions (GEFONT)	GEFONT has been reaching out to trade unions in destination countries to ensure the protection of Nepalese migrant workers. They have moreover signed agreements and MoUs with trade unions in Lebanon, Jordan, Kuwait, Bahrain, Hong Kong, and the Republic of Korea to enhance Nepalese workers' rights in these countries.
Portugal	National Support Centres for the		Four CNAIMs have been established to provide information, referral, advice and mediation services to migrants in several languages, irrespective of their legal status,

	Integration of Migrants (CNAIM)		and is free of charge. The employment support offices at the CNAIMs also liaise with relevant entities, such as the Institute of Employment and Professional Training and the Labour Inspection. This office facilitates access to a program designed to Promote Migrant Entrepreneurship, to help develop entrepreneurial skills among migrant communities and support migrants in the implementation of their business ideas.
	Open to Ukraine		Training programme for the reception and integration of displaced Ukrainian refugees in the tourism sector. The Institute of Employment and Professional Training also opened a new contact centre available in the Ukrainian language.
Portugal	BLMAs		To ensure safe, orderly and regular labour migration, Portugal has signed bilateral agreements with Cape Verde, India and Morocco and has appointed labour attachés to assist nationals of these countries to move regularly and access their rights.
Qatar	Migrant worker resource centre	Building and Wood Workers International (BWI)	Assisted various migrant community associations in Qatar in filing and pursuing wage theft cases. Most recently, of the 737 workers' claims amounting to QAR 8.6 million, 500 have been settled with about QAR 5 million payment.
	Non-discriminatory minimum wage law		In March 2021, Qatar introduced a minimum wage of QAR 1,000 which applies to all employees across all sectors, including domestic workers. It is the first law of its kind in the region.
Saudi Arabia	National Policy on Occupational Safety and Health (OSH)		Based on tripartite consultation. Also established a tripartite National Council on OSH.
	MUSANED		Electronic platform that aims to provide a comprehensive system to integrate and organize the labour recruitment process.
Southern African Development Community (SADC)	Framework on the Portability of Accrued Social Security Benefits		Supports migrants moving within the SADC region to maintain their social security rights throughout the migration cycle.
South Asia	Manual for Sustainable Reintegration of Returnee Migrant Workers in South Asia	ILO, IOM, UN Women	Under the Governance of Labour Migration in South- and South-East Asia (GOALS) Programme, this will help guide return and reintegration policy development in the region.

Sri Lanka	National Policy and Action Plan on Migration for Employment for 2023-2027		Focuses on promoting decent work, rights and opportunities for migrant workers, and enhancing the development benefits of migration.
	Skills Passport Scheme	Government and Employers' Federation of Ceylon	Facilitated the recognition of skills of returnees to support labour market reintegration.
United States	Farm Workforce Modernization Act (H.R. 1603)		Modernized the H-2A visa program and establish a pathway to legal status and citizenship for certain undocumented farmworkers.
	Advocacy for migrant workers' rights	Building and Wood Workers' International	Exposed the Bochasanwasi Akshar Purushottam Swaminarayan Sanstha (BAPS) temple project in New Jersey in 2021 where Indian construction workers were recruited under the false pretence of legal work. Workers complained of performing gruelling labour in exchange for a slave wage of USD 1 an hour for 13 hours of work every day and confinement within the temple premises.
		American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)	AFL-CIO has been campaigning for comprehensive immigration and labour law reform to ensure decent work and rights for all workers, regardless of immigration status, and has developed a series of tools and resources to facilitate migrants' awareness of their rights.
Worldwide	UN Guidance on Bilateral Labour Migration Agreements		This BLMA guidance assists countries of origin and destination to design, negotiate, implement, monitor and evaluate rights-based and gender-responsive BLMAs, based on a cooperative and multi-stakeholder approach.
Worldwide	Guidance on the extension of social protection to migrant workers and related intervention models	ILO	Provides an overview for policymakers and practitioners of policy options and country practices to extend social protection to migrant workers, refugees and their families.

Worldwide	Global Skills Partnership on Migration	ILO, International Organization for Employers (IOE), IOM, International Trade Union Confederation (ITUC), United Nations Educational, Scientific and Cultural Organization (UNESCO)	Supports the establishment of skills recognition systems, the integration of employers' skills needs and fair distribution of costs for skills development and recognition among the benefitting stakeholders" including governments, employers' and workers' organizations, educational institutions and training providers.
Worldwide	Migration Partnership Facility	International Centre for Migration Policy Development, European Commission	Helps forge and strengthen partnerships on labour migration and mobility topics. Some examples of MPF programmes include Digital Explorers II on digital talent development among Baltic States and MOVE GREEN which is a circular mobility initiative in the green and renewable energy sector between Morocco and Spain. The Facility also manages an EU Labour Mobility Practitioners' Network.
Worldwide	Guidelines on Labour Market Reintegration upon Return in Origin Countries	ILO	Provides support and policy indications for the design, implementation, monitoring and evaluation of effective labour market reintegration policies upon return of migrant workers and former refugees.
Worldwide	Sustainable reintegration of return migrants in rural areas	FAO	Produced a global lessons learned report on how to support sustainable reintegration best, specifically in rural areas, as well as a toolkit for local stakeholders and actors in agrifood systems.
Worldwide	Fair Recruitment Initiative	ILO	Launched in 2014, the FRI's vision is to ensure that recruitment practices nationally and across borders are grounded in international labour standards, are developed through social dialogue, and ensure gender equality. It has developed a knowledge hub to share information and best practice among states and stakeholders, works with journalists to improve accurate reporting on recruitment issues, as well as guiding the development of policy and implementation guidance of business networks.
Worldwide	Hiring Challenge	ILO, University of Geneva, Switzerland	An online game designed to sensitize employers of foreign domestic workers to the risks of deception and abuse during the recruitment process. It puts the user in the role of an expectant parent trying to recruit a migrant domestic worker through an

			employment agency. The player's task is to make a series of real-life decisions in order to find an agency that provides a professional service while not exploiting the worker they will eventually hire.
Worldwide	IRIS Global Policy Network	IOM, Switzerland	Provides a platform for dialogue among public authorities on promoting ethical recruitment of migrant workers with the overall objective of forging regular labour migration pathways. Thematics for government-led thematic working groups include licensing regimes for private recruiters, enforcement and oversight mechanisms, temporary and seasonal migration schemes, and bilateral cooperation.
Worldwide	Promoting fair and ethical recruitment in a digital world	ILO, IOM	Study presenting four examples of government-supported digital technology platforms that facilitate the recruitment and placement of migrant workers. It aims to provide guidance to States developing similar online applications and platforms, while discussing possible approaches to making the most of new technologies, including blockchain technology.
Worldwide	Tackling the Socio-Economic Consequences of COVID-19 on Migrants and their Communities: Why Integration Matters	ILO, UNDP	Publication containing concrete examples of initiatives and policies which aim to: (a) encouraging rights-based technological and digital innovations for migrant socio-economic integration in host countries; (b) expanding migrants' and their families' access to social protection; (c) ensuring access to the development and recognition of skills and qualifications; (d) strengthening the employability of migrants and returnees; (e) promoting entrepreneurship, business development and financial inclusion; (f) reducing gender gaps; (g) promoting social cohesion; (h) fighting against discrimination and xenophobia; and (i) investing in community-led resilience and response systems.
Worldwide	Addressing welfare of migrant workers in food production systems		The welfare of migrant workers in food production ecosystems are included in the work of several partnerships such as the Good Growth Partnership (UNDP, CI, UNEP, WWF and WB/IFC, Indonesia, Liberia, Brazil and Paraguay), Scaling-up Agroecology Initiative (FAO, UNDP, IFAD, UNEP, WHO, CBD) and One Planet Network – Sustainable Food Systems (over 150 partners including many countries, UNEP, FAO, WWF, IFAD, WEF, UNDP).
Worldwide	Global Task Force on Refugee Labour Mobility		Brings together like-minded actors committed to expanding labour pathways for refugees.

Worldwide	ILO-IOM Memorandum of Understanding	ILO, IOM	Institutional agreement signed in 2020 that reflects the joint commitment of the ILO and IOM to enhance benefits of migration for all, providing a framework of cooperation to facilitate and strengthen collaboration between both Agencies.
Worldwide	JLMP	African Union, ILO, IOM, Switzerland, United Nations Economic Commission for Africa	Strengthening migration governance in Africa, promoting good governance of labour migration across the African continent. The approach advocated will affect all levels: continental with the African Union Commission, regional with the Regional Economic Communities and national. The aim is to contribute to strengthening effective governance and regulation of labour migration and mobility, in order to improve sustainable development for inclusive and regional economic growth.
Worldwide	FAIRWAY	ILO, Switzerland	Corridor approach: Migrant worker's rights can only be fully safeguarded, if relevant stakeholders from government, private sector and the civil society take action along migration corridors in countries of origin, transit and destination. Switzerland through its' development cooperation is engaged along important labour migration corridors from Africa to the Middle East and along . FAIRWAY seeks to strengthen legal frameworks and regulations in countries of origin in order to positively influence/impact policies and regulations in countries of destination with a view to guaranteeing the rights of migrant workers and their families.
Worldwide	FAIR	ILO, Switzerland	FAIR in its' third phase promotes fair and ethical recruitment of migrant workers, contributing to fair and regular migration, enhancing migrants' contribution to development in selected African countries, creating a level playing field for responsible employers, and protecting migrants, including migrants in vulnerable situations from abuse and exploitation.
Multi-country (Argentina, Bolivia, Ecuador, Georgia, India, Rwanda, and Peru)	Skills Mobility Partnerships	IOM	Provides government officials and other stakeholders with practical tools to design and implement SMPs. More than 110 participants from government, private sector associations, training institutions and civil society organizations have benefited from the pilot trainings.
Multi-country (Philippines, Indonesia, Nepal, Sri Lanka,	Recruitment Advisor Platform	International Trade Union Confederation, ILO, Switzerland	A global recruitment and employment review platform offering migrant workers easy access to information about recruitment agencies and workers' rights when they are looking for a job abroad. The platform allows migrant workers to rate their recruitment

Bangladesh, Kenya, Ghana, Nigeria, Uganda, Ethiopia, Hong Kong, Bahrain, Jordan)			agencies, exposing those that do not comply with existing regulations and recognises those that take migrants' rights into account.
Multi-country (Afghanistan, Bahrain, Bangladesh, India, Indonesia, Kuwait, Malaysia, Nepal, Oman, Pakistan, Qatar, Philippines, Saudi Arabia, Sri Lanka, Thailand, United Arab Emirates, Vietnam)	Abu Dhabi Dialogue	Observers: ILO, IOM, OECD, UN Women, private sector and civil society representatives	State-led regional consultative process established in 2008 as a means of building trust and increasing cooperation among Asian countries of origin and destination (members of the Gulf Cooperation Council) on issues relating to labour migration governance.

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