



# The Governance of Labour Migration in Changing Employment Landscapes

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# Overview



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- 1. The evolving landscape of labour migration**
- 2. Governance challenges**
- 3. Moving towards a brighter future**



# Migrant workers contribute to development



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**68 million**

Are women migrant  
workers

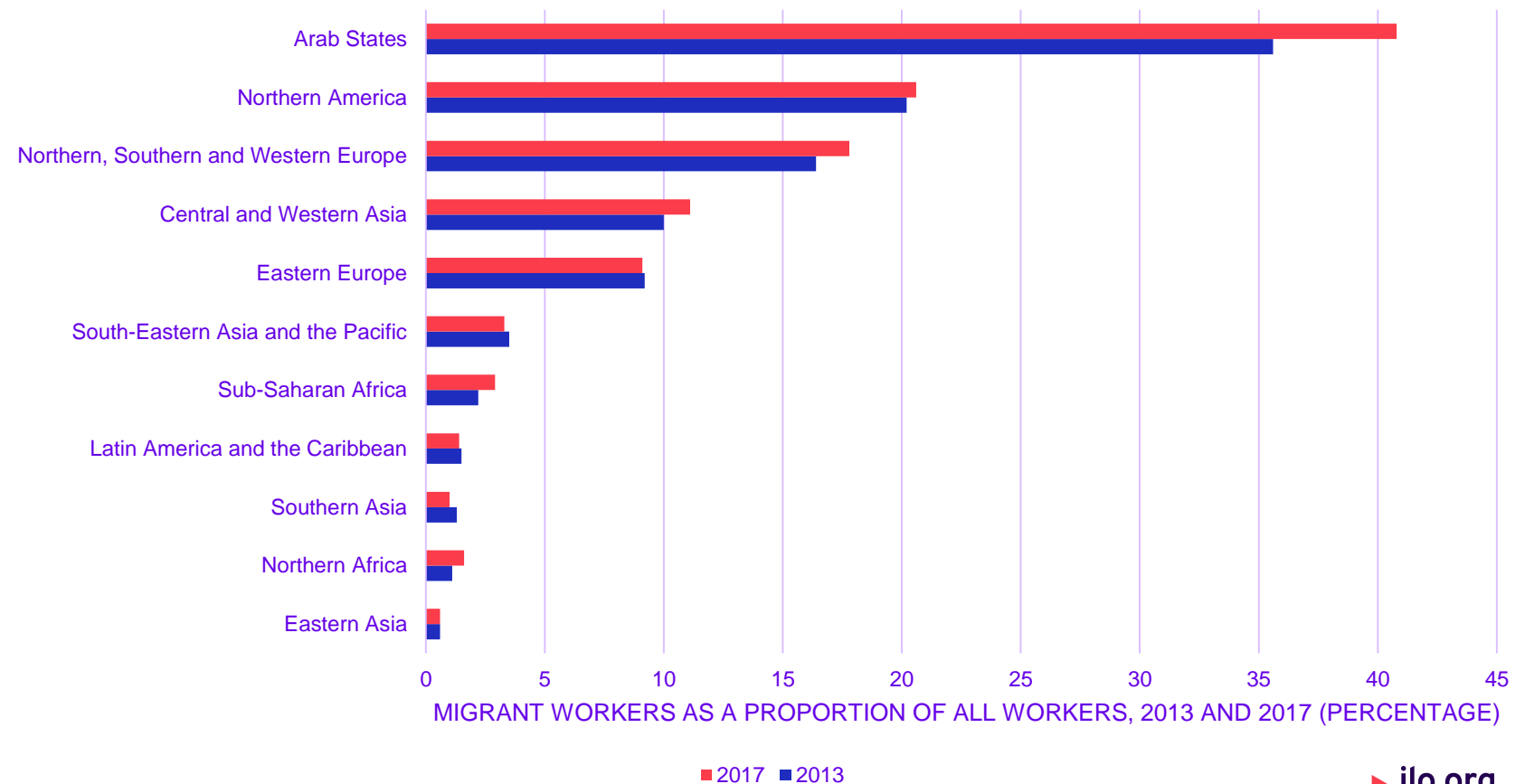
**9%**

Increase over four years

**11.5 million**

Migrant domestic workers

ILO estimates 164 million migrant workers



# Emerging from COVID-19

The spread of Covid-19 may not discriminate.  
But its impacts do.

**2.2 billion**

Workers affected, representing  
68% of global labour force

**1.6 billion**

Informal economy workers  
significantly impacted

**305 million**

Full time job losses estimated in  
the second quarter 2020



Migrant workers in essential jobs

**Care work**

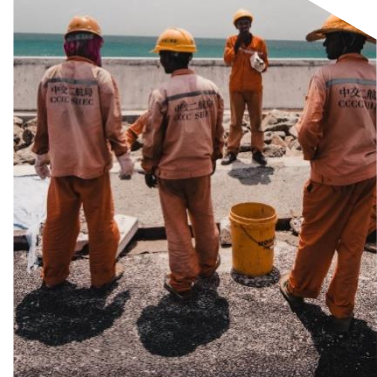
73% + migrant domestic workers women  
Could create 269 million new care sector  
jobs if investments in education, health  
and social work are doubled by 2030.

**Construction**

21% -89% jobs in informal economy  
depending on the country

**Agricultural**

**production** Many  
countries depend on  
migrant workers to  
avoid food shortages



# Governance challenges

## Decent work deficits growing



- Rising levels of discrimination and xenophobia
- Food insecurity
- Low wages, reduction or non-payment of wages
- Poor and worsening working conditions:
- Cramped/inadequate living conditions, restrictions on movement
- Lack of social protection
- Higher incidence of violence and harassment
- Forced return of migrants

# Rethinking governance for a brighter future

Standards, tools and guidance provide foundation for a rights-based, gender responsive approach



**Global compact on migration:** whole of government/society engagement, recognizing role for stakeholders e.g., cities, business, trade unions, civil society, migrants, academia.

2030 Sustainable Development Agenda calls for advancing decent work in migration governance, importance of gender equality (SDG targets 8.7, 8.8, 10.7).

**ILO standards, fundamental principles, social dialogue:** builds legitimacy, durability, shared prosperity



# Investing in fair labour migration frameworks

- Making migration a choice, creating decent work opportunities in countries of origin
- Respecting the human rights, including labour rights, of all migrant workers
- Ensuring fair recruitment practices and equality of treatment of migrant workers
- Investing in skills development, training, and recognition with life long learning
- Advancing cooperation, BLAs, regular pathways, and regional integration
- Promoting universal exercise of fundamental principles and rights at work.
- Fostering social dialogue with Ministries of Labour, workers' and employers' organizations.



# Investing in policy coherence and skills

**Coherence in migration, training/education and employment policies better protects workers rights and raises business productivity**

## *Why invest in skills and life long learning?*

**Workers:** If skills are recognized, workers can access training, compete for jobs and wages commensurate with their skills, and access regular migration channels, jobs in the formal market

- **fairer chances in the labour market, including upon return**

**Employers:** If skills are recognized, it is easier to find qualified staff

- **fosters fair and effective recruitment, skills and jobs matching**

**Government:** If skills are recognized, skills are formally included in the labour market, guarantee quality, and broaden the choice of employers

- **improves productivity, skills use, higher quality product/services**



# Investing in social protection and portability

## Why invest in social protection and expanding social security for migrant workers?

- Helps to fulfill migrant workers human rights, including labour rights, protects **protects their human security, and society's health and safety**
- Facilitates their **mobility, productivity** and **return** to home country
- Creates a **level playing field** (reduces unfair competition) - reduces labour market distortions of recruiting migrant workers as “cheap and unprotected” labour
- Facilitates the **formalization** of the labour market
- Can improve **financial health of social security**: migrant workers are often net contributors over their lifetime
- Reduces pressure on **tax-funded social protection mechanisms (in origin and destination countries)**
- Extends protection for **dependent family members** remaining in countries of origin
- builds **social cohesion** and stability (reducing social tensions)



# Issues to address in the regional meeting

## What practices can best improve labour migration governance in the following areas?

- A human-centred approach to addressing Future of Work opportunities and challenges for migrants.
- Improving the foundations for evidence-based policy making through gathering and sharing data, identifying gaps in migration statistics, and using analytical tools.
- Integrating labour migration policies with national employment strategies to identify skills shortages and enhance regular migration pathways.
- Fostering innovative admission and visa schemes to increase in-market labour mobility and enhance workforce productivity.
- Developing migration policies for attracting high skilled workers





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# Selected ILO Resources

- ILO Policy Brief, Protecting migrant workers during the COVID-19 pandemic. Recommendations for Policy-makers and Constituents, 30 April 2020 [https://www.ilo.org/global/topics/labour-migration/publications/WCMS\\_743268/lang--en/index.htm](https://www.ilo.org/global/topics/labour-migration/publications/WCMS_743268/lang--en/index.htm)
- ILO MONITOR ILO Monitor:COVID-19 and the world of work. Third edition, Updated estimates and analysis – 29 April 2020 [https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/briefingnote/wcms\\_743146.pdf](https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/briefingnote/wcms_743146.pdf)
- ILO Brief, Social protection responses to the COVID-19 crisis: Country responses and policy considerations, 23 April 2020, <https://www.social-protection.org/gimi/RessourcePDF.action?id=56044>
- ILO Fair recruitment Initiative, <https://www.ilo.org/global/topics/fair-recruitment/lang--en/index.htm>
- ILO Skills & migration <https://www.ilo.org/global/topics/labour-migration/policy-areas/skills-migration/lang--en/index.htm>
- ILO Global Estimates on International Migrant Workers – Results and Methodology [https://www.ilo.org/global/publications/books/WCMS\\_652001/lang--en/index.htm](https://www.ilo.org/global/publications/books/WCMS_652001/lang--en/index.htm)
- ILO Multilateral Framework on Labour Migration [https://www.ilo.org/global/topics/labour-migration/publications/WCMS\\_178672/lang--en/index.htm](https://www.ilo.org/global/topics/labour-migration/publications/WCMS_178672/lang--en/index.htm)
- *[Migration for Employment Convention \(Revised\), 1949 \(No. 97\), and Migration for Employment Recommendation \(No. 86\)](#)*
- *[Migrant Workers \(Supplementary Provisions\) Convention, 1975 \(No. 143\) and Migrant Workers Recommendation 151](#)*





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# Thank you!

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<https://www.ilo.org/global/topics/labour-migration/lang--en/index.htm>

