

Working conditions of MIGRANT WORKERS



Since its inception, the ILO has adopted several conventions addressing working conditions (including weekly rest, the organisation of working time, night work and holidays with pay, equal remuneration for men and women workers, etc.).

The ILO provides technical assistance to its constituents in adopting policies and legislation in the areas of improving working conditions for women- and men- migrants respecting the principles of equal treatment, opportunities and equal pay for work of equal value between migrant workers and national workers and between women and men migrant workers.

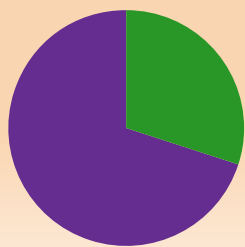


International Labour Organization



To understand the problem we look at a study conducted by the World Bank KNOMAD Project, in collaboration with the ILO.

The survey was conducted along seven migration corridors linking selected Gulf, Asian, and African countries that are particularly known for the intensity of labour migration.



In the KNOMAD sample of workers who migrated through legal channels, nearly **30% of migrant workers did not have a contract signed prior to departure.**

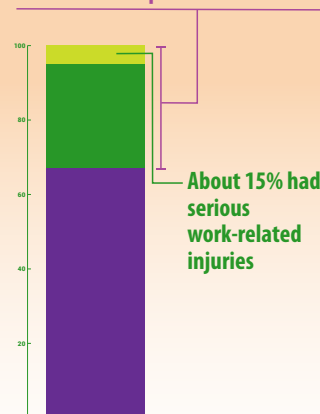
14.7% migrant workers did not receive wages on time.

23% reported that when remunerated, they received wages that were lower than those promised before the departure.



25% migrants report systematically not having any rest day per week.

One third of migrants experienced health-related problems.



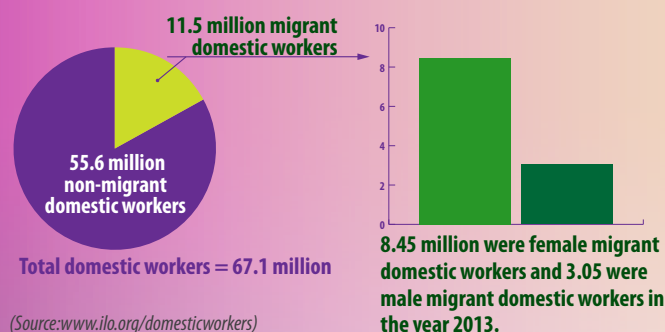
An analysis of the survey¹ has shown that costs associated with deficiencies in conditions of work are high.

¹ Aleksynska, M., Kazi Aoul, S. and Petrencu, V., 2017. Deficiencies in conditions of work as a cost to labour migration: concepts, extent and implications (No. 28). KNOMAD Working Paper.

Domestic workers :

ILO Convention No. 189 concerning Decent Work for Domestic Workers lays down basic rights and principles and requires States to take a series of measures to promote decent work for domestic workers. ILO C 189 and R 201 cover all domestic workers, including migrant workers.

Domestic work is a high source of employment for migrants. More than one in every sixth domestic worker in the world was an international migrant in 2013.



(Source: www.ilo.org/domesticworkers)

Women migrant domestic workers are particularly vulnerable to discrimination and abuse. They face the following issues:

De-skilling

Many migrant women sacrifice themselves in occupations for which they are overqualified. Some of them possess university or other highly-qualified degrees

Deplorable working conditions and labour exploitation

- very low or non-existing remuneration
- long hours of work (up to 16h a day, 6 days a week),
- withholding of i.d. documents,
- no possibility to change employers,
- freedom of movement often restricted,
- no weekly days off.

Two to three years of temporary contracts that can be endlessly renewed with no possibilities of family reunification.

Objectives

- Recognizing right to decent work, like other worker
- Enabling them to enjoy their rights fully
- Advancing gender equality
- Complementing existing ILO standards

Ratification: 24 countries till date

- **Africa:** Guinea, Mauritius, South Africa
- **Asia:** Philippines
- **Latin America and the Caribbean:** Argentina, Bolivia, Colombia, Costa Rica, Chile, Dominican Republic, Ecuador, Guyana, Jamaica, Nicaragua, Panama, Paraguay, Uruguay
- **Europe:** Belgium, Finland, Germany, Ireland, Italy, Portugal, Switzerland



What can domestic workers do to enjoy the protections offered by Convention No. 189?

- Organize & mobilize support for the ratification and implementation of the Convention by their Governments.
- Use the provisions of the Convention and the Recommendation to influence changes in laws and improve the working and living conditions of domestic workers, regardless of whether or not the country in which they work has ratified Convention No. 189.

Policy Frameworks that contribute to alleviating poor working conditions of migrant workers

The 2017 International Labour Conference's Resolution and Conclusions on Fair and Effective Labour Migration Governance and its follow-up Plan of Action propose the following priorities to improve working conditions of migrant workers:

International labour standards, skills, fair recruitment, social protection, freedom of association and reducing irregular migration

Africa-centric Policy frameworks: The ILO's work in the region is guided by the following frameworks:

- Africa's Agenda 2063
- The 2014 African Union Commission's (AUC) Ouagadougou + 10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development in Africa
- The AU's Revised Migration Policy Framework for Africa and Plan of Action (2018–2030)
- The AU's Free Movement of Persons Protocol or "Protocol to the Treaty establishing the African Economic Community relating to the Free Movement of Persons, Right of Residence and Right of Establishment"

Global Compact for Safe, Orderly and Regular Migration (GCM) –

Key dimensions pertaining to working conditions include:

- The reference and commitment to draw on ILO standards, principles and guidelines for developing standard terms of employment and in bilateral and regional labour mobility agreements
- Promoting fair recruitment practices as an important component of the protection of the rights of migrant workers and subsequently ensuring decent work
- Ensuring consular protection for migrant workers
- Specific references to the protection of the rights of domestic workers and workers at all skills levels
- Reviewing labour laws and work conditions to identify and address vulnerabilities of migrant workers at all skills levels

The GCM is a milestone in the history of the global dialogue and international cooperation on migration.



The ILO remains a committed partner to the over 164 million migrants who've left their homes in search of decent work. It's in the spirit of that commitment that we welcome the Global Compact for Safe, Orderly and Regular Migration.

- Guy Rider, Director-General of the ILO, 2018



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