





Labour Migration Policy Development: Template & Thematic Areas The template below presents a structure of a labour migration policy that can be adapted to the national context (Table A) taking into consideration if the country is largely a country of origin, transit or destination of migrant workers. It is followed by an overview of topics that should in general be covered by a labour migration policy (Table B).

A. Labour Migration Policy Template

PART 1	This section may include a foreword by the Minister of the
1.1 Introduction	leading Ministry to give political weight to the policy, an executive summary, as well as a broad introduction to the national context of the policy.
1.2 National context	History of labour migration to/from the country
	Economic situation
	• Demography
	Key industries
	• Employment/labour market
	Socio-cultural situation
	Political factors
1.3 Labour migration context	Labour migration trends and outcomes
	Rationale for a national labour migration policy
	Existing labour migration policy
	• Legislative and policy frameworks:
	 National (alignment to national development plans, coherence with related policies e.g. employment, skills, training, education etc.
	 Regional (continental, regional frameworks and policy processes)
	 International (UN treaties, protocols, ILO conventions, recommendations and protocols, reporting mechanisms
1.4 Vision1.5 Mission1.6 Impact	Section to identify the guiding paradigm of the policy keeping in mind a rights-based, gender—sensitive and evidence driver approach.
1.7 Outcomes and Outputs	Governance/Administration (Labour Migration Unit)
	• Protection/Empowerment/ Equality of opportunities and treatment
	Data for policy monitoring and evaluation
	• Development
	Others according to national context
1.8 Monitoring, evaluation and review	
PART 2 2.1 Outcome 1	This section would include a more detailed narrative of the situation, key challenges, and proposed policy response for each of the outcomes and outputs identified in 1.7 above (also see Table B below).

¹ Practical Guide on Developing Labour Migration Policies, ILO

PART 3	This section would include a more detailed narrative of the situation, key challenges, and proposed policy response for
3.1 Outcome 2	- each of the outcomes and outputs identified in 1.7 above (also
PART 4	see Table B below).
4.1 Outcome 3	

PART 5

- 5.1 Institutional framework for policy implementation
- 5.2 Coordination mechanism
- 5.3 Social partner/stakeholder consultation mechanism
- 5.4 Resource mobilisation

PART 6

Action Plan: Outcomes, outputs, activities, resourcing, timeframe and responsibilities

PART 7

Monitoring and evaluation framework

Annexes

B. Labour Migration Policy Topics

GENDER-SENSITIVE AND EVIDENCE-BASED GOVERNANCE

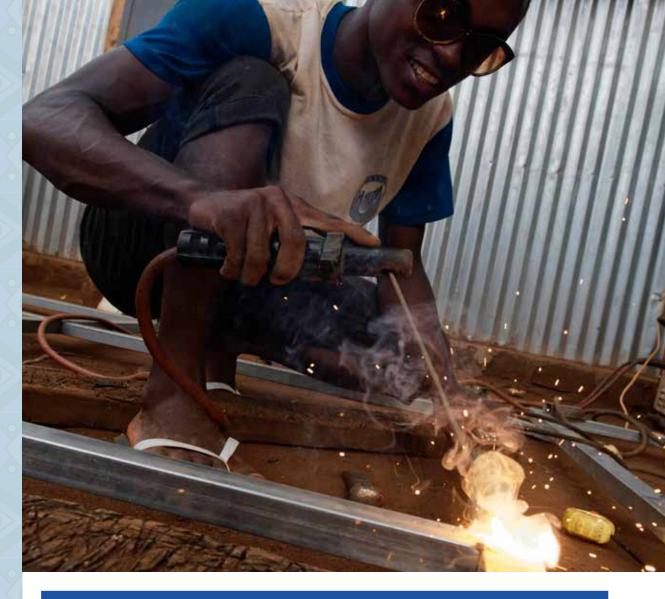
- Policy considerations during 5 migration stages (pre-departure, transit, entry, in destination, return)
- Institutional framework for policy implementation involving the Ministry of Labour and Labour Market Institutions
- Coordination and consultation with Employers and Workers' Organisations;
- Taking into consideration gender concerns
- International cooperation
- Coherence with other policies (e.g. employment, education and development policies)

LABOUR PROTECTION OF MIGRANT WORKERS

- Legislative and regulatory frameworks
- Ratification and effective implementation of main international standards related to the protection of migrant workers (1990 UN Convention, C. 97. C. 143) and related standards (C. 181. C. 189. C. 19. C. 118. C. 157)
- ILO Fundamental Conventions
- Formulation and effective implementation of Bilateral Labour Migration Agreements (BLMAs)
- Work permits and working conditions (working time, wages, leave entitlements, occupational safety and health protection)
- · Access to justice and redress mechanisms

FAIR RECRUITMENT OF MIGRANT WORKERS

- Policy framework supporting Public Employment Services and Private Employment Agencies mandate regarding labour migration, particularly fair recruitment and placement of migrant workers
- Permanent or temporary migration schemes



LABOUR MIGRATION STATISTICS

- Regular data collection and labour migration modules
- Administrative information
- Labour market needs assessments, information systems and indicators

RECOGNITION OF SKILLS OF MIGRANT WORKERS

- National system to facilitate the recognition and verification of migrant workers' skills and qualifications; involvement of social partners and education and training institutions?
- · Role of (regional) qualification frameworks

SOCIAL PROTECTION COVERAGE AND PORTABILITY OF SOCIAL SECURITY BENEFITS

- Unilateral, bilateral or multilateral social security provisions to ensure coverage and portability of benefits for migrant workers
- Bilateral social security agreements (e.g. R. 167 as a model agreement)

MIGRATION IN AN IRREGULAR SITUATION, FORCED LABOUR, TRAFFICKING IN PERSONS, CHILD LABOUR AND SMUGGLING OF MIGRANTS