

INTERNATIONAL LABOUR CONFERENCE, 2017

**RESOLUTIONS AND
CONCLUSION
CONCERNING
FAIR AND EFFECTIVE
LABOUR MIGRATION
GOVERNANCE**



International
Labour
Organization



Well-governed labour migration can contribute to sustainable development for countries of origin, transit and destination, and can provide benefits and opportunities for migrant workers and their families.



Photo: ILO



2017 INTERNATIONAL LABOUR CONFERENCE

CONCLUSIONS CONCERNING FAIR AND EFFECTIVE LABOUR MIGRATION GOVERNANCE

I. Opportunities, challenges and risks of labour migration

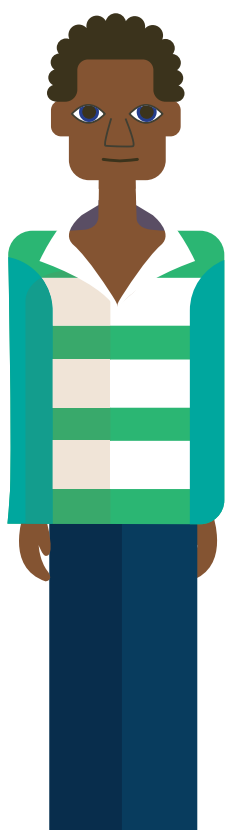
1. Labour migration is a feature of contemporary labour markets and of the future of work. National and international policy agendas increasingly prioritize labour migration. The 2030 Agenda for Sustainable Development and the Global Compact for Safe, Orderly and Regular Migration demonstrate the global significance of this issue, and offer an important opportunity for the International Labour Organization (ILO) to promote its Decent Work Agenda, including fundamental principles and rights at work.
2. Labour migration is growing more diverse and complex. Temporary labour migration is becoming more widespread. Many countries are now countries of origin, transit and destination at the same time. More women are joining the ranks of migrant workers and in some sectors, such as the care sector and domestic work, represent the majority of the migrant labour workforce. They can face discrimination, exploitation and abuse, including violence and harassment.
3. Well-governed labour migration can contribute to sustainable development for countries of origin, transit and destination, and can provide benefits and opportunities for migrant workers and their families. It can balance labour supply and demand, help develop and transfer skills at all levels, contribute to social protection

systems, foster innovation and enrich communities both culturally and socially. Poorly governed labour migration can bring risks and challenges, including for sustainable development and decent work, in countries of origin, transit and destination, especially for low-wage workers. These risks can include insecurity and informality, brain drain, displacement, increased risk of child labour, debt bondage, forced labour, trafficking in persons, safety and health hazards and other decent work deficits. In some cases, some of these risks have lethal consequences. Racism, xenophobia and discrimination, misperceptions and misinformation add to the overall challenges of labour migration.

4. Maximizing the benefits of labour migration and minimizing the risks and social costs requires sound and effective labour migration governance. The ILO, as a unique tripartite organization with its rights-based approach, has an important role to play in this effort, and has already done a great deal of work which will also position it to take a leadership role on decent work in labour migration and make strong contributions to the Global Compact for Safe, Orderly and Regular Migration and to the implementation of the 2030 Agenda.

II. Towards fair and effective labour migration governance

5. Recognizing that all States have the sovereign right to develop their own policies to manage labour migration and that opportunities and risks may vary nationally and within migration corridors, it is necessary to develop tailored and effective policy responses. These should be based on reliable data and evidence that address the unique challenges of different countries, regions and actors. Experience demonstrates that labour migration governance models that pursue decent work for all begin with a comprehensive policy framework guided by international labour standards and the fundamental principles and rights at work. Effective labour migration governance must also respond to the changing needs of business and workers, including addressing skills, education and training gaps, with particular attention to women and youth, and persons with disabilities and other vulnerable groups. Labour market institutions are recognized as vehicles for delivering inclusive, equitable and fair policies for all workers, including migrant workers.



6. Effective labour migration governance requires coordination among relevant government agencies to develop and achieve shared goals (a “whole-of-government” approach). Social dialogue, in all its different forms, lies at the heart of the ILO’s mandate and is central to achieving fair labour migration. There is solid evidence that participation of the ILO’s tripartite constituents in national and regional processes can strengthen the effectiveness and sustainability of labour migration policies, including those on fair

recruitment, protection of migrant workers, skills development and recognition of qualifications, and improve public perception.

Areas warranting special attention

7. **Protection of migrant workers and labour market integration.** Inclusive and resilient labour markets in countries of origin, transit and destination are necessary to ensure decent work opportunities for both migrants and national populations. Measures that protect and ensure decent work contribute to social and economic integration and equality of treatment. It is necessary to have effective enforcement of migrant workers' fundamental rights at work, and access to justice, irrespective of migrant status. Protection of migrant workers' rights at work as set out in relevant ILO Conventions, such as the Migration for Employment Convention (Revised), 1949 (No. 97), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and other standards, including the Private Employment Agencies Convention, 1997 (No. 181), and the Domestic Workers Convention, 2011 (No. 189), requires a coordinated approach from member States' policy departments, institutions enforcing labour laws and regulations and social partners, according to national law and practice.
8. **Skills recognition and development.** Labour migration programmes, including temporary schemes, often lack effective skills and jobs matching systems. However, they should be based on accurate assessments of skills needs and gaps, including offering possibilities for upskilling and retraining both migrant and national workers. The private sector, as well as employers' and workers' organizations, have important complementary roles to play in providing up-to-date information to policy-makers on labour market needs. Migrant workers, in particular when they are low-skilled, are frequently confronted with limited access to vocational training and skills recognition, especially when it comes to recognition of prior learning. Public employment services, and private employment agencies when properly regulated, can play an important role in providing effective skills and jobs matching for migrant workers. The ILO should provide active and effective support for skills development and recognition to constituents.
9. **Fair recruitment.** Fair recruitment is essential to reducing migrant workers' exposure to exploitation and abuse, gender-based violence, child and forced labour and trafficking in persons, and to improving skills and jobs matching both in origin and destination countries. This is becoming even more relevant as temporary migration grows and supply chains become more complex. Implementing and promoting the ILO Fair Recruitment Initiative, the General principles and operational guidelines for fair recruitment and the Protocol of 2014 to the Forced Labour Convention, 1930, and its accompanying Recommendation, can prevent and address abuses, including the

As more people cross borders to work in the coming years, international migration policies that protect the rights of migrant workers during all stages of the migration process will be essential to achieving economic growth in both origin and destination countries.

imposition of recruitment fees and related costs to migrant workers, and ensure transparency and efficiency.

10. **Social protection.** Facilitating access to social protection for migrant workers and their families, in accordance with national laws and regulations and international obligations, ensures the fulfilment of their rights to social security, creates a level playing field between national and migrant workers, and supports fair labour migration. Countries may consider: (a) negotiating multilateral or bilateral social security agreements to ensure the portability of migrants' rights and benefits; (b) including social security provisions in labour migration arrangements; and (c) ensuring access of migrant workers and their families to national social protection systems, including social protection floors, which aim to ensure among other things, access to essential health care.
11. **Freedom of association.** Migrant workers can face obstacles, in law and in practice, to organize and collectively bargain. Freedom of association is a fundamental right and an enabling condition for the realization of decent work.
12. **Data and statistics.** Recalling the 2030 Agenda, up-to-date, reliable and comparable labour migration data, disaggregated by age and sex, among others, are key for evidence-based policy-making, the evaluation of the impact of labour migration schemes, and the protection of migrant workers' rights. Harmonization of concepts and definitions of labour migration is essential, as is the collection of data on specific economic sectors in which migrant workers are predominant. These should be part of national and regional data collection plans.
13. **Temporary labour migration.** Temporary labour migration can be positive for labour markets of countries of origin and destination and can fill genuine short-term labour and skills gaps in certain sectors. However, careful consideration needs to be given to effective governance of temporary labour migration to protect the rights of migrant workers and national workers, ensure decent work, afford equal treatment in accordance with national laws and regulations and international obligations, and respect the fundamental principles and rights at work.
14. **Irregular labour migration.** There is a growth in irregular labour migration, particularly of low-skilled workers. Irregular labour migration increases migrant workers' vulnerability to exploitation and human rights violations and, in some cases, can undercut established wages and working conditions. It can therefore present problems for migrant workers, local communities and governments themselves. It can undermine public confidence in the ability of governments to effectively manage labour migration and can lead to negative public perception.

In destination countries, migrant workers often take low-skilled jobs in the informal economy and experience gender, ethnic, racial or other forms of inequality. They may not be covered by national labour laws, and can face poor or unsafe working and living conditions, and low or unpaid wages. Access to basic services, job mobility, pensions, and—especially for their children—health care and education may be denied in law or practice.

The ILO approach to labour migration consists of balancing labour market efficiency and equity concerns by facilitating effective labour migration governance through informed policy debate; strengthening of institutional mechanisms; promoting policy coherence; and encouraging social dialogue that brings together governments, workers' and employers' organizations.

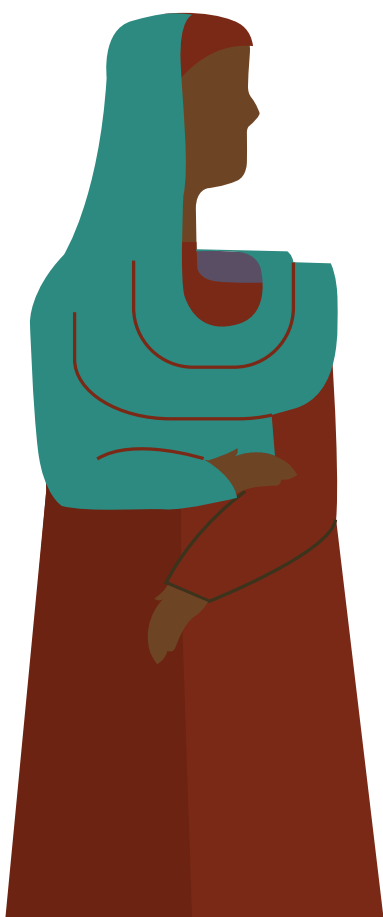


15. **Bilateral agreements.** Bilateral agreements can be useful migration governance tools to facilitate safe, regular and orderly labour migration between countries, when addressing both labour market needs and the protection of migrant workers and can be more beneficial if they are based on social dialogue.
16. **Regional governance frameworks on labour migration.** Regional governance frameworks can be an important component of effective and fair labour migration policy. However, regional and national institutions can be weak and under-resourced. National laws and policies are often not aligned with regional frameworks. There is a need for more and better involvement of ILO constituents. Building the capacities for ministries of labour and workers' and employers' organizations to participate in regional debates and processes has started to show some dividends.

III. Moving forward: priorities for ILO action

17. The ILO should deepen and scale up its work on international labour migration in response to constituents' needs and take a leadership role on decent work in labour migration. This document should guide the ILO's further work in this area, including its contribution to the development of the Global Compact for Safe, Orderly and Regular Migration. Priorities for action include:

- (a) *International labour standards.* Promote the ratification and effective application of ILO Conventions and Recommendations, as appropriate, and policy frameworks relevant to the governance of labour migration and the protection of migrant workers. Raise awareness of these standards and frameworks, demonstrate their flexibility, and defuse misconceptions about the meaning of certain provisions, through user-friendly materials.
- (b) *Skills.* Provide support for: (i) the development of skills and of mechanisms for recognition of skills, whether acquired formally or non-formally, including at the sectoral level; (ii) better assessment of skills needs at all levels; and (iii) the alignment of training to meet labour market demands, all with the active participation of the social partners.
- (c) *Fair recruitment.* Support and promote constituents' efforts to operationalize the ILO General principles and operational guidelines for fair recruitment, including through dissemination, capacity building and technical assistance, and capitalizing on synergies with other tools and initiatives aimed at promoting fair recruitment. Pursue efforts in developing and testing a methodology to measure recruitment costs under target 10.7 of the 2030 Agenda for Sustainable Development and further work on the definition of recruitment fees and related costs. Subject to a Governing Body decision, the International Labour Office should assess the impact and effectiveness of this work



through a high-level evaluation or other appropriate method within five years for the Governing Body to determine whether further action is necessary.

- (d) *Data*. Collect and disseminate comparable data on labour migration, disaggregated by sex and age, among others, and on its effect on labour markets in countries of origin, transit and destination, and on migrant workers. Continue work towards the adoption of international standards on labour migration statistics by the International Conference of Labour Statisticians in 2018. Deliver technical assistance for improved data collection by member States and facilitate the sharing of good practices.
- (e) *Social protection*. Build constituents' capacities to develop and implement bilateral and multilateral social security agreements and extend social protection systems to migrant workers, including through social protection floors, as defined in national laws and regulations and subject to international obligations. Benchmark, assess and develop guidance on how to address the obstacles faced by specific groups of migrants in particular labour migration corridors and within regional economic communities.
- (f) *Freedom of association*. Work with the ILO constituents to identify obstacles to freedom of association for migrant workers and assess the most effective measures and strategies to address them.
- (g) *Temporary labour migration*. Conduct a comparative analysis of temporary and circular labour migration schemes, including employer sponsorship programmes, to examine their impact on migrant and national workers and on national labour conditions and markets, and put the outcomes before the Governing Body for its consideration.
- (h) *Irregular labour migration*. Encourage sharing of good practices on reducing irregular labour migration, including on pathways out of irregularity. Promote respect for human rights and fundamental principles and rights at work of migrant workers, irrespective of their migrant status. Carry out more work in terms of research and support countries to reduce irregular labour migration. Encourage governments to ensure that migrant workers in an irregular status can safely report abusive working conditions and have access to justice.
- (i) *Bilateral and multilateral agreements*. Foster tripartite platforms to bring representatives of governments of countries of origin, transit and destination together with social partners, at various levels, to exchange good practices on the design, content, negotiation, implementation, monitoring and evaluation of bilateral and multilateral agreements that are gender-sensitive, in accordance with ILO standards, based on social dialogue, and address the needs of labour markets in countries of origin

The world of work must be adequately reflected in and mainstreamed into global debates on international development.

and destination, as appropriate, and the protection of migrant workers.

- (j) *Collaboration with relevant institutions that deal with labour migration.* Deepen collaboration with the Global Migration Group, in particular the International Organization for Migration and the Office of the United Nations High Commissioner for Human Rights, including in the process leading to the adoption and implementation of the Global Compact for Safe, Orderly and Regular Migration. Make full use of the ILO's unique tripartite nature and normative framework.

PLAN OF ACTION: MAIN OBJECTIVE AND KEY PRINCIPLES

The broader objective of this plan of action is to achieve sound and effective labour migration governance at all levels with a view to enhancing the benefits of labour migration, addressing labour market needs at all skill levels and protecting and promoting the rights of both migrant workers and nationals, in line with the Conference conclusions.

Governance of labour migration requires a comprehensive, integrated and “whole of government” approach nationally, and strong cooperation across migration corridors and regions. ILO action is needed to assist member States in designing and implementing relevant laws and policies, developing internationally comparable data collection systems, and building constituents' capacity to participate in and create inter-institutional spaces for dialogue at all levels.

The plan of action is grounded in a number of key principles:

- (a) **Context-specificity.** It recognizes the need for tailored, sector- and context-specific policy responses to the needs of governments, employers and workers in countries of origin, transit and destination.
- (b) **Rights-based and grounded on social dialogue.** It is guided by international labour standards, in particular the fundamental principles and rights at work and the relevant ILO Conventions and Recommendations, such as the Migration for Employment Convention (Revised), 1949 (No. 97), and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and their accompanying Recommendations: the Migration for Employment Recommendation (Revised), 1949 (No. 86), and the Migrant Workers Recommendation, 1975 (No. 151), policy frameworks, including the ILO Multilateral framework on labour migration, and guidelines, such as the General principles and operational guidelines for fair recruitment and it is grounded on tripartism and social dialogue.
- (c) **Adaptability.** It identifies different means of action for the ILO to deliver on priority areas and builds on lessons learned and



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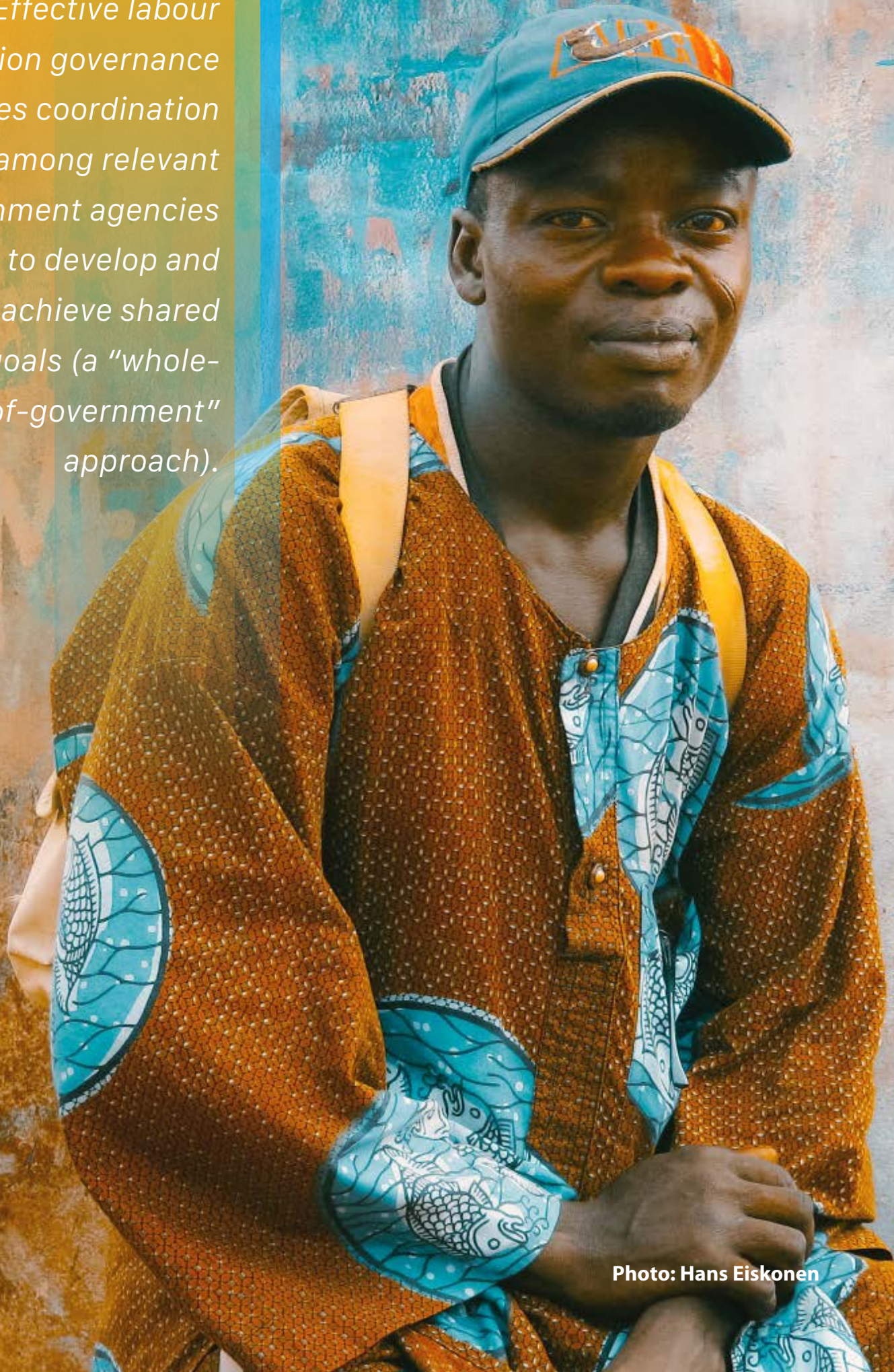


Photo: Hans Eiskonen

ILO action is needed to assist member States in designing and implementing relevant laws and policies, developing internationally comparable data collection systems, and building constituents' capacity to participate in and create inter-institutional spaces for dialogue at all levels.

previous relevant interventions.

- (d) Gender sensitivity and non-discrimination.** It seeks to integrate gender equality and non-discrimination throughout the migration process, with attention to migrant women, youth and those with disabilities, as well as other groups of migrant workers that may be exposed to situations of vulnerability, particularly in migrant-dominated sectors such as domestic work.

The Conference conclusions identified a number of areas warranting special attention, identifying ten corresponding priorities for the short and mid-term:

- (a) international labour standards;
- (b) skills;
- (c) fair recruitment;
- (d) data and statistics;
- (e) social protection;
- (f) freedom of association;
- (g) temporary labour migration;
- (h) irregular labour migration;
- (i) bilateral and multilateral agreements; and
- (j) collaboration with relevant institutions that deal with labour migration.

The actions envisioned are organized along four broad means of action:

- (a) knowledge generation and dissemination/communication;
- (b) technical assistance for statistics, evidence-based law and policy reform;
- (c) capacity building and institutional strengthening for enhanced dialogue; and
- (d) collaboration and partnerships.

Knowledge generation and dissemination

The Office will strengthen and disseminate its knowledge in the following areas.

- a. Fair recruitment.** Migrant workers' exposure to exploitation and abusive labour practices, including forced labour, very often begins at the recruitment stage, depending on how it is organized, regulated and monitored. There is a need to produce evidence on recruitment practices and costs to help constituents better implement ILO standards, principles and guidelines on fair recruitment. The ILO will build on its work with the World Bank Global Knowledge Partnership on Migration and Development (KNOMAD) to collect data on the full range of migration costs incurred by workers, including recruitment costs. Recognizing the need to develop a global definition of recruitment fees and costs, in particular with the view to contribute to measuring recruitment costs in line with Indicator 10.7.1 of the

2030 Agenda and processes of adoption and implementation of the Global Compact for Safe, Orderly and Regular Migration, the Office will conduct a global comparative study on the definition of recruitment fees and related costs, and prepare an ILO definition to be presented and discussed at a tripartite meeting of experts by the end of 2018 (see the appendix). As co-custodian of sustainable development goal (SDG) indicator 10.7.1, 7 the Office will work with the World Bank to develop, validate and test a new methodology for measuring recruitment costs. Lessons learned on fair recruitment will be documented from pilot interventions in selected migration corridors. The ILO's Fair Recruitment Initiative is expected to be implemented in at least 12 countries by 2020. Subject to the Governing Body decision, the impact and effectiveness of this work will be assessed through a high-level evaluation or other appropriate method by 2022.

- b. Statistics.** The Office will deepen work on the collection, compilation, management and dissemination of internationally comparable data on labour migration, disaggregated by sex and age, among others, and on migration's effects on labour markets in countries of origin, transit and destination and on migrant workers. Updated regional and global estimates of migrant workers will be produced in 2018. New methodological guidelines/statistical standards for the collection of internationally comparable statistics on migrant workers will be developed for adoption by the International Conference of Labour Statisticians (ICLS) in 2018.
- c. Social protection.** In order to benchmark and assess how to address the obstacles faced by specific groups of migrants in relevant corridors and Regional Economic Communities, an assessment of unilateral social protection schemes and unilateral measures extending social protection coverage will be carried out in pilot corridors. In addition, an online joint ILO–International Social Security Association (ISSA) database on legal provisions on social protection for migrant workers and existing social security agreements will be developed by 2019.
- d. Freedom of association.** Recognizing that this right is fundamental and can help to ensure that migrant workers are better protected, and that its fulfilment can differ depending on the destination country's labour protection and migration governance systems, the Office will work with ILO constituents to produce a report on key obstacles to, and good practices on, freedom of association and collective bargaining for migrant workers. This report will identify effective measures and strategies to address them by 2020, in line with the ILO's work on SDG target 8.8. 8
- e. Temporary labour migration.** Understanding that a lot of migration is now of a temporary nature and regulated by differing temporary and circular migration schemes and visa categories, the ILO will undertake a mapping in selected regions and corridors in 2018–19 of



existing knowledge concerning the scope, use and effects of circular and temporary migration schemes, including employer sponsorship programmes and labour mobility programmes run by public employment services and authorized private employment agencies. The ILO will prepare a synthesis report containing a typology of these schemes, a comparative, gender-sensitive analysis regarding their impact on migrant and national workers and on national labour conditions and markets, and policy recommendations for good practice, which will be submitted to the Governing Body for its consideration in 2021.

- f. Irregular labour migration.** Irregular labour migration increases migrant workers' vulnerability to exploitation and, in some cases, can undercut established wages and working conditions. The Office will respond to ILO the constituents' request for renewed commitment and innovative initiatives in this area by developing a compendium of good practices, such as law and policy frameworks on reducing irregular labour migration, including through pathways out of irregularity and informality, and protecting migrants in irregular situations by 2020. The ILO will use this compendium to guide its technical cooperation and to inform the implementation and follow-up activities of the Global Compact for Safe, Regular and Orderly Migration.

Technical assistance for statistics, evidence-based law and policy reform

The Office will scale-up technical assistance and cooperation in the following priority areas:

- a. International labour standards.** The ILO has developed many international standards relevant to the protection of migrant workers and to promote their contribution to development, yet a number of legislative and practical obstacles may impede the wider application of the instruments in member States. 9 The Committee of Experts on the Application of Conventions and Recommendations' General Survey concerning the migrant workers instruments (2016) noted that the requirements of these instruments and their great flexibility were not always fully appreciated. As called for in the Conference conclusions, the Office will promote, as appropriate, the ratification and effective application of ILO Conventions and Recommendations, including legislative and policy frameworks relevant to the governance of labour migration in line with International Labour Standards. As provided in the Outcome 9 strategy indicators for 2018–19, technical assistance for labour migration laws and policies will be extended to at least 22 member States by 2019. Upon request, ILO constituents will benefit from advice on the ratification and application of relevant Conventions and Recommendations. A user-friendly awareness-raising guide and other materials such as information leaflets, guided among others by the comments of the ILO supervisory bodies, will be developed to defuse misconceptions



and demonstrate the standards' flexibility. The Office will also step-up its action aimed at addressing stereotypes and prejudices and eliminating discrimination against migrant workers and highlight their contribution to development, building on work initiated with constituents and global partners, including the UN Together Campaign.

- b. Skills.** With the active participation of the social partners, and together with relevant national, regional and subregional organizations, the Office will provide technical assistance and training for developing and testing tools/mechanism for skills development, recognition and skills and job matching for both migrants and national workers, including for skills assessment in line with occupational safety and health (OSH) and other labour standards, and for improving national, bilateral and multilateral policies and arrangements on skills transfer to better meet labour market demands and to support economic innovation and development. A new ILO guide: How to facilitate the recognition of skills of migrant workers: Guide for employment services providers, will be piloted in several migration corridors and will help guide ILO technical services, including to regional and subregional institutions governing labour mobility. The ILO will support constituents' efforts to advance migrant workers' access to employment services, including counselling and job-search assistance.
- c. Enterprise development and self-employment.** The Office will provide technical assistance in the revision of legal frameworks to promote a business environment conducive to small and medium enterprise development and decent work, and to strengthen the capacity of national partners to provide effective services allowing for self-employment and entrepreneurship of migrants and the national population, including entrepreneurship training, business development services, financial services and services to promote cooperatives.
- d. Fair recruitment.** The Office will support and promote constituents' efforts to implement the ILO General principles and operational guidelines for fair recruitment through improving laws and their enforcement, enhancing complaints mechanisms, creating monitoring mechanisms and testing pilot interventions, including in the areas of labour inspection and OSH and regarding government-to-government recruitment schemes and e-recruitment mechanisms, in selected migration corridors by 2020.
- e. Statistics.** The Office will support and promote the collection, compilation, management and dissemination of internationally comparable statistics on labour migration, disaggregated by sex, age, citizenship, usual place of residence and country of birth.
- f. Social protection.** By 2018 an evidence-based intervention model

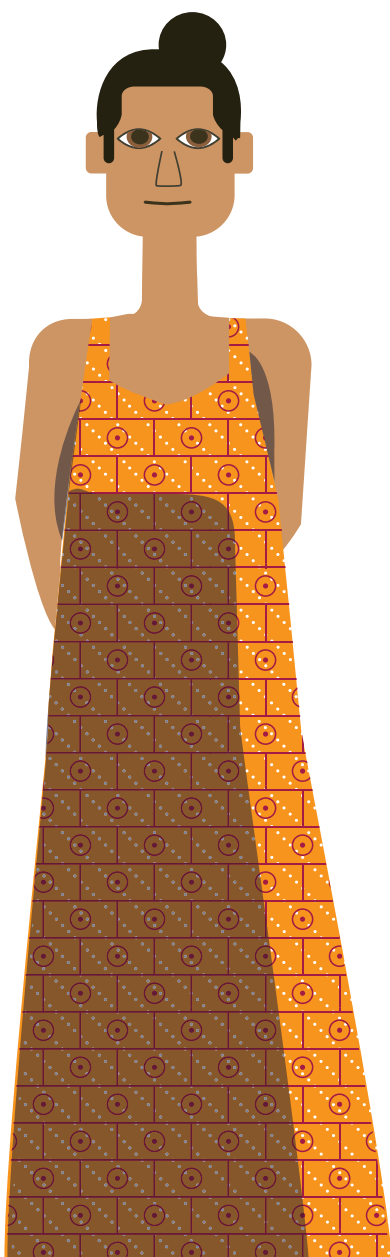
High-quality and up-to-date labour migration statistics are a key prerequisite for designing, implementing and monitoring evidence-based labour migration policies.

to extend social protection to specific groups of migrant workers not covered by social security agreements will be developed for particular labour migration corridors and Regional Economic Communities. Where requested, the Office will continue to technically assist with the inclusion of migrants in social security schemes, for example, via social security agreements and social security provisions in labour and other agreements.

Capacity building and institutional strengthening for enhanced dialogue

Drawing upon research and national and subregional policy advisory services and training activities, the Office will develop interventions in the following areas:

- a. Fair recruitment.** The ILO will organize an annual global training course on fair recruitment with the International Training Centre of the ILO in Turin (ITC–ILO). Capacity-building activities for public and private employment agencies, and tailored support to social partners in the implementation of fair recruitment practices will be provided in at least 12 countries. A set of modular online training packages will be developed together with training modules for journalists. A global online platform (Migrant Recruitment Monitor) will be established and piloted in at least six countries by 2020 to allow workers to assess their recruitment experience and report abuse.
- b. Data collection and statistics.** The existing database in ILOSTAT on labour migration will be expanded in the Americas, Africa, Asia and Europe, based upon models developed in the Association of Southeast Asian Nations (ASEAN). The ILO will assist member States' capacity to collect data in line with the ICLS guidance adopted in 2018 and for inclusion in the database in ILOSTAT and facilitate the sharing of good practices between countries and regions.
- c. Social protection.** The Office will deepen efforts to build ILO's constituents' capacities to develop and implement bilateral and multilateral social security agreements and unilateral measures that countries of origin or destination can adopt to extend social protection to migrant workers, including through social protection floors. A "How-to" guide with good practices will be widely disseminated and enriched with relevant country experiences. In collaboration with ITC–ILO, from 2018 an annual global training course on extending social protection for migrant workers and their families will be organized, and an online course on migrant workers' social protection, including health protection and occupational health services, will be developed by 2019. The Office will also carry out a tripartite subregional dialogue/exchange of practices on migrant workers' social protection in at least one region by 2019.
- d. Freedom of association.** With a view to addressing migrant workers' barriers to freedom of organization and collective bargaining, and promoting constituents' capacities in this area, the Office will support



workers' organizations' capacity building to reach out and organize men and women migrant workers and improve migrant workers' representation and access to services and to reliable information about their rights. Similarly, the Office will support, through targeted tools and advisory services, employers' organizations in developing supportive labour migration strategies and initiatives.

- e. **Bilateral and multilateral agreements.** The ILO will help build the capacity of regional and national institutions and ILO's constituents to adopt fair and effective, gender-responsive bilateral and regional agreements which help to protect migrant workers, including their health and safety, address skills recognition and transfer needs, are grounded on ILO standards, and promote non-discrimination. A global training course "Negotiating bilateral and multilateral agreements" will be organized and tested by ITC–ILO from 2018.
- f. **Tripartite platforms to support social dialogue.** To strengthen social dialogue opportunities, the ILO will foster tripartite platforms that bring representatives of governments of countries of origin, transit and destination together with social partners, at various levels, to exchange good practices on labour migration, including on the design, content, negotiation, implementation, monitoring and evaluation of bilateral and multilateral agreements and their impact on migrant workers. The Office will promote a stronger role for the social partners in migration-related debates and organize trainings for ministries of labour and workers' and employers' organizations to enhance their capacities to engage in regional processes, including with ITC–ILO (the Labour Migration Academy). The ILO will strengthen its collaboration with other stakeholders, including international organizations and academic institutions. At least four subregional dialogues will be supported by 2020 to facilitate knowledge exchange and foster cooperation and one interregional dialogue on labour migration, in particular between Asia, Africa and the Arab States.

Collaboration and partnerships at all levels

- a. As requested by the Conference conclusions, to step-up its leadership in global labour migration debates, the Office will closely collaborate with the Global Migration Group (GMG) agencies, particularly with the International Organization for Migration (IOM) and the Office of the United Nations High Commissioner for Human Rights. The ILO will strengthen its leadership role on labour migration issues under the Global Compact for Safe, Regular and Orderly Migration, in coordination with the Special Representative of the Secretary-General (SRSG), and broaden understanding and utilization of ILO's approaches, unique tripartite nature and normative framework within the GMG and in collaboration with the Global Forum on Migration and Development (GFMD), including the Business Mechanism.

Policies on labour migration governance often fail to recognize migrants' contributions and may not acknowledge that migrants' labour rights are also human rights and should be protected.

- b. The ILO will also deepen partnerships with the UN system, including the IOM, and other stakeholders, including academic institutions, to strengthen the delivery and impact of ILO approaches in the field. Work will include support for constituents' implementation of the new mobility-related guidance of the United Nations Development Assistance Frameworks developed through the GMG. The Office will prioritize support for constituents' implementation of the migration-related aspects of the 2030 Agenda, and in particular SDG indicators 8.8 and 10.7, and with the action group on migration in Alliance 8.7.

RESOLUTION CONCERNING FAIR AND EFFECTIVE LABOUR MIGRATION GOVERNANCE¹

The General Conference of the International Labour Organization, meeting at its 106th Session, 2017,

Having undertaken a general discussion on the basis of Report IV, Addressing governance challenges in a changing labour migration landscape,

1. Adopts the following conclusions;
2. Invites the Governing Body of the International Labour Office to give due consideration to the conclusions and to guide the International Labour Office in giving effect to them; and
3. Requests the Director-General to:
 - (d) prepare a plan of action to give effect to the conclusions, for the consideration of the Governing Body;
 - (e) communicate the conclusions to the relevant global, regional and international organizations for their attention, and take them into account when providing the ILO's inputs to the Global Compact for Safe, Orderly and Regular Migration; and
 - (f) take account of the conclusions when preparing future programme and budget proposals and give effect to them and to the relevant aspects of the 2030 Agenda for Sustainable Development, to the extent possible, when implementing the Programme and Budget for 2018–19.



¹ https://www.ilo.org/ilc/ILCSessions/106/reports/texts-adopted/WCMS_561871/lang-en/index.htm

Although “everyone as a member of society has the right to social security” (Universal Declaration of Human Rights (1948), art. 22), in reality, compared to nationals working their entire lives in one country, migrants face huge challenges in exercising their rights to social security.



Photo: Annie Spratt



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ILO Regional Office for Africa

<https://www.ilo.org/africa/areas-of-work/labour-migration/lang--en/index.htm>

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