

# ACTIVITY REPORT

## Labour Migration governance in the Indian Ocean Region and the Role of Trade Unions



21-22 July 2022

Palms Hotel, Quatre Bornes, Mauritius

# Contents

Background .....	3
Objectives.....	6
Summary of discussions.....	7
IOC Trade Union Pledge on Labour Migration Governance .....	11
Annexes (Agenda, List of questions).....	12



# 1. Background

There are several issues that labour migration raises for workers' organizations: the treatment and protection of the human and labour rights<sup>1</sup> of migrant workers, the protection of the interests of national workers who make up the greater part of their membership, the impact of labour migration on economic growth and development and what each of these issues imply for the roles and functions of workers' organizations at different levels<sup>2</sup>. This is the reason why trade unions strongly advocate for the principles of equal treatment<sup>3</sup> and opportunities<sup>4</sup> between migrant workers and national workers included in ILO Conventions.

Indeed, if discrimination<sup>5</sup> against migrant workers in terms of working conditions (remuneration, working hours, leave entitlements, occupational safety and health, social security protection, etc) is not detected on time and fully addressed, it can create a sentiment of unfairness among national workers due to a

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<sup>1</sup> **Recognition of fundamental rights at work of all migrant workers:** Convention No. 143 recognizes the need to ensure full respect of human rights of all migrant workers, including those in an irregular situation (Article 1). Notably, these comprise the fundamental rights at work contained in the eight ILO fundamental Conventions: the right to freedom of association and collective bargaining (Conventions Nos 87 and 98), the prohibition and abolition of forced labour (Conventions Nos 29 and 105 as well as the 2014 Protocol to the Forced Labour Convention No. 29), the elimination of child labour (Conventions Nos. 138 and 182), as well as the right to equal remuneration and the prohibition of all forms of discrimination in employment and occupation (Conventions Nos 100 and 111).

<sup>2</sup> ILO: **Labour migration policy and management: Training modules.** International Migration Programme and Subregional Office for East Asia, Bangkok, International Labour Office, 2005.

<sup>3</sup> **Equal treatment between migrant workers in a regular situation and national workers:** Convention No. 97 (Article 6) guarantees equal treatment without discrimination on the basis of nationality, race, religion or sex, to migrants lawfully within the territory of countries of destination in relation to the following:

- working conditions (remuneration, hours of work, overtime arrangements, holidays with pay, restrictions on home work, minimum age for employment, apprenticeship and training, women's work and the work of young persons);
- membership of trade unions and enjoyment of the benefits of collective bargaining;
- accommodation;
- social security;
- employment taxes, dues or contributions payable in respect of the person employed;
- access to justice

**Equal treatment between migrant workers in an irregular situation with regard to rights arising out of previous employment:** Convention No. 143 (Article 9) also establishes that equal treatment must be guaranteed to migrant workers in an irregular situation with regard to rights arising out of previous employment concerning:

- remuneration due;
- social security and other benefits accrued as entitlements;
- access to justice in defending their rights before a competent body;
- the costs of expulsion, which should not be borne by migrant workers and their families

<sup>4</sup> **Equality of treatment and opportunity between migrant workers in a regular situation and national workers:** Convention No. 143 (Art. 10) also calls on member States to pursue a national policy designed to promote and guarantee, by methods appropriate to national conditions and practice, for persons who, as migrant workers or as members of their families, are lawfully within its territory, equality of opportunity and treatment, in respect of:

- employment and occupation;
- social security;
- trade union and cultural rights; and,
- individual and collective freedoms

<sup>5</sup> [Migrants face "significant discrimination" in job markets \(ilo.org\)](#)

possible “raise to the bottom<sup>6</sup>” approach or “social dumping<sup>7</sup>” effect. In general, the migrant pay gap continues to be very significant in most regions of the world<sup>8</sup>. While having a negative impact on migrant workers’ labour market integration and labour protection.

A significant area of work for trade union organizations is advocating for the ratification of ILO migrant workers Conventions (Nos 97 and 143) since they provide the necessary framework to carry out activities to ensure the protection of, and prevent the deterioration of, labour rights of both migrant and national workers, as well as to ensure fair employment conditions for all workers. ILO Conventions Nos 97 and 143 together with ILO Fundamental Conventions offer significant labour protection to migrant workers. The principles of equality of treatment and opportunity that underlie the Conventions are key in trade union campaigns to ensure that migrant workers, both those in a regular and in an irregular situation, can form and join trade unions, hold office in trade unions, and enjoy protection against discrimination on the grounds of their trade union activities as well as on the basis on their national origin, nationality or citizenship.

Regulations and contract provisions that limit the right of migrant workers to organize or to join trade unions violate the fundamental principles of the ILO. The Freedom of Association and Right to Organize Convention, 1948 (No. 87) and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98) prohibit discrimination on the basis of nationality or irregularity of status regarding both the membership in workers’ organizations and in establishing a trade union. ILO Migrant Workers Recommendation, 1975 (No. 151) clearly states that migrant workers should enjoy effective equality of opportunity regarding the exercise of trade union rights and eligibility for office in trade unions and labour management bodies.<sup>9</sup>

#### **Workers’ organisations in both Countries of Origin and Destination**

- Collaborating, where appropriate, with workers’ organizations in foreign countries or cooperating with other agencies / bodies / associations (private or public) to advance a common interest of upholding and protecting the rights of migrant workers.
- Reaching to migrant workers, organizing them into trade unions and representing them;
- Combatting non-discrimination in employment and occupation of migrant workers and promoting good practices;
- Advocating for ratification of international labour standards applicable to migrant workers, especially Conventions No. 97, No. 143, No. 181, No. 189 and No. 190;
- Taking appropriate action to protect the human and labour rights of migrant workers and eliminating all forms of exploitation;
- Advocating for national policies and measures, especially legislation to ensure that migrant workers are given equal treatment with regard to wages and conditions of employment, social security, the right to organize and join trade unions and the other rights provided for in ILO Conventions;
- Ensuring solidarity between foreign and national workers, particularly in terms of preventing a “raise to the bottom approach” concerning labour exploitation situations (e.g. excessive working hours, non-payment/withholding/very low wages, contract substitution, withholding of identification documents, no weekly rest or no payment of weekly and monthly rests, etc);
- Cooperating with employers to integrate migrant workers in multicultural workplaces;
- Obtaining access to policy forums to ensure that the view of men and women migrant workers are taken into account;
- Assisting migrant workers in obtaining accurate and comprehensive information about employment opportunities and workers’ rights.

#### **Workers’ organisations in Countries of origin**

- Developing union capacity to participate effectively in policy dialogue on labour migration;
- Offering services for pre-departure training and country-specific information about conditions

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<sup>6</sup> The “Race to the bottom” approach refers to a competitive situation where employers, companies, the state or nation attempt to undercut the competition’s prices by reducing labor costs, sacrificing quality standards or worker safety (often defying regulation).

<sup>7</sup> “Social dumping” is a practice to use cheaper labour than is usually available at the site of production or provision of services.

<sup>8</sup> ILO: [Full report: The migrant pay gap: Understanding wage differences between migrants and nationals \(ilo.org\)](https://www.ilo.org/public/libdoc/iloorg/2013/09/13102en.pdf)

<sup>9</sup> Op. cit.

- of employment, social security and relevant international labour standards;
- Advocating for the use of model employment contracts, based on ILO standards for decent work;
- Advocating for policies and programmes that would lead to the reduction or abolition of fees charged to migrants, including recruitment fees, as provided for in ILO Conventions;
- Establishing links with diaspora communities abroad and participating in the development of appropriate policies and programmes for the socio-economic reintegration of returnee migrant workers;
- Providing access to justice counselling and referral services, particularly for migrant workers who have suffered from abuse and labour exploitation; and,
- Establishing special programmes for women migrant workers, especially protection against gender-related discrimination and forced labour.

### **Workers' organisations in Countries of destination**

- Establishing a programme for monitoring working conditions of migrant workers and for protecting their rights;
- Helping organize migrant workers or arrange for their membership in trade unions;
- Defending migrants in court litigations involving violation of their human and labour rights;
- Making representation for the repeal of provisions in working contracts or working permits that discourage migrants from joining trade unions;
- Disseminating information to migrants through publicity campaigns, organizing training activities concerning rights in a language they understand and assisting them with legal and paralegal services;
- Discussing the situation of migrant workers with employers' organizations, including migrant workers in collective bargaining agreements and encouraging employers' organizations to provide migrant workers opportunities for skills upgrading;
- Establishing programmes to promote the labour market integration of migrant workers;
- Campaigning for non-discriminatory treatment of migrant women and for adequate protection against sexual or other abuses.
- Assisting in regularization/amnesty programmes; and,
- Ensuring that proper procedures respect human rights and are observed in the deportation of migrant workers in an irregular situation.

A two-day SADC-level Trade Unions workshop on Labour Migration Governance took place on 31st May and 1st April 2022 in Johannesburg which was led by SATUCC. The objective was to discuss challenges and interventions aimed at protecting migrant workers and influence policy reforms in the SADC region towards a more decent and friendly region in which migrant workers are treated in an equal and just manner like everyone else and not excluded from development processes.

During the workshop, the following facts were highlighted by the ILO Senior Specialist for workers' activities (ACTRAV):

- With growing precariousness, many workers are migrating to other countries to seek economic relief;
- All members of SADC are involved in labour migration as host countries, transit points or countries of origin;
- Pressing challenges visible for migrants, particularly women migrant workers who are facing more decent work deficits;
- Poverty, precarious work and Gender Based Violence (GBV) are some challenges faced by women migrant workers;
- Legislative frameworks in most cases are not gender responsive;
- Migrants face challenges in forming or joining workers' organisations to protect their rights and interests and they end up creating associations for self-defence.

The Small Island Developing States (SIDS) from the Indian Ocean attending the workshop were adamant on the fact that their respective countries, but also the region, were indeed coping with similar challenges and they expressed the need to have a similar workshop in the Indian Ocean Region.

Upon suggestions and guidance from the ILO Senior Specialist for Workers' activities (ACTRAV), the workers' organisations from the island states of the Indian Ocean were keen to reflect more on the following:

- How to empower trade union members in order to have the necessary technical capacity to respond to labour migration issues at national and regional level, especially for island states;
- How to influence the formulation of inclusive labour migration policies;
- How to improve access to fair recruitment and decent work for all migrants in their respective country but also at regional level;
- How best to sensitise, prioritise and validate SATUCC strategies on labour migration governance in the Indian Ocean region?

It was hence agreed to hold a two-day workshop in Mauritius on the 21st-22nd July 2022, which brought together delegates from the most representative workers' organisations of the countries covered by the SAMM Project in the Indian Ocean Region. This workshop served also an initial stage to build strategies towards a High level Tripartite Dialogue on Labour Migration Governance scheduled for November 2022.

## 2. Objectives of the event

The main purpose of this workshop was to sensitize the participants on key priority areas but also to discuss challenges faced by Migrant Workers of the region and how best Trade Unions' interventions could aim at protecting migrant workers; and influence policy reforms at country-level and regional level towards improving labour migration governance.

### I. The expected outcomes of the workshop included:

- Increased knowledge and capacity of the participants to respond to labour migration and labour mobility-related issues, including the protection of migrant workers at country and regional level;
- Identification of main political issues and most important priorities in the context of labour migration governance in the Indian Ocean region, including on the role of workers in labour migration policy formulation and protection of migrant workers;
- Preparation of positions to be shared at the High-Level Tripartite Dialogue on Labour Migration Governance and the possible formulation of a Declaration or Statement of Intent or pledge on improving Labour Migration Governance in the Indian Ocean region
- Contribute to strategize around how to make decent work a reality for all Migrant Workers in the Indian Ocean region;

### II. The format and methodology of the workshop:

The workshop was organized in a hybrid format by the SAMM Project with the close collaboration of the ILO's International Training Centre (ITC/ILO).

The workshop combined presentations on key priority areas, with interactive discussions, reflections, and experience-sharing amongst technical experts and the participants – namely members of workers' organisations on the first day and bilateral interactions with representatives from the Ministry of Employment/Labour on the second day. The workshop was organised through panel discussions aiming at highlighting the challenges faced by Migrant Workers on specific thematic areas, such as the extension of social protection, etc.

### III. Target Group:

Invited participants were comprised of the following: (See Annex 2 for detailed list of participants)

1. Two representatives of Workers' Federations of CSTOI at IOC level.
2. Seven Representatives from most representative Workers' Confederations and/or specialized in migration issues at national level (per IOC Member State covered by ILO);
3. One representative from the Ministry of Labour/Employment of each Member State of the Indian Ocean to attend only on Day 2.
4. 1 Researcher on Migration issues in the IOC region;
5. 1 Representative from SATUCC;
6. 4 SAMM Staff from ILO Pretoria Office;

7. 2 ITC-ILO Staff from Turin;
8. ILO Specialists (ILS, Skills, Social Security...);
9. EU representative;
10. ACTRAV specialist(s)

Other affiliates/delegates from the various invited organisations/institutions had the option of connecting through a provided link to participate virtually. The remaining participants were from IOC Secretariat, ILO-SAMM, and representatives from Government and most representative workers' organisations, based in Mauritius. SAMM partners (IOM, UNODC and UNHCR) were invited to participate as Observers.

### 3. Summary of Discussions

The workshop combined presentations on key priority areas, with interactive discussions, reflections, and experience sharing amongst technical experts and the participants – namely members of workers' organizations on **Day 1** and bilateral interactions with representatives from the Ministry of Employment/Labour on **Day 2**. The workshop was organized through panel discussions aimed at highlighting the challenges faced by Migrant Workers on specific thematic areas, such as the extension of social protection, etc.

#### **DAY 1 (composed of 6 sessions):**

Following the opening remarks, the first session of the day was a roundtable discussion and Q and A session focusing on Fostering Labour Migration Governance in the Indian Ocean Countries and the role of Tus via the exploration of the following topics:

- Regional trends and governance of labour migration in Africa
- Regional trends and governance of labour migration in the Indian Ocean countries
- Role of Trade Unions to promote a better governance of labour migration and protection of migrant workers in the Indian Ocean region
- The SAMM project and its proposed actions in the Indian Ocean Countries

The second session focused on the Role of Trade Unions in IO Countries for better protection of migrant workers and contributing to a good governance of labour migration. The session centered on actions and experiences from trade union in the Indian Ocean with regards to labour migration and concrete actions taken by the trade unions for contributing to a better governance of labour migration and protection of migrant workers' rights.



The third session of the day consisted of a group discussion exploring the SATUUC pledge on labour migration governance in view of adapting it to the reality of the Indian Ocean Countries. The group discussion was guided by three questions:

- How to empower trade union members in order to have the necessary technical capacity to respond to labour migration issues at national and regional level, especially for island states?
- How best to sensitise, prioritise and validate SATUCC strategies on labour migration governance in the Indian Ocean region?
- Starting from SATUCC pledge, do TUs in the Indian Ocean Region need a specific pledge? What are the specificities of the region?

Session four, Protecting Migrant Workers' rights, consisted of two presentations on International Labour Standards on the Protection of Migrant Workers and Social Protection and the Portability of Social Security Benefits, respectively. The session was capped by a discussion session on the role of trade unions vis a vis protecting migrants rights and social protection

Session five focused on the regional context of recruitment and labour migration governance by analyzing the patterns, obstacles, challenges and the role of BLA's.

During the sixth and final session of the day, the plenary was informed that the drafting committee would present them the following day with a draft pledge taking into consideration the key points of the day for their comments and endorsement. The delegations were also asked to arrange to meet and engage in a discussion focused on what should be the areas of onward actions and interventions and present them to the plenary on the following day.

## Day 2 :

The dialogue brought together technical experts and the participants – namely members of workers' organizations as well as representatives from the Ministry of Employment/Labour on. Day 2 focus was on strategizing on labour migration governance through a dialogue between Trade Unions and Governments in the Indian Ocean Countries.





Session 7 consisted of a panel discussion in the form a bilateral Dialogue between IOC Workers' organisations and representatives of Ministry of Labour. The delegations from Mauritius and Madagascar were presented with a series of questions (Annex 3) and were asked to discuss. Representatives from Reunion and Mayotte were also engaged in the discussion. The delegation's responses were presented through four panelists (2 trade unions representatives and 2 government representatives) from Madagascar and Mauritius.

The key discussion points focused on the following:

- Ways to ensure that the labour component is mainstreamed into the general discussion on migration even when Ministries of Labour are not always the prime ministry dealing with migration.
- Actions needed to ensure that the Ministry of labour is still involved into the consultation process regarding migration when migration is not under it.
- Measures needed to better include Trade Unions into the discussion on labour migration at national and regional level.
- Workers' Organisations' contribution to a positive narrative on labour migration
- Existing operational/functional different mechanisms of consultation which bring also the perspective of Trade Unions into the debate related to labour migration
- Defining a sound and effective labour migration governance and the roles that can be played by the Ministry of Labour and Trade Unions
- Why labour migration is a concern for Trade Unions, and ways to ensure strong representation of migrant workers within TUs.

Session 8 consisted of a panel discussion in the form a bilateral dialogue between IOC Workers' organizations and representatives of Ministry of Labour. The delegations from Comoros and Seychelles were presented with a series of questions (Annex 4) and were asked to discuss. Representatives from Reunion and Mayotte were also engaged in the discussion. The delegation's responses were presented through four panelists (2 trade unions representatives and 2 government representatives) from Comoros and Seychelles

The key discussion points focused on the following:

- The need for a Regional Labour Migration Framework specific to the Indian Ocean Countries, and its effects on the governance of LM and protection of MW's rights.
- How the Regional Labour Migration Framework could facilitate more dialogue among the different actors of the region as well as enhancing social dialogue at regional level .
- The roles that TUs from IO countries within the context of a Regional LM Framework.
- The challenges TUs could face in terms of representation and engagement with a Regional LM Framework and actions to be taken to ensure that voice of workers are heard in this regional process.
- The risks of adopting a Regional LM Framework in the Indian Ocean Region, implementation challenges and ways to overcome them.
- The priority areas to be considered (skills, social protection, stat...) when formulation a Regional LM Framework.
- The possibility of collaboration among TUs of the Indian Ocean Region, any possibility to sign / adopt bilateral agreements.
- How a Regional LM Framework could ensure the implementation of national labour migration policies.

Session 9 was a discussion which brought together workers organizations and the governments form the four Indian Ocean countries yielding consolidated key recommendations and key priority areas of focus requiring SAMM interventions. The discussion yielded the following **Trade Unions Pledge on Labour Migration Governance in the IOC Region**, which was adopted by the participants of the 2-day workshop.

## 4. Trade Unions Pledge on Labour Migration Governance in the IOC region

**Acknowledging** the inclusion of sustainable development targets related to labour migration in the **2030 Sustainable Development Agenda** such as:

- **SDG target 8.8** “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment”;
- **SDG target 10.7** “Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies”.

**Recognizing** the adoption in 2018 of the **Global Compact on Safe, Orderly and Regular Migration** by 164 States, particularly the following Objectives:

1. Collect and utilize **accurate and disaggregated data** as a basis for evidence -based policies
2. Minimize the **adverse drivers and structural factors** that compel people to leave their country of origin
5. Enhance availability and flexibility of **pathways for regular migration**
6. Facilitate **fair and ethical recruitment** and safeguard conditions that **ensure decent work**
17. **Eliminate all forms of discrimination** and **promote evidence-based public discourse** to shape perceptions of migration
18. **Invest in skills development** and **facilitate mutual recognition of skills**, qualifications and competences
22. Establish mechanisms for the **portability of social security entitlements and earned benefits**
23. Strengthen **international cooperation and global partnerships** for safe, orderly and regular migration

**Realising** the adoption in 2018 of the **African Union Revised Migration Policy Framework** and its **Plan of Action (2018-2030)** which includes labour migration recommended strategies such as the following:

**Recalling** the **2017 International Labour Conference “Conclusions concerning Fair and Effective Labour Migration Governance”**

- i) Build national capacity to manage labour migration by developing national labour migration policies and legislation consistent with overall population policy, and government structures to manage labour migration. The latter should include the creation of focal points within relevant ministries to handle labour migration issues, and establish institutional mechanisms for enhanced cooperation between government authorities, worker organisations and employer associations.
- ii) Promote equality of opportunity and the protection of the rights of migrant women by ensuring that labour migration policies and practice are gender-sensitive and non-discriminatory, in recognition of the increasing feminisation of labour migration.
- iii) Ensure coherence at the national level between bilateral and regional agreements pertaining to the movement of workers, national labour market policies, migration policies and other relevant policy areas, such as health or agriculture, in line with international human rights law, norms and standards. Key stakeholders, including civil society, social partners, employers, trade unions, women’s rights organisations, training institutions and migrants, must be consulted in developing labour migration related strategies.
- iv) Promote the standardisation of bilateral labour agreements to ensure the protection of migrant workers and facilitate remittance transfers.
- v) Promote respect for, and protection of, the rights of labour migrants including combating discrimination and xenophobia through, inter alia civic education and awareness-raising activities.

- vi) Create transparent (open) and accountable labour recruitment and admission systems, based on clear legislative categories and immigration policies that are harmonised with labour laws.
- vii) Provide access to accurate information on labour migration at pre-departure and post-arrival stages, including terms and conditions of work, remedies and access to legal advice in the event of violations.
- viii) Align national laws, policies and regulations; bilateral and multilateral agreements; and voluntary codes of conduct with the ILO *General principles and operational guidelines for fair recruitment*.
- ix) Ensure that national laws, including constitutional, administrative and civil law and labour codes, provide women migrant workers, in particular domestic workers, with the same rights and protection that are extended to all workers.
- x) Monitor and enforce compliance with recruitment regulations, including standardised contracts of employment which are free, fair, fully consented to, transparent and enforceable.
- xi) Promote consolidation and professionalization in the recruitment industry, reigning in the maze of subagents that are often involved, with the aim of turning (public and private) recruiters into comprehensive “one-stop shops” for employers and migrants, offering comprehensive services, including training and skills certification, job placement and travel arrangements.

**Evoking** the 2019 tripartite adopted **Abidjan Declaration «Advancing Social Justice: Shaping the future of work in Africa, Realizing the potential for a future of work with social justice»** where ILO constituents committed to «Strengthening the efficiency of the institutions of work to ensure adequate protection of all workers through promoting fair and effective labour migration governance».

**We, the undersigned \_\_\_\_\_ declare:**

**Promoting** the effective implementation of the **SADC Labour Migration Action Plan (2020-2025)** as well as of the following four RECs policy frameworks that include labour migration components:

- SADC Employment and Labour Policy Framework (2020-2030);
- SADC Guidelines on the Portability of Social Security Benefits;
- SADC Regional Qualifications Framework;
- COMESA Protocol on the Free Movement of Persons, Labour, Services, Right of Establishment and Residence.

**Fostering coherence between employment and labour migration policies especially in terms of advocating for:**

- Recognition of labour market needs;
- Optimizing skills matching and enhancing skills recognition;
- Promotion of the portability of social security benefits to migrant workers;
- Enhancing the fair recruitment of migrant workers;
- Endorsing the need to rapidly improve labour migration statistics’ collection and dissemination.

**Furthering the promotion of a positive image of migrant workers and recognizing their contribution to development in the SADC region;**

**Upholding the rights-based approach to labour migration and the principles of equality of treatment and opportunity** included in the Migration for Employment Convention (Revised), 1949 (No. 97) and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143).

## 5. Annexes

### Agenda

21-22 July 2022

DAY 1 – LABOUR MIGRATION GOVERNANCE AND TRADE UNIONS		
8:30-9:00 (MUT – GMT/UTC + 4h)	Arrival and Registration of Participants	SAMM Admin and Finance
9:00-9:30	Opening <ul style="list-style-type: none"> <li>• Welcoming Remarks</li> <li>• Opening Remarks</li> <li>• Group Photo</li> <li>• Setting up of Drafting committee (1 member / country)</li> </ul>	-ILO Representative (Dr Gloria Moreno-Fontes - CTA SAMM)  -Rep of CSTOI (Mr José Randrianasolo, Représentant de laare CSTOI)
9:30-10:30	Session 1: Fostering Labour Migration Governance in the Indian Ocean Countries and the role of TUs <ul style="list-style-type: none"> <li>• Regional trends and governance of labour migration in Africa</li> <li>• Regional trends and governance of labour migration in the Indian Ocean countries</li> <li>• Role of Trade Unions to promote a better governance of labour migration and protection of migrant workers in the Indian Ocean region</li> <li>• The SAMM project and its proposed actions in the IOC</li> </ul>	Round Table of discussion with (40 min) : <ul style="list-style-type: none"> <li>- Dr Theo Sparreboom, Labour Migration Specialist</li> <li>- Dr Kris Valaydon, SAMM Consultant</li> <li>- José Bertin RANDRIANASOLO CSTOI</li> <li>- Dr Gloria Moreno Fontes, SAMM CTA</li> </ul> Q&A : 20 min Facilitator : Miriam Boudraa, Labour Migration Specialist, ITCILO
10:30-10:45	Tea Break	
10:45-12:00	Session 2: Role of Trade Unions in IOC for better protection of migrant workers and contributing to a good governance of labour migration <ul style="list-style-type: none"> <li>• Actions / Experience from TUs in the Indian Ocean with regards to labour migration</li> <li>• What are the concrete actions taken by TUs in IOC for contributing to a better governance of labour migration and protection of migrant workers' rights (concrete examples)</li> </ul>	Short presentation by Trade Union representatives from 4 Indian Ocean Countries - 10 min each ) CTSP (Mauritius) Ms Jane Ragoo CTC (Comoros) Mr Ibrahim Omar CTM (Madagascar) Mr Remi Botoudi SFWU (Seychelles) Mr Antoine Robinson  Main facilitator: Miriam Boudraa, ITCILO
12:00-13:00	Lunch Break	
13:00-14:00	Session 3 : SATUCC strategy and pledge on labour migration governance	Presentation : SATUCC (virtually) 15 min - Mavis A. Koogotsitse and Michael Kandukutu

	<p>Group Discussion <i>Guiding questions</i> :</p> <ul style="list-style-type: none"> <li>• How to empower trade union members in order to have the necessary technical capacity to respond to labour migration issues at national and regional level, especially for island states?</li> <li>• How best to sensitise, prioritise and validate SATUCC strategies on labour migration governance in the Indian Ocean region?</li> <li>• Starting from SATUCC pledge, do TUs in the Indian Ocean Region need a specific pledge? What are the specificities of the region?</li> </ul>	Main facilitator: David Dorkenoo, ILO ACTRAV Specialist
14:00-14:15	Tea Break	
14:15-15:15	<p>Session 4: Protecting Migrant Workers' rights</p> <ul style="list-style-type: none"> <li>• International Labour Standards on the Protection of Migrant Workers</li> <li>• Social Protection and the Portability of Social Security Benefits</li> </ul> <p>Discussion with participants (30 min)</p>	<p>Ms. Amanda Mejia-Cañadas, International Labour Standards Specialist (15 min maximum)</p> <p>Mr. Stefan Urban, Social Security Specialist, ILO SAMM consultant (15 min maximum)</p> <p>Facilitator: Miriam Boudraa, ITCILO</p>
15:15-16.15	<p>Session 5: Ensuring Responsible and Fair Recruitment</p> <ul style="list-style-type: none"> <li>• Regional Context of Recruitment and Labour Migration Governance: Patterns, Obstacles and Challenges</li> <li>• How BLAs can contribute to fair recruitment?</li> </ul> <p><i>Discussion with the participants (30min)</i></p>	<p>Panel of experts: Dr Theo Sparreboom, ILO Pretoria/DWT, Senior Labour Migration Specialist</p> <p>Ms Kenza Dimechkie, Labour Migration Specialist. ILO HQ (15 min maximum/ expert)</p> <p>Facilitation : Hisham Abdel Rahman, ITCILO</p>
<b>DAY 2 – STRATEGIZING ON LABOUR MIGRATION GOVERNANCE: Dialogue between Trade Unions and Governments in the Indian Ocean Countries.</b>		
9:00-9:30	<p>Presentation of Day 2</p> <ul style="list-style-type: none"> <li>- Welcome delegates from GOV</li> <li>- Explanation of the methodology and expected outcomes of the second day</li> </ul>	ITC ILO

9:30-10:45	Preparation of Session 7 and 8 : Bilateral Dialogue between IOC Workers' organisations and representatives of Ministry of Labour  Preparation by TUs and GOV of the questions for the upcoming group discussion	Room 1 : TU representatives David Dorkenoo, ILO ACTRAV Specialist Room 2 : Ministry of Labour representatives working together in preparation of next sessions Hareeta Cunniah, ILO Labour Migration Coordinator for the Indian Ocean Countries - SAMM project
10:45-11:00	Tea Break	
11:00-12:00	Session 7: Bilateral Dialogue between IOC Workers' organisations and representatives of Ministry of Labour_ Panel of discussion on How can Trade Unions participate in the formulation and effective implementation of labour migration policies?	<ul style="list-style-type: none"> <li>• Representatives of Trade Unions from 2 countries</li> <li>• Representatives of Governments from 2 countries</li> </ul> Moderation : Hisham Abdel Rahman, ITCILO
12:00-13:00	Lunch Break	
13:00-14:00	Session 8: Bilateral Dialogue between IOC Workers' organisations and representatives of Ministry of Labour Is there a need for a Regional Labour Migration Framework specific to the Indian Ocean Countries?	<ul style="list-style-type: none"> <li>• Representatives of Trade Unions from 2 countries</li> <li>• Representatives of Governments from 2 countries</li> </ul> Moderation : Miriam Boudraa, ITCILO
14:00-14:30	Tea Break	
15:30-16:30	Session 10: Closing Remarks and Vote of thanks	CSTOI Representative ILO Representative

## **Annex 2 ( List of Questions)**

### **Session 7 Questions:**

Government Mauritius: Within the context of a “whole-of-government” approach to migration, Ministry of Labour are not always the prime Ministry dealing with migration, how do you ensure that the labour component is mainstreamed into the general discussion on migration?

TU Mauritius If migration is not under the Ministry of Labour, what can they do to ensure they are still involved into the consultation process?

Government Mauritius : which measures could be taken to better include Trade Unions into the discussion on labour migration at national and regional level?

TU Mauritius : In Mauritius but also in the Indian Ocean region in general : What could be the Workers’ Organisations’ contribution to a positive narrative on labour migration?

Madagascar GOV

What are the existing operational/functional different mechanisms of consultation which bring also the perspective of Trade Unions into the debate related to labour migration? Any concrete examples in Madagascar and/or other countries in the regions?

Madagascar GOV

How would you define a sound and effective labour migration governance? Which role can be played by the Ministry of Labour and Trade Union?

Madagascar TU

Why is labour migration a concern for Trade Unions? How to ensure the strong representation as well of migrant workers within TUs?

Madagascar TU

How would you define a sound and effective labour migration governance. Which role can be played by the Ministry of Labour and Trade Union?

### **Session 8 questions:**

Is there a need for a Regional Labour Migration Framework specific to the Indian Ocean Countries?

Question for Comoros GOV

Q1 : What do you think could a Regional Framework on LM specific to the Indian Ocean Countries brings to the governance of LM and protection of MW’s rights?

Would this Regional Labour Migration Framework facilitate more dialogue among the different actors of the region, how implementing social dialogue at regional level in this specific context?

Question for Comoros TUs

Q2: Which role do you see for TUs from IO countries in the case of a Regional LM Framework?

What do you see are challenging TUs could face in terms of representation and engagement with this Regional LM Framework? What would be the action to be taken to ensure that voice of workers are heard in this regional process?

Question for Seychelles GOV

Q3: Many existing regional framework on labour migration are suffering for the lack of implementation in practice, what is the risk of adopting one in the IO region? What would be the challenges with regards to the implementation? What would it take to overcome them?

What would be the area of priorities to be considered (skills, social protection, stat...) ?

Question for Seychelles TUs

How do you see the collaboration among TUs of the Indian Ocean Region? Any possibility to sign / adopt bilateral agreements ?

How the regional labour migration framework could ensure the implementation of national labour migration policies?



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