



**UNDP Launch event - Human Mobility, Shared Opportunities
A Review of the 2009 Human Development Report and the Way Ahead**

21 October 2020 - 9:35 – 10:25 NY Time
Interactive dialogue on the way forward

Question 1) From ILO's perspective, what are the key challenges for ensuring migrant workers' integration, and for returning their reintegration, into labour markets so as to generate positive socio-economic benefits, and particularly as states emerge from the pandemic?

- Migrant workers face quite significant challenges to integration in societies, and their chances have worsened during the pandemic.
- The ILO's assessments show rising levels of discrimination against migrants, food insecurity, high unemployment, worsening working conditions, including long hours, non-payment of wages, inadequate living conditions exposing workers to COVID-19, and increased restrictions on movements and forced returns.
- Domestic workers, particularly women, are experiencing higher rates of violence and harassment and emotional abuse.

These stem from inadequate governance of migration. The crisis has exposed the real flaws in our systems for managing migration, and which existed long before the pandemic, particularly inequality of treatment, lack of rights protection or accountability for exploiting migrants.

- These flaws limit states` ability to integrate MWs and they reduce economic productivity of businesses --- MWs are not well matched to their jobs and this can be a serious impediment to ensuring businesses are able to build back and stimulate growth.
- Recruitment processes are also not regulated so labour brokers charge high fees to workers for jobs, putting them at risk of debt bondage, forced labour and human trafficking.
- Too little investment is made in skills development and recognition, which not only hampers MWs potential for upward mobility, but reduces their socioeconomic benefits of migration.
- Much of this stems from lack of policy coherence --migration policies are not well linked to employment policies, training or education. Ministries of Labour are often left out of policy design, as are those on the frontlines of work-- trade unions and businesses.
- Climate change is another factor that [as Kathleen mentioned] will continue to pose challenges by driving displacement and migration. If UNDP`s estimates are right, between 25 million and 1 billion will be displaced by 2050. ILO has reported that climate change is already disrupting business activity and livelihoods.
- We certainly agree with UNDP that we need to do a better job to address these challenges, including to work with cities and local authorities on better integrating migrant workers, and helping them better reintegrate workers who have returned home.

Question 2) How would ILO suggest countries can take steps to address these challenges and develop a future that seeks to promote decent work in ``building back better?``

[The UNDP report talks of the “ILO’s framework indicators for ‘decent work’, which may be of use when assessing the migrant workers’ rights” (p.48)]

- Certainly DW is key to successful integration of migrant workers.
- As States emerge from the COVID-19 crisis, ILO has developed guidance to help countries, business and societies in understanding the changing employment needs, and ways to reorient migration policies to create an environment more conducive to stimulating decent work growth.
- Quite a number of recommendations were discussed in ILO's global summit on COVID19 and the world of work this year, on how to support a job rich and environmentally sustainable recovery.
- Our guidance includes practical information on how to examine employment and entrepreneurship opportunities, extend social protection to migrant workers, and promote social dialogue in policy design.
- Perhaps most important is to improve the policy coherence between existing migration policies and labour markets, and engaging world of work stakeholders.
- ILO is recommending rededicating efforts to ratifying ILO standards because these lay the foundation for rights-based and gender-responsive labour migration frameworks.
- We also have guidance for states on establishing fair recruitment practices and migration corridors.
- We have work and guidance now ongoing to build capacity of national institutions to harmonize occupational profiles in origin and destination countries, which would foster the recognition of migrant workers` skills.
- This is particularly important for returning migrant workers to have their knowledge and experience gained abroad utilized fully in their home country labour market.

Question 3) What is the role of partnerships in promoting positive change toward improving cooperation and partnership in these areas?

- The promotion of decent work for migrant workers requires strong partnerships at all levels, including with Ministries of Labour, employers organizations and businesses, workers organizations and trade unions. Cities and local authorities are key actors if we want to improve integration of migrant workers given they are front lines institutions of areas where migrant workers live and work and for SMEs.
- Under the auspices of the UN Network on Migration we are cochairing with IOM a WG to establish UN system-wide guidance on international and bilateral cooperation between countries on labour migration and mobility schemes, that can improve all of the areas I have mentioned within bilateral labour migration agreements, and help implementation of regional mobility protocols.
- Skills partnerships are recognized in the GCM as important and noted in UNDPs report. ILO has fostered the creation of a Global Skills Partnership, for example, with our global partners IOM, UNESCO, IOE, and ITUC.
- Regional partnerships are also key. The Joint Labour Migration Programme we created with the IOM, ECA and AUC has been making good strides to support RECs and their free movement regimes – we can mention our work with IGAD and ECOWAS, but also in Asia with ASEAN and in the Pacific islands.
- With a view to fostering social and economic integration of Venezuelan refugees and migrants, ILO has been providing technical assistance to the Quito Process participating countries and, as co-coordinator of the Socioeconomic and

Cultural Integration Sector of the R4V Platform, has been working with UNDP on a Regional Strategy

Notes on the UNDP report:

- *refers to the ILO Global estimates as well as to the ILO Covid-19 Bulletin*
- *acknowledges the “extraordinary contributions to society’ of migrants and recognizes the positive contribution of migration on economies- ref to ILO/OECD studies on the impact of labour immigration on the economies of host countries*
- *raises concerns about the exploitation of migrant workers, including low-skilled women working in domestic spheres and talks about the “ILO’s framework indicators for ‘decent work’, which may be of use when assessing the migrant workers’ rights”*
- *highlights that “policy responses to the changing nature of work will vary, with some countries trying to automate as a way to reduce the demand for low-skilled labour” while others will rely on migrant workers to ensure health care and services to the aging population*
- *indicates that “some labour organizations look at migrant workers as potential competitors for jobs, but many have come to recognize that violations of migrants’ labour rights put all workers in jeopardy, and that it is in their own interests to protect the rights of migrant workers. Labour unions and other civil society organizations are often the most effective defenders of migrants’ rights”*
- *makes reference to the 10.7.1 ILO-WB methodology on recruitment fees and that both ILO and IOM have both ILO and IOM have initiatives to regulate recruitment costs and eliminate abuses – however the report recommends to lowering rather than ending recruitment costs*
- *using Conv 189 as example, suggests that “non-binding agreements underpinned by strong international consensus may be more effective than conventions that bind only the few States that have formally accepted them”*
- *encourages strengthening pathways for temporary (rather than permanent) migration as a way to provide more chances to low-skilled migrants, make higher levels of migration acceptable in countries of destination*
- *recognizes the opportunities provided by the UN Migration Network to strengthen coalitions including through the network’s thematic working groups regional*
- *highlights the relevance of collaboration around skills partnerships as well as regional free movement regimes to shape migration flows*

[The UNDP report refers to the third edition of the ILO Covid-19 Bulletin-footnote 6]. [The UNDP report under its ‘pillar 4: Win-win for countries of destination and migrants’ (p.54) points at positive research finding on how migration affects economic institution - ref to ILO/OECD studies on the impact of labour immigration on the economies of host countries (p.55)]

[The UNDP report acknowledges their ‘extraordinary contributions to society’ (p.3)]

[The UNDP report raises concerns about the exploitation of migrant workers, including low-skilled women working in domestic spheres]

[Under Pillar 2 – Ensuring migrant rights – the UNDP report indicates that “some labour organizations look at migrant workers as potential competitors for jobs, but many have come to recognize that violations of migrants’ labour rights put all workers in jeopardy, and that it is in their own interests to protect the rights of migrant workers. Labour unions and other civil society organizations are often the most effective defenders of migrants’ rights” (p.83)]

[the UNDP report, using Conv 189 as example, indicates that “ it appears that non-binding agreements underpinned by strong international consensus may be more effective than conventions that bind only the few States that have formally accepted them (p.73-74)]

[The UNDP report make reference to the 10.7.1 ILO-WB methodology on recruitment fees and that both ILO and IOM have both ILO and IOM have initiatives to regulate recruitment costs and eliminate abuses (p.82) – the report recommends to lower recruitment costs]

[The UNDP report recommend to strengthen pathways for temporary migration as a way to provide more chances to low-skilled migrants, make higher levels of migration acceptable in countries of destination and help the poor]

[The UNDP report indicates that “Regional free movement regimes have become more important in shaping migration flows” – ref to regimes in Africa (p. 81)]

[The UNDP report indicates that “it is time to take promising pilot projects like skills partnerships (...) and forge a new paradigm of migration collaboration that meets the needs of both countries of origin and destination (p.97)]