

First Informal thematic session on “Human rights of all migrants, social inclusion, cohesion, and all forms of discrimination, including racism, xenophobia and intolerance”

Palais des Nations, Room XIX

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Panel 2: Social inclusion and cohesion

- I am very pleased to be able to comment for ILO during this Panel. The effective **labour market** integration of migrants is key to social inclusion and cohesion, and to tackling discrimination and xenophobia.
- ILO knows from experience that integration outcomes differ widely across countries. Cooperation across borders, *or not*, can also determine if migrant workers’ are protected from the beginning of their recruitment.
- Too many migrant workers are subject to workplace discrimination, in access to freedom of association and trade union rights, to occupational safety and health, and social protection.
- Workplace discrimination, especially for women migrants, is often multiple in nature, extending to the hiring process, wages and their conditions of work.
- ILO’s research has found immigrant candidates usually have to make 3-5 times more applications than natives to get a positive response. Their wages can be over 30% less than native workers doing the same job – ILO Global Wages Report 2014/2015 found that much of this difference cannot be explained by observable factors, but likely by discrimination. Migrants also are likely to be mismatched or overqualified for their job.
- Those in the informal economy or in an irregular situation are more susceptible to risk of forced labour or debt bondage and trafficking, or to rights violations especially in domestic work, agriculture, fisheries and construction.

- Workplace discrimination hampers social cohesion and integration.
- ILO standards and the Fundamental Principles and Rights at Work provide guidance on how national employment policies can eliminate discrimination and provide for equality of treatment in the workplace.
- This is central to the 2030 Agenda for Sustainable Development, SDG 8 to promote decent work for all workers, including migrant workers, and SDG 10.
- I would highlight three specific areas of ILO guidance and concrete tools tested in the field that can inform the Global Compact:
 - The ILO's Fair Recruitment guidelines and a new methodology we are developing with the WB can help measure and eliminate worker-paid recruitment costs.
 - ILO produced a toolkit and a practitioner's handbook for *An Agenda for Action on Promoting Equality in Diversity Migration-Integration*.
 - ILO constituents have produced cross border cooperation agreements, particularly trade union agreements that support migrant worker rights, and partnerships between workers and employers which serve as model practice. Trade unions and business play a key role in ensuring social and economic inclusion and protecting rights.
- I would conclude by highlighting that the ILO is dedicating its General Discussion at the ILC in June to labour migration governance and fair recruitment, which will allow ILO constituents to give voice to further priorities for the GC.

Thank you.