



Statement at the Summary Panel: Synopsis of the main Conclusions and Outcomes

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Moderator of the Second Panel: Decent Work and Labour Mobility

Madam Louise Arbour

Thank you Ambassador Gomez Camacho and Ambassador Lauber – the two Co-Facilitators,

Excellencies, distinguish delegates,

We tried to frame the discussion on identifying how best to create an enabling environment for decent work, on ways to empowering migrants, achieving equitable development benefits for all including migrants and their families, and the alternate models and best practices that have worked at national, bilateral and regional levels. In this context, I pointed out the importance of not trying to reinvent the wheel, and instead endeavour to draw from experiences of regional processes in particular on the discussions we have had in the 7th Global RCP meeting the day before which made clear the role of the RCP and the work of the UN and other related regional and civil society organizations working on this issue over a long period of time. Several speakers referred to the practical experiences in their regions like CP, ADD and in Latin America and Africa.

The three panellists, discussed the **promotion of labour migration that benefits societies of origin, transit and destination, and protection of the rights of migrant workers and their families, particularly women, youth and those in precarious employment, and mentioned the linkages of this work to indicators targets 10.7 and 8.8 of the 2030 Agenda for Sustainable Development**. The main messages provided by the three panellists and the 42 speakers intervening from the floor were summarized and organized under the three broad areas composing its mandate:

1) Ways to promote and facilitate regular labour mobility, including circular, temporary and permanent migration, including through bilateral and regional arrangements.

While recognizing international migration as a positive factor that can grantee 'triple win' and a key enabler for economic growth and sustainable development, the following points were emphasized.

- International Cooperation: Several panellists and speakers highlighted the need for the Global Compact on Migration (GCM) to be a catalyst for increased international cooperation on international migration and the need to engage with the active participation of employer and worker representatives. The South-South Cooperation was also highlighted and emphasis made on tackling root causes, recognize shared but differentiated responsibility between countries of origin, transit and destination.
- Bilateral /Multilateral labour Agreements: was identified as one of the best means for protection and that they should be gender sensitive, and be based on international human rights and labour standards
- Regularization programmes of low skilled workers
- Building cohesion between migration policies both vertical and horizontal – involving whole of society.
- To build capacities for labour market trend analysis so that it will enable the employers and source agencies to make informed decisions on labour market requirements.
- Family reunification was discussed to ensure social and economic benefits for migrants and their families.

2) Ways to safeguard and realize decent work for migrant workers to enhance the development outcomes for them and their families, as well as for countries of origin, transit and destination.

- Many referred to the need to implant the ILO Decent Work and fundamental conventions related to migrant and domestic workers, the ratification of the Migrant Workers convention as a legal guarantee rather than new regimes.
- a **whole of Government approach including Ministries of Labour and social partners (workers and employers' organisations)** was identified as absolutely necessary
- **Women migrant workers** - One panellist and several speakers mentioned that migration governance tends to be gender blind and that

often gender inequality is unaddressed. Women migrants often face multiple discrimination challenges and tend to be locked into gender occupations, often in the context of employer-tied agreements. Bilateral agreements need to recognize the labour market demand for female occupations and ensure their social protection, tackling gender pay gaps with national workers. UN Women's recommendations for addressing women's human rights in the global compact was mentioned as a useful tool guiding Member States migration policies on the promotion of gender equality.

- **Skills Recognition** was recognized as a necessary element to avoid deskilling and brain waste and improve job matching. The endorsement of a Global Skills Partnerships and the development and promotion of bilateral and multilateral agreements on migrants' skills recognition and certification was also mentioned as key.
- **Access to justice** (particularly free legal assistance) was also mentioned as necessary to assist vulnerable migrants affected by labour exploitation and abuse, and often impeding their deportation.
- **Child labour and forced labour** was mentioned by several speakers as important to ensure the rights of migrant children.

3) **Ways to reduce the costs of labour migration by promoting fair labour migration policies such as through fair and ethical recruitment, and aligned with international standards and social protection.**

- **Implementation of fair and effective labour migration governance frameworks** including labour migration policies through **social dialogue** (including workers and employers' organisations) reverberated through the discussion in particular the ILO's Fair Migration Agenda and the International Labour Conference 2017 Conclusions and Resolution on Labour Migration.
- **Fair and ethical recruitment-** One of the panellists and a large number of speakers mentioned that the ILO Fair Recruitment Initiative and ILO General Principles and Operational Guidelines for Fair Recruitment, as well as IOM's International Recruitment Integrity System (IRIS).

- **Freedom of association and collective bargaining** was recognised as an important means for obtaining improved working and wages and to permit migrant workers to form or join trade unions, hold trade union office, and enjoy protection against discrimination on the grounds of trade union activities.
- **Promoting protected labour mobility** by allowing workers to change employers without losing their regular status and helping migrants switch between study, work and self-employment was also mentioned.
- A large number of speakers also recalled the need to consider establishing **Social protection** systems, including social protection floors for migrant workers.
- Often, speakers mentioned that migrant workers in certain sectors of the **Informal Economy** are very vulnerable to exploitation, particularly those in an irregular situation. They recalled that the GCM needs to guarantee minimum standards of protection, regardless of their status.
- **Labour market institutions** were also recognised as ensuring and guaranteeing decent work and labour market integration for migrant workers. For example, ensuring supervision of working conditions of migrant workers in all sectors and a firewall should exist between them and immigration authorities.
- **Working conditions** - Several speakers recalled the need to ensure migrant workers are given a written contract (in a language that they can understand) specifying fair wages, and enforcing labour inspection systems to ensure payment of wages, and no illegal wage deductions and arrears. The impact of the late payment of wages was also raised.
- **Respect of national labour legislation** in terms of working time and occupational safety and health rights should be ensured, and training and equipment provided to men and women migrant workers.
- Several speakers also mentioned that **Anti-discrimination and pro-integration of migrant workers** measures are needed through the provision of vocational training, language courses, etc). The need to carry out awareness-raising campaigns to fight misleading information or propaganda spreading negative prejudice and stereotypes was also recalled.

- Lastly, a large number of speakers reminded about the need for reliable and accurate disaggregated **labour migration data collection and analysis** as crucial to ensure labour migration policies are evidence-based.