Promoting Decent Work for Migrant Workers: Challenges and Opportunities

Ryszard Cholewinski
Labour Migration Branch
International Labour Organization (ILO)

Coordination Meeting on International Migration,
12-13 February 2015, New York

Decent work, migration and sustainable development

- **Search for decent work** is a core driver of international migration
- **Decent work**: (1) promotion of employment; (2) fundamental rights and principles at work; (3) social protection; (4) social dialogue and tripartism
- The high economic and social **costs of labour migration** are impediments to realizing sustainable development outcomes
- Important linkages to Rio+20 outcome, SG's synthesis report on post-2015, HLD Declaration and SG's 8-point agenda for action

The OWG outcome document on Sustainable Development Goals

- **Goal 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

- **Target 8.8 - Protect labour rights and promoting safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment**

Post-2015 development agenda: decent work for migrant workers

*Measuring OWG target 8.8

Proposed ILO indicators – based on ILO Decent Work Indicators – relating to:

- International labour standards;
- Employment, wages and working conditions;
- Social security coverage;
- Skills and qualifications recognition;
- Recruitment costs; and
- Social dialogue

Tentative Indicators	How to measure?	Data sources
1. Indicator on international labour standards • Number of countries that have ratified relevant international labour standards and whose national legislation provides for equality of treatment in respect of employment (in particular wages, social security benefits and skills recognition).	• The eight ILO fundamental Conventions and other key instruments.	• ILO Information System on International Labour Standards (NORMLEX), ILO General Surveys, Official Gazettes.
2. Indicators on employment, wages and working conditions • Wage gap between employed migrants and employed nationals reduced by X per cent (by gender and sector); • Share of migrant workers in regular employment (by gender). • Share of migrant workers subject to occupational injuries (by gender).	• Earnings Structure Survey, ensuring that migrant workers are taken into account in the sample design; • Labour Force Survey target population should cover migration population by suitably designed sample.	• National surveys, conducted by the National Statistical Offices on employment, wages and working conditions; • ILO international Labour Migration Module.

Tentative Indicators	How to measure?	Data sources
3. Indicators on social security coverage • Number of social security agreements ensuring the portability of social security benefits.	• Records made available by the relevant national authorities, e.g. National Social Security Institutes.	• National social security authorities; Official Gazettes; ILO mapping of bilateral agreements, including on social security (KNOMAD research).
4. Indicators on skills and qualifications recognition • Number of countries concluding bilateral agreements for the recognition of education/qualifications, skills/competencies; • Share of migrant workers whose foreign qualifications are recognized by the national authorities (by gender); • Number of countries having adopted procedures for recognition of prior learning; • Number of persons who have received recognition of prior learning (by sector, profile and gender).	• Records made available by the relevant national authorities, and data is organized in an adequate way and made accessible.	• Ministry of Education; • Ministry of Labour; • National authorities in charge of qualification recognition.

Tentative Indicators	How to measure?	Data sources
5. Indicator on reducing costs relating to recruitment • Number of migrant workers in respect of whom recruitment costs are eliminated or are subject to reduced recruitment costs	• Surveys on recruitment costs	• ILO-KNOMAD Thematic Working Group on Low-Skilled Labour Migration
6. Indicators on social dialogue • Trade union density (including numbers of migrant workers); • Participation of workers' and employers' organizations in policymaking on labour migration; • Number of sectors and/ or enterprises with collective bargaining agreements; • Share of migrant workers among workers represented at the company level.	• Records made available by trade unions, governments and associations, and data is organized in an adequate way and made accessible. • Surveys' target population should cover migration population by suitably designed sample.	• Administrative records maintained by trade unions, government agencies, registrars of associations and collective agreements or the registers of other organizations such as bargaining councils. • Surveys of enterprises or establishments on the number of workers belonging to a trade union and the number of workers covered by collective agreements.