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Employer Perspectives on International Labour Migration and Development

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Background

- The IOE is a business network representing national federations of employers worldwide in 150 countries
- These come together to advocate for enabling enviro for enterprise creation and development
- Industrial peace and harmony through better labour and social policy practices
- Representation at the ILO
- To share experience and best practice on issues affecting employers worldwide
- Migration is a sensitive and complex issue
- Growing phenomenon- Migrants are about 200 million in the world-(population of Brazil)



The Issues

- Migration now affects all countries origin, transit or destination
- Can be beneficial to all if well managed
- Avoid a politically charged debate
- Better to have focused and meaningful discussion on how to make migration a win-win situation for all



The Focus

How to address migration of skilled labour

- Facilitate movement of professionals, managers in MNEs as part of the globalisation process
- Global competition for talent enabling professionals to seek higher wages, better facilities, more opportunities for advancement, opportunities for education and research
- Recognize this can lead to brain drain in sending countries

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The Focus (continued):

- WHO talks of shortage of health personnel as a result of emigration both in developing and developed countries
- Raising questions on equitable sharing of scarce human resources
- Remittances-migrants acquire new skills as witnessed by benefits of return migration in India and China.

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The Focus (continued):

Migration of unskilled labour

- Move to work in labour intensive sectors like construction, agriculture
- Little avenues for legal migration
- Search of better life- (push factors)
- Restrictive policies of destination countries
- They end up becoming irregular migrants either through smuggling or trafficking
- Overstaying their visas or illegal entry
- Migration is pushed to the political agenda
- Challenges of how to integrate migrants- social infrastructure is strained



ILO response – Rights based but

not the only approach

- ILO specific instr. Convention 97 and 143
- Migration for Employment Convention
- Migrant Workers Convention
 - ✓ not widely ratified-97(42 countries), 143 (18 countries)
 - ✓ migration has changed since 1949 and 1975 when they were adopted
- The two should be merged and revised
- Should provide for dev. of migration policy in consultation with social partners
- Conclusions of Committee on Application of Standards of 1999 called for this.



ILO Response (continued):

- Application of other ILO instruments (wages, social security, employment agencies, labour inspection, safety and health, HRD, working conditions) should be reviewed
- ILO should support countries to develop their own migration policies through TC, Research on impact, policy advice
- Promotion of the ILO Non-binding Multilateral Framework on Labour Migration as best practice on how to manage international migration
- UN Convention on the Protection of Rights Migrant Workers and Families (1990) not well ratified especially by destination countries

Policy responses at national level

- **Coordination among government agencies is key**
 - Interior and justice ministries deal with control and entry
 - Foreign affairs – humanitarian
 - Labour and social affairs – employment and integration
- **Cooperate on measures to**
 - Create avenues for regular migration
 - Temporary migration – short stay visas
 - To meet labour needs of certain sectors
- **Social dialogue**
 - Policies that are supported by citizens taking into account needs of the labour market-migration has an economic dimension-voice of private sector is key
 - To enable employers to have the manpower and the skills they need
 - Better integration of migrants into the job market- Fight against discrimination



ILO contribution – Multilateral framework

- **Promote cooperation in migration management**
- **Between origin and destination countries**
- **To address the root causes of emigration (push factors like lack of job opportunities)**
- **Multilateral rather than unilateral approach**
- **Promote active participation of the ILO's constituents in developing migration policies**
- **Fight trafficking and smuggling**
- **Voluntary return and reintegration**
- **Recognition and respect of the rights of migrants**



ILO contribution – Multilateral framework (continued):

- **ILO assistance in data collection as there is lack of data on migration**
- **As migration is a labour market issue, promote studies on labour market needs**
- **Cooperate with World Bank on use of remittances to promote micro-credit schemes to foster entrepreneurship and development**
- **As remittances are in private hands we feel that the best approach should be conducive policies for investment**
- **Coordination with other UN agencies**



THANK YOU

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