



106th Session of the International Labour Conference (June 2017)

Agenda item IV

Briefing Note for Workers' Delegates

Addressing governance challenges in a changing labour migration landscape General Discussion

BACKGROUND

At its 325th Session (November 2015), the Governing Body of the International Labour Office agreed to hold a general discussion on labour migration at a future session of the International Labour Conference (ILC), with particular reference to effective labour migration governance at national, bilateral, regional and interregional levels and to fair recruitment.

The general discussion takes place at a timely moment. Immigration remains at the top of political agendas. National and global debates on migration are often characterised by controversy and negative rhetoric. Even where there are evident labour market needs for migrant workers, restrictive migration policies, based more on public misperceptions and xenophobia than actual evidence, create an environment that hinders sound international cooperation on migration governance. Yet, migration across borders is likely to continue as a prominent feature of the future of work and to have a significant impact on the transformations in the governance of work.

The discussion will focus on global and regional labour migration trends, labour migration governance challenges, the use of bilateral agreements and on fair recruitment. It is envisaged that the conclusions of the discussion will strengthen the ILO's work and impact in the field of labour migration, enhance policy formulation and implementation and inform related discussions at the global level, most notably the negotiation and adoption of a Global Compact on Safe, Orderly and Regular Migration by the United Nations in 2018.

The general discussion will build on ILO Conventions No.97 and No.143 and their accompanying Recommendations No.86 and No.151, the ILO Multilateral Framework on Labour Migration, the outcomes of the 2016 General Survey Conference discussion and the Fair Recruitment Guidelines adopted by the ILO in 2016.

The Office prepared Report IV as a background document for the general discussion¹. As well as analysing migration trends and challenges, the report provides examples of ILO interventions and highlights areas where the ILO's role could be of particular significance in furthering a rights-based and fair approach to labour migration at all levels.

The report contains in chapter 6 five questions that will guide the Conference discussion. The Conference Committee will allocate a given amount of time to each Group to reply to each question. Further to the debate in the Committee, a small tripartite drafting committee will be convened in order to prepare draft conclusions. The full Committee will then consider these conclusions and each Group will have the possibility to modify them through a procedure of amendments. The report of the Committee and final conclusions will then be submitted to the Conference plenary for adoption.

¹ http://www.ilo.org/ilc/ILCSessions/106/reports/reports-to-the-conference/WCMS_550269/lang--en/index.htm

REPORT IV

The report consists of six chapters. A summary is provided here below.

Chapter 1: Global and regional migration trends

Chapter one provides an overview of the main global and regional trends relating to labour migration. Whatever the original driver for migration (e.g. conflict, disaster, poverty), the search for decent work opportunities will feature in the process at some stage.

There were an estimated 244 million international migrants in 2015 - a number that has risen by 71 million (41 per cent) since 2000 and which represents 3.3 per cent of the global population. Half of today's migrants are women.

Migrant workers represent 4.4 per cent of the global workforce. 71.1 per cent of all migrant workers are in the services sector. The rest work in industry, including manufacturing and construction, and in agriculture.

The report recognises that migration today is a complex and dynamic phenomenon involving all regions of the world, and calls for improved qualitative and quantitative data gathering to enhance policy formulation. Countries that were once countries of origin have also become countries of destination and transit. The largest proportion of migrant workers in relation to total working population is found in the Arab States (one-third), followed by North America (one-fifth) and Northern, Southern and Western Europe (one-sixth). Whilst 75% of all migrant workers are in high-income countries, South–South migration is the fastest-growing trend: 57% of the increase in total migration since 2000 is due to higher levels of South–South migration.

Temporary labour migration flows, particularly of low-skilled workers, now exceed permanent flows, often resulting in exposure to serious decent work deficits and increasing the social and economic costs of migration for these workers.

The report further reveals gender differences in migrant labour. More migrant women than non-migrant women (67% as compared to 50.8%) participate in the labour force, more men than women work in industry and more women than men migrants work in the services sector, due mainly to the large number of women in the domestic work sector. Occupational segregation affects women migrant workers even more acutely.

Demographic differences between regions will continue to impact future migration flows. Migrant workers will play an increasingly important role in maintaining labour supply and filling labour shortages, as well as in contributing to social protection funds of advanced economies with ageing populations and declining national labour forces.

The chapter concludes that, given the changing dynamics of labour migration, new opportunities – and also new challenges – have materialised.

Chapter 2: Labour migration governance challenges

Chapter 2 analyses some of the benefits and costs of labour migration, particularly as regards less-skilled workers.

Labour migration can bring benefits to migrants and their families, as well as to origin and destination countries. When properly integrated into labour markets, migrants pay more in taxes and social contributions than they receive, thereby easing the strain on pension systems; and contribute substantively to destination countries' economies by providing the labour and skills needed in critical occupations and sectors. The report references studies from high-income destination countries with relatively well-developed labour market structures, which have found that migration has only a limited effect on the average wages and employment of national workers. While the impact may be similar for low-middle income economies, this would depend on labour market structures, adjustments in the broader economy, and the investment environment.

This chapter also outlines many of the decent work deficits and exploitative conditions experienced by migrant workers, characterised as “labour migration costs”. These range from forced labour and trafficking to heightened exposure to informal and non-standard forms of employment; from multiple and intersecting

forms of discrimination to restrictions in law or in practice on rights to freedom of association and collective bargaining. Abuses arising from tied visa or tied employment schemes are also highlighted in the report. Women migrant workers and migrant workers in an irregular situation are particularly vulnerable to exploitation and discrimination.

Chapter 2 draws particular attention to the vital role of national labour market institutions (including collective bargaining, minimum wages and social security provision), active labour market and employment policies and public employment services in protecting migrant workers from exploitation while protecting the working conditions of national workers.

Importantly, the report emphasises the pivotal role of social dialogue to “the development of rights-based, transparent and coherent labour migration legislation and policies, taking account of labour market needs”. It refers to the General Survey concerning the migrant workers instruments of 2016², which provides examples of employers’ and workers’ organizations engagement in national tripartite forums, governmental bodies and advisory committees on labour migration, addressing matters such as legislative and policy reform concerning migration, integration of migrant workers and unauthorised employment of foreign nationals. The report notes, however, that migration policy remains largely the domain of ministries with little experience of regular and systematic engagement with the social partners, such as interior, immigration or foreign affairs ministries. As a result, institutionalised social dialogue remains the exception rather than the rule.

In order to enhance the benefits, governance of labour migration needs to be rights-based, address the decent work deficits and costs that are mainly experienced by less-skilled workers, as well as addressing labour market needs for migrant workers and native workers alike.

Chapter 3: Bilateral agreements on labour migration

Chapter 3 explores the renewed importance of bilateral agreements in the governance of labour migration, including the major challenges relating to both their content and implementation. The term “bilateral labour migration agreement” is understood as applying to those agreements which create legally binding rights and obligations governed by international law, non-binding memoranda of understanding (MoUs), as well as to other arrangements, including between specific government ministries or agencies in destination and origin countries.

The chapter pays special attention to the use of bilateral agreements in labour migration corridors. It draws on an ILO study mapping existing bilateral agreements against good practice criteria based on the model agreement contained in the Migration for Employment Recommendation (Revised), 1949 (No. 86) and the ILO Multilateral Framework on Labour Migration. A notable finding of the study was the absence of social partner involvement in provisions relating to the implementation, monitoring and evaluation of the agreements - an exception being the 2013 agreement between Germany and the Philippines for health workers. The study also found that effective implementation of bilateral labour migration agreements is hampered by the absence of political will and lack of capacity and resources in both origin and destination countries.

The report notes the absence of social security provisions in bilateral labour migration agreements and their limited application where they do exist. It considers the potential of using bilateral agreements to extend coverage of social protection to migrant workers and their families and facilitate portability of social security. The report contains several recommendations for the conclusion and successful implementation of bilateral social security agreements, including equality of treatment, ratification and application of ILO Conventions and Recommendations relevant to migrant workers and their social protection, establishment of national social protection floors and enhancement of the administrative and management capacities of the social security institutions.

² http://www.ilo.org/ilc/ILCSessions/105/reports/reports-to-the-conference/WCMS_453898/lang--en/index.htm

Other important concerns are raised in the report about inattention to gender issues and lack of gender-sensitive monitoring mechanisms as well as a failure to provide for recognition of skills and qualifications, human resource development and skills development for migrant workers in particular. Bilateral labour migration agreements also need to be aligned to coherent national employment policies. Key components of such policies relevant to labour migration should include the creation of more employment opportunities, with due consideration to national education, skills and training needs; establishment of better conditions of work in origin countries with a view to reducing the need to migrate for employment; collaboration with anti-discrimination and labour market integration processes and institutions in countries of destination; transition of migrant workers from the informal to the formal economy and strengthening of labour inspectorates, both in terms of human and financial resources as well as education and training of inspectors.

While bilateral agreements can play an important role in the governance of labour migration, in practice they exhibit a number of shortcomings regarding their design, content, monitoring, implementation and impact.

The report cites the growth of bilateral agreements between trade unions in countries of origin and destination as an example of good practice in protecting the rights of migrant workers. It observes, nonetheless, that whilst bilateral cooperation between unions should be further encouraged, it cannot replace the obligation of governments in origin and destination countries to safeguard the rights of migrant workers in accordance with national laws and international labour standards.

Chapter 4: Regional labour migration and mobility

Chapter 4 examines developments in the governance of labour migration and mobility at the intraregional level, including the roles of regional economic communities and regional consultative processes. It highlights some of the challenges to governance of regional migration and some of the responses to those challenges. Because most labour migration and mobility is taking place at the intraregional level, regional governance is described as critical to enhancing sustainable development outcomes in regional and sub-regional contexts, particularly where there is political consensus to move towards greater economic integration.

The report points to disparities between and within regions as a major challenge. Options on labour mobility are found to range from ad hoc visa reciprocity, which merely facilitates short-term mobility, through to advanced free movement protocols allowing residence, establishment and labour market integration. Political resistance to the reciprocal opening of labour markets, particularly in countries with high unemployment, is cited as a significant obstacle to the coordination of labour migration and mobility at regional level.

Amongst other challenges, the report points to the need for stronger labour laws and social protection systems, as well as functional labour market intermediation mechanisms.

Chapter 4 contains examples of good and promising practice on regional mobility and labour migration, including on data collection, the inclusion of mechanisms for the portability of social security and the role of regional economic communities and consultative processes.

One promising development concerns the consolidation of labour migration regimes within regional economic communities, which is seen as an opportunity to instil the principles of tripartite social dialogue in labour migration governance processes.

Chapter 5: Fair recruitment

Chapter 5 examines the complex nature of cross border recruitment today, often involving a wide range of regulated and unregulated actors, including informal intermediaries and unauthorised subagents, with the influence of private recruitment agencies growing significantly. In 2013, there were almost 260,000 private employment agencies worldwide, although not all of these agencies were involved in cross-border activities.

The chapter describes some of the abusive practices that characterise parts of the cross-border recruitment industry. These include collection of recruitment fees and some associated costs; underpayment, retention and illegal deductions of wages; violence, including sexual violence; deception about the nature and

conditions of work abroad; retention of passports and other identity documents; debt bondage; and compulsory pregnancy and HIV/AIDS tests as a condition of recruitment. A table displaying average recruitment costs borne by migrant workers in selected labour migration corridors is also included.

Chapter 5 further describes the current ILO normative and policy framework relating to the recruitment of workers, including the ILO general principles and operational guidelines for fair recruitment adopted in 2016³. It also outlines the activities and results to date of the ILO Fair Recruitment Initiative, as well as profiling some emerging policies and practices in fair recruitment, including joint liability schemes and due diligence in global labour supply chains.

The report explores whether further work is needed by the ILO to complement its existing framework, including through possible standard setting.

Chapter 6: Conclusions and the way forward

The last chapter presents the key findings from the report and suggests areas where further guidance may be needed from constituents.

Some additional and initial suggestions for each question are provided here below. The comments above may also be relevant in framing a Workers' Group response and worker members of the Committee will be invited to enrich the discussion by bringing their own national experiences.

1) What are the principal opportunities and challenges presented by labour migration governance at the global, regional, bilateral, national and local levels in the realization of social justice for a fair globalization?

Migration is a key feature of today's world of work and one which raises complex policy challenges. Migration policy involves several State actors at national, regional and global level. A lack of effective coordination amongst national, regional and global agencies has led to fragmentation of responsibilities in the governance of migration. This in turn has deepened decent work deficits for migrant workers, particularly those in less-skilled, low paid jobs. It has also contributed to the proliferation of unscrupulous actors, such as people traffickers and unregulated recruiters.

A lack of coherence between labour migration and labour market policies also leads to skills mismatches and gaps in laws and regulation that promote equal treatment for migrant workers. This exacerbates tensions between workers, drives down established terms and conditions of employment, increases decent work deficits and fuels xenophobia and racism.

For labour migration to work for all, decent work and the protection of the rights of migrant workers, including the right to freedom of association and collective bargaining, the application of the principle of equal treatment and non-discrimination and effective access to justice and remedy, must be placed at the centre of labour migration policy.

The dominant model of labour migration, in particular for less-skilled, low-waged labour, has become temporary or circular migration, which excludes pathways to social inclusion, integration and citizenship and inhibits family reunification in destination countries. Such temporary or circular migration programmes often foster the conditions for the exploitation of migrant workers, including during the recruitment process, by creating an underclass of workers that do not enjoy the same rights and protections as other workers. Such programmes often form the basis of bilateral and intraregional mobility agreements.

Increasingly, labour migration is being governed through bilateral agreements and regional agreements processes, without due attention to the application of the international normative framework and the obligation to protect the rights of migrant workers. Due, in part, to relative bargaining strengths of origin countries, different discriminatory practices are becoming embedded in such agreements. Different

³ http://www.ilo.org/global/topics/fair-recruitment/WCMS_536755/lang--en/index.htm

entitlement packages, including pay, may apply for migrant workers doing exactly the same work but coming from different countries of origin.

Whilst bilateral agreements can be a useful element in regulating the conditions of recruitment and work, they should build on rather than substitute for the adoption and implementation of national laws consistent with relevant international labour and human rights standards. There is an urgent need for increased transparency and social dialogue in the negotiation of such agreements.

The trade union movement has opposed the growing use of labour mobility clauses in bilateral and multilateral trade agreements as tending towards the commodification of labour, promoting temporary and circular migration while failing to guarantee the human and labour rights of workers.

The 2030 Agenda on Sustainable Development presents a key opportunity for strengthening international cooperation on labour migration and ensuring that labour migration policies are better designed to enable human and economic development. Goal 8 of the 2030 Agenda calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Target 8.8 requires the protection of labour rights and the promotion of safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. Goal 10 calls for the reduction of inequality within and among countries and target 10.7 requires the facilitation of orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. Further, target 16.3 calls for the promotion of the rule of law at the national and international levels and for equal access to justice for all to be ensured. Target 1.3 of Goal 1 requires the implementation of nationally appropriate social protection systems and measures for all, including floors. In the context of the 2030 Agenda, the ILO's Declaration on Social Justice for a Fair Globalization (SJD) is of particular significance.

The Global Compact on Safe, Orderly and Regular Migration, to be adopted in 2018, provides another important opportunity to enhance cooperation and coordination on migration. Global governance, like all governance, requires a legal basis and rule of law, including full respect for international standards, rules, and practices that have been developed by the UN, including the ILO. As a minimum, the non-binding Compact must re-affirm relevant international legal instruments, which include the ILO fundamental Conventions, the ILO Conventions on migration, the Convention on Decent Work for Domestic Workers and the Protocol on Forced Labour. Promotion of circular migration should not be an objective of the Global Compact. Instead, it should be subject to a realistic and comprehensive examination of its impact on the conditions and rights of temporary migrant workers.

2) How can coordination and cooperation between ministries of labour and other relevant government entities dealing with migration (for example, ministries of the interior, foreign affairs and development planning) be enhanced nationally, across migration corridors and regions, and at the global level? How can cooperation with other international agencies, including with the Global Migration Group, be deepened and made more effective?

The SJD can serve as a reference in seeking to enhance cooperation and coordination across ministries and institutions. It offers a framework for effective action and policy coherence, coordination and collaboration for decent work between ministries and agencies at national level, as well as between the ILO and relevant national, regional and international institutions. The ILO should step up its efforts to promote policy coherence on decent work based on the mandate of the SJD.

A key objective of improved national level coordination should be the establishment of firewalls between the labour inspectorate functions of labour ministries and immigration authorities. In order to have real access to justice, migrant workers, including those in an irregular situation, need to be able to file grievances with the ministry of labour, for example to recoup unpaid wages owed and recruitment fees paid, without fear of intimidation, retaliation or deportation. At the same time, the role of the labour inspectorate should be strengthened considerably. The enforcement of labour standards and regulations of working conditions are

of the highest importance to address discrimination and exploitative situations of migrant workers. A better international cooperation among labour inspectorates could also be promoted.

The relative expertise, experience and mandates of the different UN agencies should be recognised and utilised in fostering cooperation and coordination, including within the Global Migration Group. The ILO, with its constitutional mandate to protect “the interests of workers when employed in countries other than their own”, its standards, its expertise in all aspects of labour issues and its tripartite constituency, has a unique role to play in the governance of migration at national, bilateral, regional and global levels.

The ILO can also play an important convening role in bringing representatives of governments of origin and destination countries together with social partners to discuss good labour migration practices, policies and experiences, including those relating to bilateral agreements. The good practices as well as lessons learned on promoting international cooperation and partnerships to realise a fair migration agenda for migrant domestic workers in Africa, the Arab States and Asia should be transferred to other sectors.

3) How can social dialogue on labour migration be strengthened at the local, national, bilateral, regional, interregional and global levels?

Strengthening social dialogue on labour migration requires first and foremost respect for the right to freedom of association of migrant workers and the effective recognition of their right to bargain collectively, in national law, bilateral agreements, interregional and other multilateral agreements concerning labour mobility and migration.

Governments have the primary responsibility to enforce labour legislation and ensure the protection of migrant workers – especially less-skilled, women and young migrant workers – from abuse and discrimination and to reduce decent work deficits. Paying specific attention to the protection of migrant workers is also the best way of protecting national workers, thereby preventing “social dumping”. However, the participation of social partners in dialogue concerning international labour migration policy is also essential to protecting the rights of migrant workers and ensuring resilient national labour markets, including through the application of the principle of equal treatment and non-discrimination. Involvement of the social partners can further help to ensure that labour migration policy is based on assessed labour market needs. Of particular importance is the involvement of social partners in the assessment of educational and vocational skills and requirements, including measures aimed at the recognition of skills and qualifications. Participation of the social partners should go beyond mere consultation, allowing for their active involvement in the design, implementation and monitoring of initiatives.

Strengthening social dialogue on labour migration at all levels requires the involvement of labour ministries in the formulation of migration policy, which often rests ultimately in the hands of interior ministries. The ILO has a role in providing technical support to the social partners and labour ministries to build the capacity of constituents to formulate labour migration policies based on its standards and policy framework. The ILO could also play a role in bringing together labour and other relevant ministries with the social partners, thereby facilitating coherent whole-of-government approaches to migration.

Through collection of data, dissemination of research and sharing of good practice the ILO can also demonstrate how labour migration affects labour markets and how the participation of social partners enables the elaboration and implementation of credible, viable and sustainable labour migration policies and practices, which help to counteract negative perceptions and build trust.

Social dialogue and tripartism constitute the ILO’s governance paradigm for promoting social justice, fair and peaceful workplace relations and decent work. The 2013 resolution concerning the recurrent discussion provides further useful guidance on actions that should be taken to strengthen social dialogue.⁴

⁴ http://www.ilo.org/ilc/ILCSessions/102/texts-adopted/WCMS_223786/lang--en/index.htm

4) Are the ILO's existing normative and policy frameworks concerning bilateral agreements and fair recruitment sufficient to address current and future challenges related to the governance of labour migration and mobility, also in light of ongoing global discussions? What further action would be needed to overcome these challenges and to complement these frameworks?

Political commitment to the ILO Migrant Worker Conventions should be renewed. To date, 49 countries have ratified Convention No.97 on migration for employment and 23 have ratified Convention No.143 on Migrant Workers (Supplementary Provisions).

In addition to the protection of migrant workers' rights, the Conventions address key issues related to migration policies such as family reunification, social inclusion, and cooperation between countries of origin and destination. Convention No. 97 aims to secure no less favourable treatment to migrant workers in a regular situation as compared to nationals, to enhance cooperation between member States and to provide guidance on general protection measures and on the conditions in which labour migration should take place. Convention No. 143 supplements these provisions, aiming: (i) to prevent irregular migration, including the unlawful employment of migrant workers; (ii) to ensure respect for the basic human rights of all migrant workers, including migrant workers in an irregular situation (Part I); and (iii) to guarantee equality of opportunity and treatment to migrant workers in a regular situation (Part II).

Many of the "protection gaps" in relation to migrant workers (recruitment, equal treatment, violation of fundamental principles and rights at work, lack of access to social protection, access to justice and to effective remedies for violations) could be addressed by the ratification and implementation of Conventions No. 97 and 143 and the implementation of Recommendations No. 86 and 151, supplemented by the 2005 ILO Multilateral Framework on Labour Migration

In the 2016 General Survey, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) affirmed that the instruments retain their relevance for all migrant workers, irrespective of gender, origin, skill and status and noted the potential of the instruments to contribute to effective governance of the considerable migration challenges faced by the tripartite constituents. The CEACR emphasised that, by giving effect to the provisions of these Conventions, member States would benefit from improved regulation of labour migration, a phenomenon that is, by its nature, complex and constantly changing.

The 2016 Committee on the Application of Standards (CAS) noted the findings of the CEACR that certain provisions might be considered to have "lost their relevance, not being fully responsive to, or necessary, in the current migration context", and mentioned the possible use of the Standards Review Mechanism in this regard. The CAS considered that "the tripartite constituents may, within the general discussion on labour migration in the Conference next year, wish to clarify the possible need for a review or consolidation of Conventions Nos 97 and 143, as well as the need to complement the existing international labour standards".

Conventions 97 and 143 contain a significant degree of flexibility and envisage member States introducing measures crafted to their national circumstances, so as to better achieve the aims of the Conventions for the benefit of migrant workers as well as the wider society. The 2016 General Survey pointed to a lack of understanding of certain provisions in the Conventions, as an obstacle to ratification.

To assist its constituents in using the Conventions to promote fair migration, the Office should undertake a well-resourced and highly visible campaign to promote their ratification and implementation and increase awareness of the potential of the instruments to contribute to the sound governance of labour migration at national, bilateral, regional and global levels. Moreover, the Office should provide technical assistance and support to member States and social partners, including on the clarification of certain provisions and regarding hurdles of a technical nature, to enable them to actively participate in policy-making and implementation in relation to labour migration.

Lessons on the effective promotion of ILO Conventions can be learned from the recent experiences in relation to the Convention on Decent Work for Domestic Workers, 2011, (No. 189) – which has so far achieved the fastest ratification rates of any ILO Convention.

The Workers' Group may wish to consider the question raised in the report of whether the model agreement annexed to Recommendation No. 86 accompanying Convention No. 97 is an example of where a more updated and responsive approach may be needed.

An objective for the Worker's Group could be an ILO standard on fair recruitment, to complement the existing normative framework, rather than revising existing instruments. Recruitment is the first step in establishing an employment relationship and recruitment conditions are critical in ensuring sound migration and employment outcomes. Effective regulation and monitoring of recruiters is necessary to prevent migrant workers from experiencing fraudulent and abusive conditions, including trafficking in persons and forced labour. The adoption of the Protocol of 2014 to the Forced Labour Convention, 1930, is an important instrument in this regard. The tripartite meeting of experts on Fair Recruitment in 2016 agreed on the need to address systematically abuses in recruitment processes to protect the most vulnerable workers and ensure transparency and efficiency of such processes. Particular areas of concern emerging from the meeting include the scope and definition of recruitment fees and related costs and a clear prohibition on charging such fees and costs to workers or jobseekers; tied employment regimes which prevent workers from changing employers, even in abusive situations; and access to justice and remedies, including through joint liability. Additional challenges exist in relation to enforcement of laws across jurisdictions. Gaps and challenges such as these could be addressed through a new binding international labour instrument on fair recruitment.

5) What actions should the ILO's constituents and the Office take to reflect ILO concerns and responses, as identified in this discussion, including those concerning labour migration data, in ongoing global migration debates, particularly those on the Global Compact for Safe, Orderly and Regular Migration and the related Sustainable Development Goals?

The ILO's fair migration agenda calls for an agenda which not only respects the fundamental rights of migrant workers but also offers them real opportunities for decent work. The ILO should position itself as the leader on decent work and labour migration, providing technical support to its constituents in designing, implementing and monitoring labour migration policy at national, bilateral and international level. Promotion of inclusive and effective social dialogue at all levels and dissemination of good practice through knowledge-sharing and multi-agency forums should be expanded. Promotion of ILO standards of particular relevance to labour migration (including the fundamental rights Conventions and the specific migration related Conventions), is all the more urgent in light of the development of a new global architecture for the governance of migration.

The ILO should build on its contribution to closing data gaps, for example by instituting a more consistent and regular updating of the 2015 global and regional estimates on migrant workers, and deepening the information collected, particularly in respect of sectors where both highly skilled and low-skilled migrants are employed. Special attention should be given to collecting sex-disaggregated data relating to working conditions and wages, as well as social protection coverage, in sectors in which migrant workers face specific challenges. The ILO's work on developing an international standard on labour migration statistics that would enable the systematic collection of data and ensure data comparability within and across regions can make an important contribution to the governance of labour migration.

19.05.2017