

# **2008 WORLD MIGRATION REPORT**

**Managing  
Labour Mobility  
in the Evolving  
Global Economy**



# The challenge of migration management



## Choice



## Model of economic development

## Growth

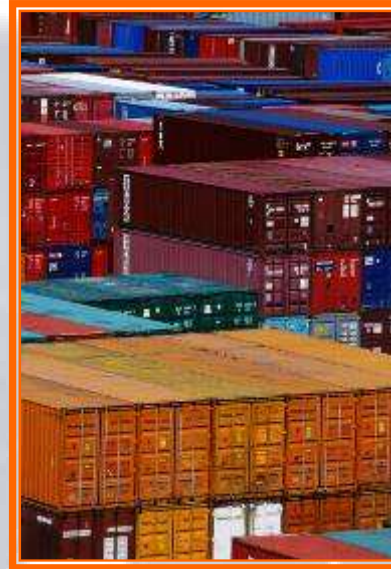


# The challenge of migration management

## Mobility



### Capital



### Goods



### Services

**States have freed capital, goods, services**

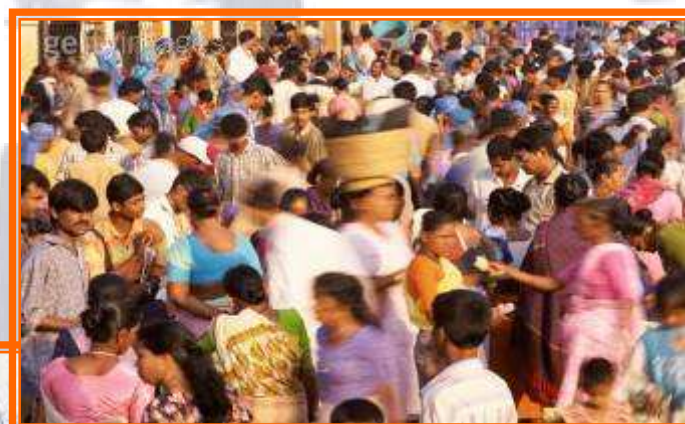
**Made a decision for greater mobility**

**Globalisation – generates mobility**

# The challenge of migration management



**People will follow**





# Realms of mobility

**Highly-Skilled  
Migration**

**Low- and  
Middle- Skilled  
Migration**

**Irregular  
Migration**

**10-15%\***  
**of total  
flows**

**Study  
Abroad**

**Tourism**

**Internal  
Migration**

**Family Migration**



*\*ILO Estimates*

## Mobility Categories



## No Fixed Boundaries



# Low- and Middle- Skilled Migration

# Highly-Skilled Migration

## Internal Migration

## Family Migration

# Work

# World Migration Report: Dual Purpose



## Part A: Snapshot and analysis

Contemporary patterns of mobility  
linked to economic purposes

Mosaic of independent studies by  
specialist researchers



## Part B: Working tools

Inventory of policy elements for the  
development of strategic responses

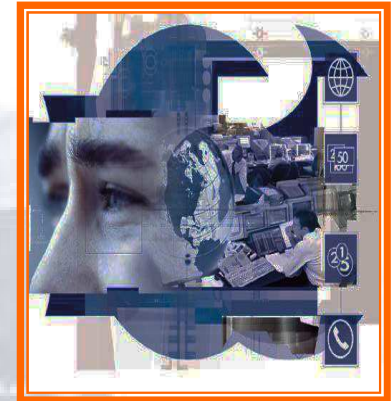
Most written in house



# Mobility Patterns Related to Employment



## **“Global Labour Market”**



**More countries entered or entering world economy**

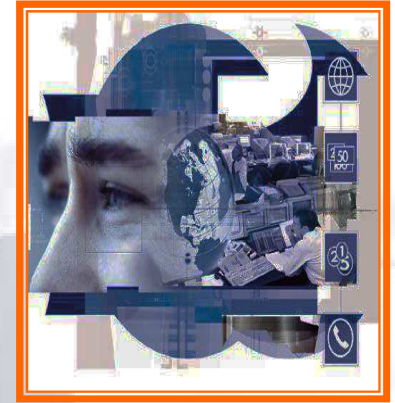
**Markets more open to international trade and capital flows**

**Workforce more integrated into the world economy**

# Mobility Patterns Related to Employment



**Globalization changes the way enterprises do business**



**International network enterprises**

**Global assembly lines for production of goods**

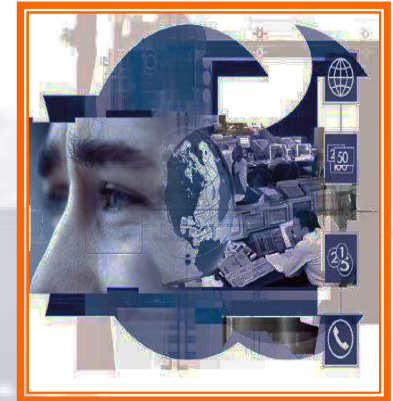
**Resort to global sourcing of services**

**Creates demand for increased labour mobility**

# Mobility Patterns Related to Employment



## Role of States and Policies



More limited role in regulation of the economy

New prominence given to enterprises

Phenomena being dealt with:  
international in nature

Policies and instruments: more national/  
regional in scope

# Mobility Patterns Related to Employment



## Highly skilled migrants

### Growing numbers

10% of all highly skilled persons from the developing world live either in North America or Europe

46% increase in share of tertiary educated migrants  
migrant flows in OECD countries between 1990 and 2000



### Different, conflicting agendas

Countries of destination: to beat the competition through policies that will attract the “best and brightest”\*

Countries of origin: need for protection from the loss of highly skilled nationals and/or to secure return

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\* Kapur and McHale, 2005

# Mobility Patterns Related to Employment



## Low- and middle-skilled migration

Today most high-income countries have multiple programmes

Enable foreign workers access via “front, side, and back doors”\*



## New Rationale

Welcome skilled workers and allow them to settle

Promoting circular migration

## Greater impact on poverty reduction than emigration of professionals

Workers come from lower-income families and communities: benefit more directly from migration

Withdrawal from home-country labour markets opens opportunities for replacement workers

Remit more per person than highly-skilled professionals, especially if left families behind

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\* Philip Martin

# Mobility Patterns Related to Employment



## Students

Between 1998 and 2004 number of foreign students enrolled worldwide rose by 52% to 2.7 million

OECD countries host 85% of total

Shifts in both government motivations and the design of educational programmes

Broad academic, political, cultural and development aid goals

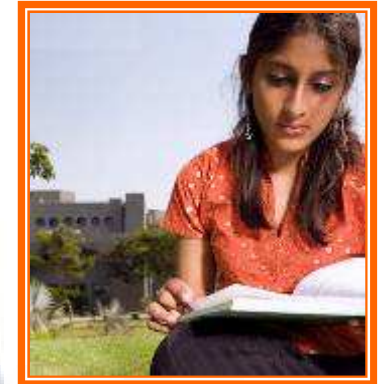


More economic objectives

Education programmes to recruit highly skilled migrants

Entry card to the international job market for foreign students

**Internationalization of higher education**



# Mobility Patterns Related to Employment



## Short-term movement (tourism and business)

Many flows for leisure and business related to earlier migration

Tourist movements give rise to longer-term migration

Promote further tourisms and business movement from home countries

Migration related to building of tourism infrastructure

Skills, experience and knowledge of travelers can meet temporary labour market needs

Working holiday schemes



# Mobility Patterns Related to Employment



## Family Migration

Two-thirds of immigration into the U.S.  
Between a third and a quarter in Canada  
and Australia (2006)



### Sharp Distinction

Socially-oriented  
family reunion  
programmes

Labour migration  
programmes

### Often misleading

Family migration: largest single category in the North  
Generally dominated by women

Image of woman and dependant family  
migrant with little interest in working

### Outdated

# Mobility Patterns Related to Employment



## Internal Labour Migration

**In many countries far more important\* than outmigration to more distant destinations**

In terms of numbers of people and value of remittances

China: dramatic increase over past two decades

**26 million in 1988 to 126 million in 2004**

Majority: circular rural-urban migrants with strong links to rural family

**Rising incidence of such movement**

**Impact of internal remittance flows on development**

**Migration of women, children and ethnic minorities and resultant segmentation of migrant labour markets**

**Strong link with international migration**



*\* In conjunction with proximate cross-border flows*

*\* Especially in countries with marked regional inequalities but not limited to developing world*

# Mobility Patterns Related to Employment



## Irregular Migration

Present in all major migration systems



Work opportunities for lower-wage, low-skilled migrant workers: important incentive for irregular migrants

Most occurs through lawful entry of persons who become irregular through unauthorised employment

Demand for low-skilled labour not met through regular channels

Global industry:

Connections to legitimate migration agencies at one end

To criminal networks at the other end



# Cross-cutting issues



## Human rights and status of migrant workers

Formulation and implementation of minimum standards of protection

Policy regime that allows competitive assets of migrant workers – skills, wage expectations, cultural attributes - to be put to advantage

Precludes the “commodification” of migrant workers

## Management of interface between migrants and host community

Assimilation, integration and multiculturalism and entitlements to social benefits and services revised in light of evolving migratory circumstances

Balance between maintenance of national identities and changing social dynamics

## Management of security issues

Regulate and facilitate legitimate entry while protecting from threats of international terrorism and criminality

Vulnerability of irregular migrant workers to exploitation, victimization and abuse



# Cross-cutting issues

## Gender dimension of migration

Term “feminization of migration” often misused or misunderstood

Empowerment of women through migration

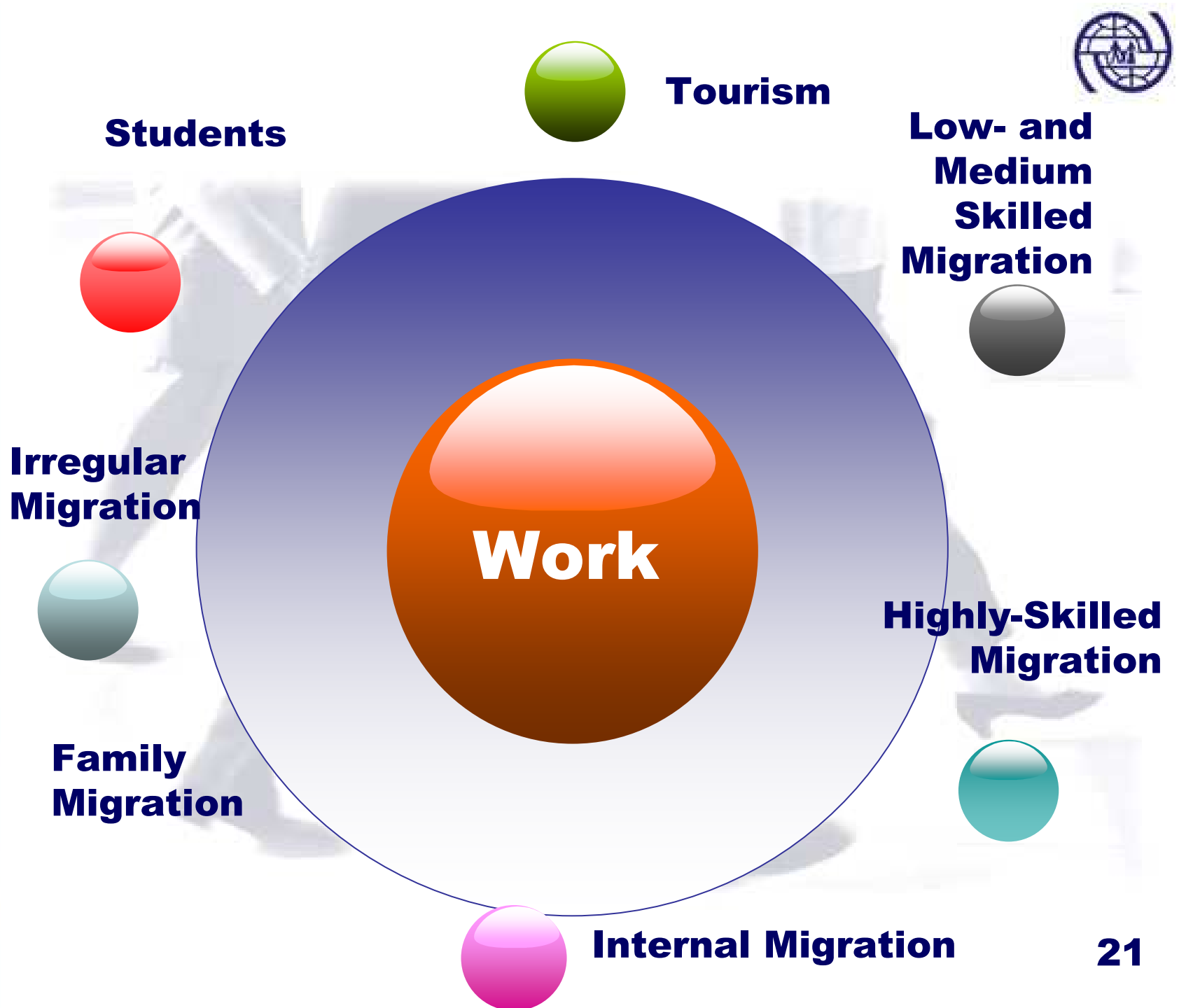
Vulnerability to multiple forms of discrimination on the labour market and limited access to social and health facilities

## Migrant health

Health risks and benefits to a certain degree shared globally

Migrants’ rights to health services; adapt mainstream health services to needs of culturally diverse populations in response to mobility-related medical challenges: tuberculosis, HIV Aids or avian flu;

Provision of information on health stresses and risks associated with migration





# **Labour Migration: Key Aspect of Human Mobility and Global Economy**

## **Before (last 3 decades of the 20th Century)**

Pre-eminence of asylum and irregular migration on policy agendas

Focus on protection and humanitarian assistance

Little space for comprehensive migration management

## **Recent shift in policy perspective**

Possible realisation that tackling isolated migration problems such as integration or return not very effective

Economic impact of labour migration on countries of origin, through remittance flows





# Policy Strategies and Responses

## Importance of data: knowledge base

Crucial to understanding of labour migration flows

Formulation of effective policies

Different data needs at policy, programme and case management levels

## Three initiatives to enhance governments' knowledge base:

Improving reliability and comparability of existing data sources

Gathering new data on issues requiring fresh attention

**Transnational communities**

**Return and circular migration**

**Remittances**

Dissemination and utilization of data and research on labour migration

# Policy Strategies and Responses



## Countries of Origin

Deployment of workers abroad

Human Resource Development

### Elements of an optimally functioning foreign employment policy:

- Regulation of private recruitment agencies
- Protection of workers
- Provision of support services (including notably the dissemination of accurate and authoritative information)
- Marketing structures
- Administrative structures

### International cooperation

- Important role of Regional Consultative Processes (RCPs)



# Policy Strategies and Responses

## Countries of Destination

Meeting specific labour  
market needs

Migrant Workers in Safe, Planned  
predictable ways

Human Resource Development

### Key policy issues confronting countries of destination:

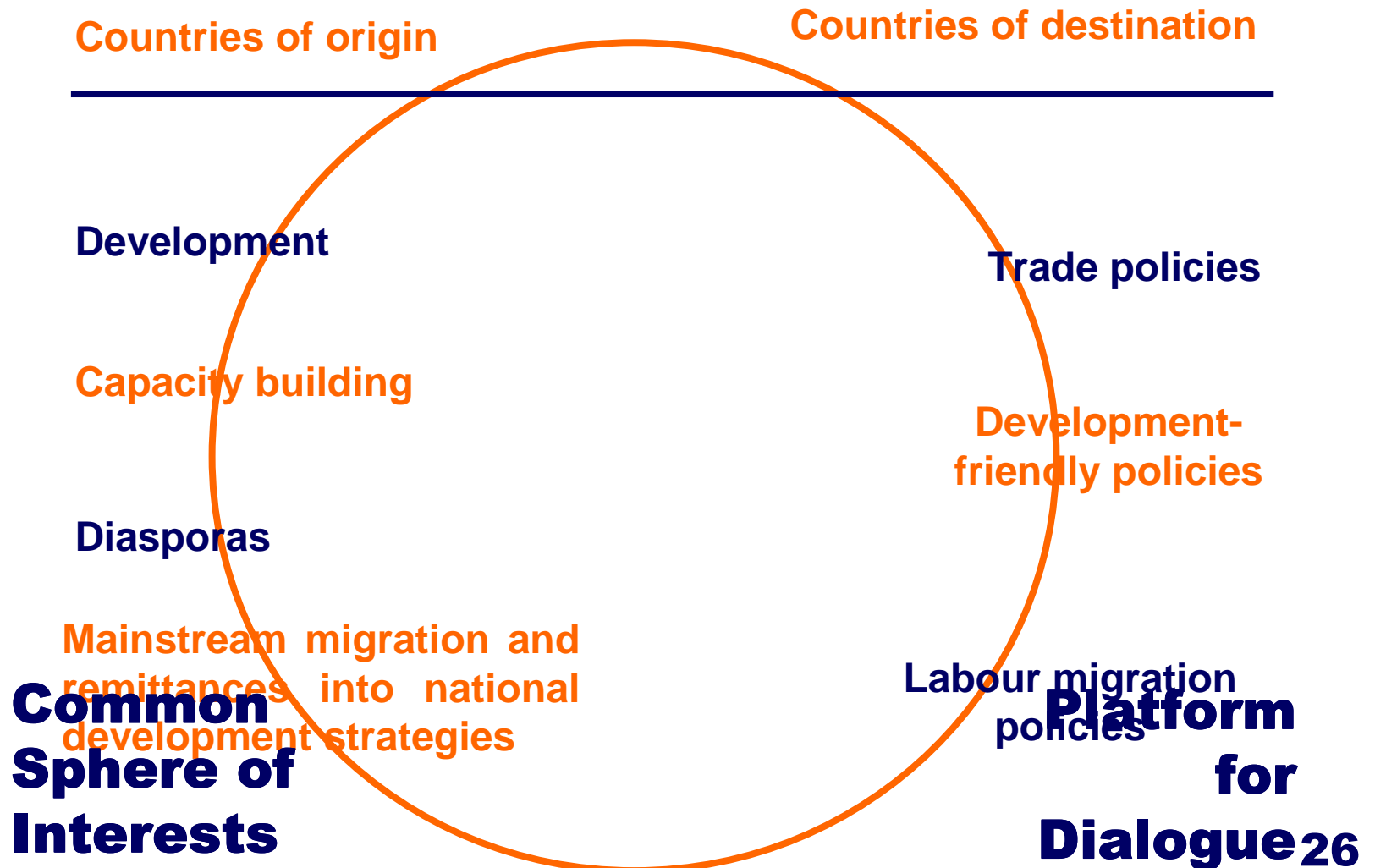
- Needs assessment
- Design of foreign labour admission policies
- Post-admission policies, including labour market regulation and protection,
- Migrant worker rights and responsibilities
- Economic and social integration of newcomers
- Maintenance of social cohesion
- Irregular migration

Partnerships of key stakeholders



# Policy Strategies and Responses

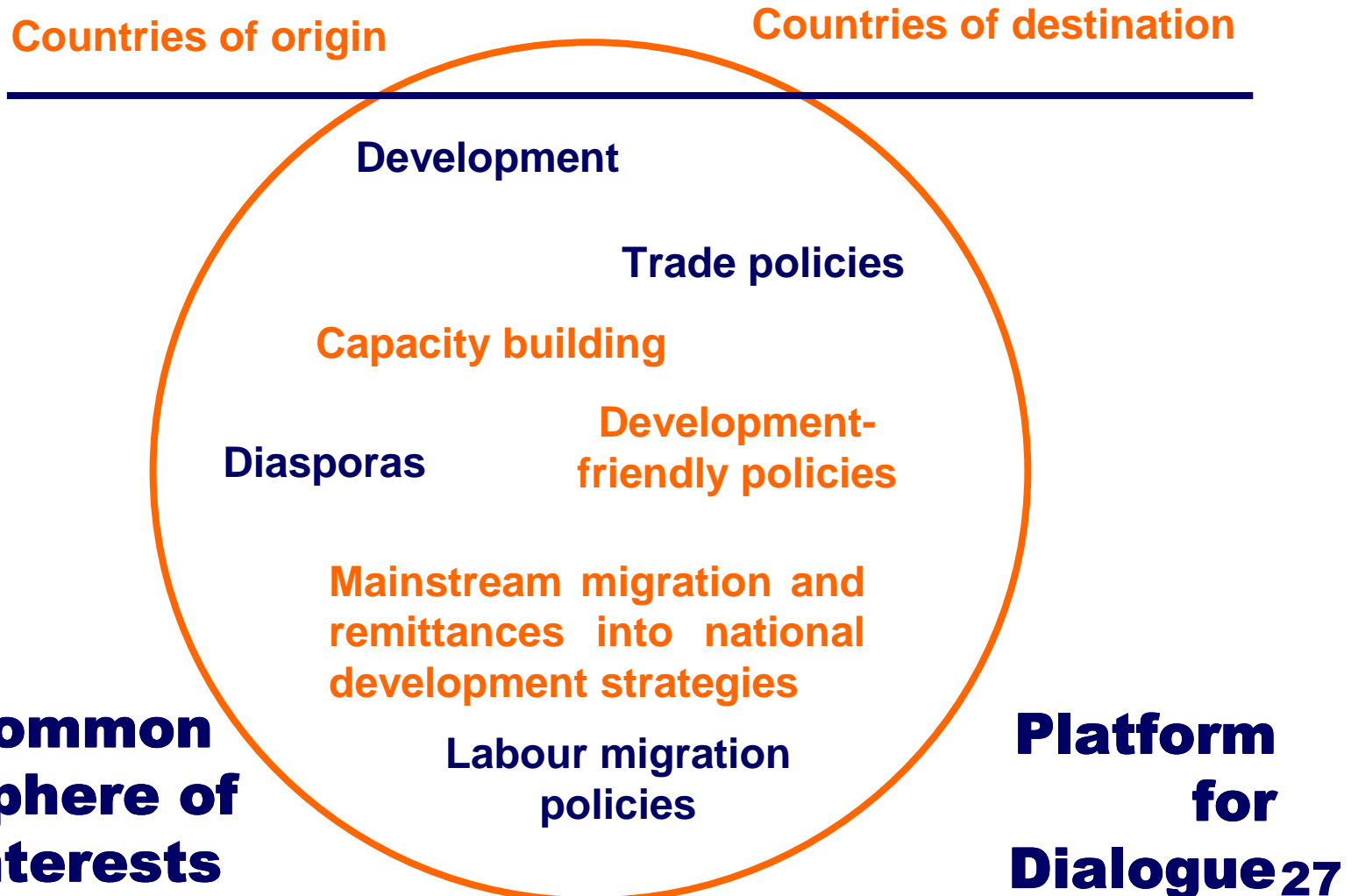
## The Migration and Development Relationship





# Policy Strategies and Responses

## The Migration and Development Relationship





# **Policy Strategies and Responses**

## **The Migration and Development Relationship**

### **High interest on the part of the international community**

**UN General Assembly High Level Dialogue on  
International Migration and Development (HLD)**

**New York, September 2006**

**Global Forum on Migration and Development (GFMD)**

**Brussels, July 2007**

**Manila, October 2008**





# Policy Strategies and Responses

## International cooperation

### Formal:

- International human rights and labour law treaties (UN & ILO)
- Multilateral agreements regulating international trade (GATS Mode 4)
- Regional integration processes
- Bilateral arrangements

### Informal:

- Global Forum on Migration and Development (GFMD)
- Regional Consultative Processes
- IOM's International Dialogue on Migration (IDM)



## **Concluding Remarks**

**Human mobility: defining feature of contemporary world**

**Mobility for economic purposes at the heart of mobility**

**Labour market dynamics increasingly operating across international borders**



## **Concluding Remarks**

**Knowledge base: mobility issues and patterns**

**Meeting demand with supply in a safe, regular, humane and orderly ways**

**Recognition of the capacity-building needs of all governments**





# Contemporary Migration

## Choice for Growth



**Effective management of Mobility**



# **Managed migration**

**Best way to ensure**

**Supply meets demand**

**The human rights of migrants are upheld and protected**

**Integration & adaptation is effective**

**Migration can work for development**



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