The challenge of migration management

Choice

Model of economic development

Growth
The challenge of migration management

Mobility

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

Internal Migration

Tourism

Family Migration

*ILO Estimates
Realms of mobility

Mobility Categories

No Fixed Boundaries
Realms of mobility

- Tourism
- Low- and Middle-Skilled Migration
- Highly-Skilled Migration
- Internal Migration
- Study Abroad
- Irregular 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
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
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

* Kapur and McHale, 2005
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

* 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 tourism 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
16

Family Migration

Socially-oriented family reunion programmes

Between a third and a quarter in Canada and Australia (2006)

Labour migration programmes

Outdated

Sharp Distinction

Two-thirds of immigration into the U.S.

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
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
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
21

Low- and Medium Skilled Migration

Highly-Skilled Migration

Tourism

Students

Irregular Migration

Family Migration

Internal Migration

Work
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

Countries of origin

Development

Capacity building

Diasporas

Mainstream migration and remittances into national development strategies

Countries of destination

Trade policies

Development-friendly policies

Labour migration policies

Common Sphere of Interests

Platform for Dialogue
Policy Strategies and Responses
The Migration and Development Relationship

Countries of origin

Countries of destination

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Trade policies

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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
2008 WORLD MIGRATION REPORT

Managing Labour Mobility in the Evolving Global Economy