

## Private Sector

- Identifies several Small and Medium Enterprises (SMEs), **diaspora organization** in Senegal and host countries interested in joint venturing and transfer of employee between the different branches of joint venture in origin and host countries specifically to offer lawful employment and skill upgrading opportunities for migrant workers from Senegal, and inversely, for return migrants to Senegal.
- Identifies in cooperation with the relevant Senegalese Ministry and agency, multinationals interested in creating employment and training specifically for migrants and return migrants from Senegal.

For more information,  
please contact

Ms Rougui NDIAYE-COÏC  
International Organization  
for Migration (IOM)  
+41 22 717 92 85  
rndiayecoic@iom.int

# Labour Mobility a win-win-win model for Trade and Development



## The experts' group composition Senegalese government

- Mr. Cheick Seck, Migration Officer, Socialist Party in Senegal
- Mr. Tidiane Sidibé, Ministry of Spatial Planning and Decentralized Cooperation
- Mr. Babacar Thiam, Ministry of Public Function, Employment, Work and Professional Organizations

## Permanent missions in Geneva, Swiss Federal Office

- Mr. El Hadi Boye, Permanent Mission of Senegal
- Ms. García Fernández-Llamazares, Spanish Permanent Mission
- Ms. Caroline Grandjean, French Permanent Mission
- Mr. Daniel Sormani, Swiss Federal Office for Migration

## Individual representatives from the south: Kenya and Bangladesh

- Mr. A.I Chowdhury, Former Ambassador of Bangladesh to the UNO
- Ms. Amina Mohamed, Ministry Foreign Affairs, Kenya

## International organizations, Academia, NGOs

- Mr. A. Carzaniga, World Trade Organization (WTO)
- Ms. Turkan Karakurt, Friedrich Ebert Stiftung (FES)
- Mr. Philippe Le Grain, Journalist, Writer
- Mr. Normand Lauzon, Organization for Economic Co-operation and Development (OECD)
- Ms. Ndioro Ndiaye, International Organization for Migration (IOM), Shepherd of the Experts group
- Ms. Marion Panizzon, World Trade Institute (WTI)
- Ms. Meera Sethi, Senior Regional Advisor for Sub-Saharan Africa
- Mr. John Tesha, Executive Secretary, of Africaforum

## Parallel theme session: labour mobility List of participants - 18 September 2008

### Governments

- H.E.M. Denis Vene, Ambassador for Migrations, Ministry of Foreign Affairs, France
- H.E.M. Mamadou Diop, Minister, Ministry of Trade, Senegal
- H.E.Ms Innocence Ntap, Ministry of Public Function, Employment, Labour and Professional Organizations, Senegal
- Dr. Ndiobo Diène, Conseiller technique, Ministère du Développement Rural et de l'Agriculture, Senegal
- Mr. Arnau Francisco, Counsellor, Ministry of Trade and Immigration, Spain
- Mr. Mbaye Ndiaye, First Counsellor, Permanent Mission of Senegal to the United Nations and to the World Trade Organization in Geneva
- Mr. Magatte Ndoye, Counsellor, Ministry of Trade, Senegal
- Mr. Babacar Thiam, Counsellor, Ministry of Public Function, Employment, Labour and Professional Organizations, Senegal

### International Organizations, Academia, NGOs, Private sectors representants

- Ms. Bineta Gueye, Director General, Top Pneu, Senegal
- Ms. Khadi Sakho Niang, Mutuelle d'épargne et de Crédit des Sénégalais de France
- Ms. Ndioro Ndiaye, Deputy Director General, IOM
- Ms. Rougui Ndiaye-Coïc, Project Officer, IOM
- Mr. Durando Ndongsok, First Climate Group, Switzerland
- Ms. Sophie Nonnenmacher, Migration Policy Specialist, IOM
- Ms. Marion Panizzon, Senior Fellow, NCCR, World Trade Institute, University of Berne
- Ms. Aïchatou Pouye, Business and Institutional Support, International Trade Center, Switzerland
- Mr. Lamine Sagna, Journalist, RTS, Senegal
- Mr. Daniel Sormani, Expert, Swiss Federal Office for Migration, Berne, Switzerland
- Mr. Mohamadou Sy, Director, Institute of Local Development, Senegal
- Mr. Sagar Diouf Traoré, Director General, ASEPEX, Senegal

## Outcomes of the Geneva Trade and Development Forum

17-19 September 2008, Crans Montana, Switzerland

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## Overview

Labour migration, if well managed, can be a factor of development and growth for developing and least developed countries. This role is now widely recognized among governmental, non-governmental and international organizations.

Migration-for-employment is no longer simply perceived by countries of origin as means towards alleviating poverty by providing livelihoods opportunities. It has been replaced by a broader concept of labour mobility and development which attempts to identify and build on the interplay between migration and all the key instruments of development. This is for instance the case with trade and migration in growth labour mobility is integrated within regional trade agreements yet often conditioned upon signing onto labour standards, economic necessity tests and standardized qualification requirements.

Beyond remittances, labour migration today has the potential, especially if circular, of transforming developing countries into knowledge economies by raising skill levels, increasing the competitiveness of the workforce, fostering entrepreneurship by diaspora and return migrants and strengthening global networks such as joint-ventures between host and sending country firms, as evidenced in India, Mexico, Mali, the Philippines, South Korea, Senegal and Thailand.

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## The Labour Mobility Experts Group<sup>1</sup>

Terms of Reference for working group:

**A new era of mobility, signaled by bilateral labour migration agreements, comprises both labour market access and comprehensive migration management goals.**

Labour mobility experts group was created:

- to build on efforts and lessons learned in the past while broadening the approach on labour migration
- to identify complementarities between labour mobility, multilateral trade liberalization, national employment strategies and human resource development.
- to create a win-win-win situation for countries of origin, host countries and the migrant workers themselves, to benefit from labour migration through a partnership approach to labour migration, keeping these principles in mind where the respective and specific **interests** of each country are taken into consideration.

The Labour Mobility Experts group has elaborated a **Case Study and a consequent Action plan on promoting a win-win-win model for Trade and Development for Senegal**, which was present to selected participants of the Geneva Trade and Development Forum (GTDF).

## The Case Study

**The case study has looked into existing success models for ethical recruitment, return and reintegration of Senegalese workforce following the principle of shared responsibility between host and home countries, civil society and the private sector. In this context, the recently concluded bilateral migration agreements of Spain and France with Senegal were studied and the coherence-improving potential of perspective migration and mobility pre-viewed/explored.**

The case study aim is to explore how bilateral, regional and multilateral trade and non-trade agreements could offer a quota-based access to the global **labour** markets, for low and semi-skilled Senegalese workers.

The case study also discussed the different avenues for additional legal recruitment for Senegalese workers in the unilateral immigration laws of Switzerland. The sector identified:

- Tourism
- Construction
- Agricultural
- Fishery workers

The type of migrants workers who could be considered would include trainees, and employees hired in the context of development projects.

The study further explores how improving Senegal's General Agreement on Trade in Services (GATS) mode 3<sup>2</sup> commitments in tourism, hotels, catering, education, water and environmental services could create a better basis for diaspora-facilitated joint-ventures. In addition the study examines how these joint-ventures could promote a private-sector oriented and economic needs-based circular labour mobility of Senegalese workforce, including reintegration of return migrants into gainful employment and entrepreneurship.

It explores how Senegal's government strategies for facilitating diaspora-led investment could be expanded into a coherent and official national migration policy of Senegal encompassing all aspects of labour mobility, but also how host countries' could better coordinate their policies, by ensuring that their different perspectives on migration (envisaged from trade, security, development, visa angles) are coherent. Only such an approach can create win-win-win situation between trade and labour mobility.

**A win-win-win model for trade and development: The case of Senegal**  
By Marion Panizzon, Senior Research Fellow, World Trade Institute, Bern, Switzerland

## The Action Plan

The activities designed in the Action Plan will:

- **Increase access of workers to foreign labour markets.**
- **Encourage a fair and ethical recruitment of migrant workers.**
- **Promote a better cooperation, coordination among stakeholders and policy coherence.**
- **Foster human resources development in countries of origin.**
- **Replicate good practices and successful models.**

The role in promoting a win-win-win model for Labour Migration has been captured around ten levels of recommendations:

1. Improve the access to markets for Senegalese workers.
2. Improve the compatibility between the supply of the Senegalese workforce and the skill and labour demands of the main countries hosting Senegalese workers.
3. Improve the competitiveness of the Senegalese workforce at an international scale through capacity building of relevant Senegalese institutions.
4. Promote the legal recruitment of the Senegalese working force.
5. Promote a positive working environment in Senegal in order to encourage a part of the Senegalese workforce to remain in their country of origin.

6. Assist in the reintegration of the returned migrants into the Senegalese labour market and encourage the entrepreneurial projects of the returnees.
7. Improve the participation of the diaspora in labour mobility issues and in the development of Senegal.
8. Increase channels for productive remittances transfers and encourage diaspora-facilitated investments beyond infrastructure (entrepreneurship, education, joint ventures with host country firms investing into Senegal).
9. Improve the coherence of trade, labour migration, security and development policies at national, sub regional and international level.
10. Promote the win-win-win model for bilateral, regional and international free trade and labour mobility agreements.



## The Next Steps

**The International Organization for Migration (IOM) with the input of the World Trade Institute (WTI) and the Friedrich Ebert Stiftung (FES) together** with local, regional and international stakeholders present at the 18 September working group session of the 1st Geneva Trade and Development Forum formulated a **labour mobility for development strategy** which:



**The group members readily will provide each other information on the various aspects, and will help pointing towards the appropriate resource person.**

### For Governments

- See how a revised offer of Senegal's (GATS) mode 3 commitments could integrate a training, intra-corporate labour mobility and employment quota requirement for foreign direct investors in services.
- Develop programs creating synergies with existing and future **reintegration and return** projects in the biofuel, tourism, agroprocessing sector of Senegal.
- Encourages the Ministry of Commerce and the Ministry of Labour and Planification of Senegal to actively take a lead within the Least Developed Countries (LDCs) group at the GATS Negotiating Committee which calls for an opening of services markets for GATS mode 4<sup>3</sup> workers from LDCs countries on a Special and Differential quota-basis.
- Promote the Action Plan in order for the projects and programs identified to be implemented.

<sup>3</sup>GATS mode 4 : related to the movement of natural persons supplying services.

<sup>1</sup> See page 4 for the composition of the Experts Group

<sup>2</sup> GATS mode 3: related to commercial presence for instance the creation of a subsidiary in one country by a company from another country.