



IOM International Organization for Migration
OIM Organisation Internationale pour les Migrations
OIM Organización Internacional para las Migraciones

INTERNATIONAL DIALOGUE ON MIGRATION
INTERSESSIONAL WORKSHOP ON

**MAKING GLOBAL LABOUR MOBILITY
A CATALYST FOR DEVELOPMENT¹**

8 - 9 October 2007

FINAL AGENDA

8 October 2007 DAY I	
09:00 – 10:00	<i>Registration</i>
10:00 – 10:15	WELCOME REMARKS Brunson McKinley , Director General, IOM
10:15 – 10:30	KEYNOTE PRESENTATION Cristina de Luca , Under Secretary of State for Social Solidarity, Italy
10:30 – 11:00	SETTING THE SCENE <i>This introductory presentation will set the framework for the ensuing discussions by outlining the main characteristics of international labour migration flows, the major factors providing the impetus for mobility of labour and what can be expected in the future based on the existing projections. It will briefly address the complexity of the phenomenon of labour migration, which, while predominantly economically driven, is interwoven with a variety of social, welfare and human rights issues. The role of labour mobility in the global economy today and in future will also be highlighted, as will the linkages between labour migration and development at household and national levels and the distribution of the costs and benefits of this type of mobility amongst different stakeholders. The presentation will briefly introduce the current thinking on what can be done in migration management to move towards more sustainable solutions to current and projected demographic and labour market changes and to take advantage of the opportunities for societal and human development offered by labour migration while balancing the interests of all stakeholders involved.</i>

¹ As the International Dialogue on Migration (IDM) theme for 2007 mirrors that of *World Migration Report 2007* (WMR) on the topic of managing labour mobility in the evolving global economy, the research and analysis undertaken in connection with the forthcoming WMR has been used in the preparations for this year's IDM activities.

SPEAKERS:

Lant Pritchett, Professor of the Practice of Economic Development, Kennedy School of Government, Harvard University

Michele Klein Solomon, Director, Migration Policy, Research and Communications, IOM

The following questions will be addressed:

- What are the principal current and projected labour market trends and labour mobility patterns at national, regional, interregional and global levels? What are the implications for labour migration management?
- How best to facilitate regular and needed labour mobility, while addressing domestic concerns, reducing irregular migration and ensuring respect for the human rights of migrants?
- What are the key links between labour migration and economic and societal development at local, national and international levels?
- What are key policy approaches and strategies for maximizing the development impact of labour migration and balancing the interests of relevant stakeholders?
- What is circular labour migration? What is temporary labour migration? What are the main types and characteristics of these types of labour mobility? Their strengths and weaknesses in the context of making labour mobility work for the benefit of countries of origin, destination and migrants themselves?
- How can human resource development complement labour migration management in responding to labour market trends and better take into account the interests of countries of origin and destination? How can national labour market, human resource development and migration policies be more effectively coordinated?

General Discussion

11:00 – 13:00

Session I: Towards More Effective Labour Migration Management: Assessing Labour Market Needs and Labour Force Skills Profiles

Effective management is necessary to channel labour migration into safe, legal and orderly avenues, necessary to realize the human and societal development potential of labour mobility and to meet the needs of the global economy today and in future. Devising effective human resource development policies and programmes and related migration policies in both countries of origin and destination requires thorough understanding of the dynamics of human resource needs and availability on national, regional and global levels. This session will discuss currently available data and statistics on labour market trends, labour force profiles and labour migration trends. It will then address approaches to improving knowledge of existing and projected labour supply and labour demand at national, regional and global levels and ways to better integrate such knowledge into the development of labour migration management strategies.

MODERATOR: Ibrahim Awad, Director, International Migration Programme, ILO

SPEAKERS:

Kreshna Bunjun, Deputy Director General, Ministry of Finance and Economic Development, Mauritius

David Arkless, Senior Vice President, Global Corporate Affairs, Manpower, Inc.

Jung Mino, Labour Attaché, Permanent mission of the Republic of Korea in Geneva on behalf of **Hyo-jung Hwang**, Deputy Director, Foreign Workforce Employment Team, Ministry of Labour, Republic of Korea

The following questions are proposed to guide the discussion:

- How could enhanced knowledge on the needed and available labour force and its dynamics at national, regional and global levels help devising national strategies on labour migration management?
- What are the main methods currently employed or envisioned in countries of origin and destination to assess current and future labour market needs and labour force profiles?
- What are the main data and research gaps? What are the key steps that could be taken to address the existing gaps, including in improving the compatibility and integration of migration and labour data, disaggregated, where relevant, by gender, age and skill? What are the implications for data and statistics collection, sharing and analysis on national and international levels? Which stakeholders should be involved?
- What issues does sharing of information on national labour market profiles and trends between countries of origin and destination (at regional and global levels) pose? What are the implications for the development of migration management strategies and policies in this context? How could this information be used to assist in human resource development planning in countries of origin and destination?
- How can better availability and exchange of information on national labour market trends, migration profiles and patterns be used for devising effective cooperative policy solutions aimed at maximizing the benefits of international migration and reducing its negative effects?

General Discussion

13:00 – 15:00

Afternoon Break

15:00 – 18:00

Session II: Key Policy Elements in Comprehensive Labour Migration Management

Labour migration is a cross-cutting and multidisciplinary field involving numerous stakeholders and has links to many economic, social, security and political processes and issues. To be managed effectively and for the maximum benefit of all parties involved, labour migration requires concerted effort and comprehensive approaches addressing all stages of the migration process and taking into account associated social, human rights and development issues. Despite progress over the past decades, few countries have comprehensive labour migration strategies or the mechanisms to develop and implement them. This session will discuss the

approaches used by countries of origin and destination, both unilaterally and in partnerships with other states, to manage labour migration. It will seek to highlight the key issues and policy areas that need to be part of a comprehensive and effective labour migration management framework, which would allow the realization of the full development potential of labour mobility.

MODERATOR: Ricardo Cordero, Senior Expert, Labour and Facilitated Migration Division, Migration Management Services, IOM

SPEAKERS:

Carlos López, Under Secretary of Consular Services, Ministry of External Relations, Commerce and Integration, Ecuador

Les Linklater, Director General, Immigration Branch, Citizenship and Immigration Canada

Carmen Perez Gonzalez, Adviser, State Department of Immigration and Emigration, Spain

Rebecca Calzado, Assistant Secretary for Policy, Programmes and International Affairs, Department of Labour and Employment, Philippines

The following questions are proposed to guide the discussion:

- What are the approaches taken by countries of origin and destination unilaterally to facilitate regular labour migration at all skills levels? What are some innovative tools that can be applied?
- How are considerations of safety, human rights and well-being of individuals and communities incorporated into labour migration policies and legislation? How can this incorporation be improved? What are the gender-specific challenges and opportunities related to labour migration and how can they be given adequate consideration?
- In view of the limitations of unilateral approaches to labour migration management from a development perspective, which approaches based on bilateral, regional and inter-regional cooperation can be used for effective and humane management of labour migration? What are their respective strengths and weaknesses in design and implementation? What types of movement do these approaches predominantly facilitate? What are the implications for the labour migration and development nexus?
- What innovative and cooperative strategies can be used to maximize the development potential of labour migration and minimize its negative effects as well as take account of the interests of migrants, countries of origin and destination?

General Discussion

End of Day One

9 October 2007 DAY II

10:00 – 10:15

MIGRANT STORY**Syed Saiful Haque**, Chairman, WARBE Development Foundation, Bangladesh

10:15 – 13:00

Session III: The Role of Private Sector and other Stakeholders in Making Labour Migration Work for Development

Labour migration management needs to be comprehensive not only in terms of the types of issues it encompasses but also in terms of stakeholder participation: non-governmental actors, such as the business sector, diaspora groups, individual migrants and many others, have important roles to play in different aspects of labour mobility and need to be actively engaged in policy dialogue and programming. Businesses, individual migrants and migrant networks play major roles in driving labour migration and leveraging its development impact. Employers, trade unions and migrant associations are key to the protection of the human rights of migrants, ensuring their well-being and safeguarding their interests. In addition, the private sector, as the primary beneficiary of investment in human capital, might have a role in human resource development at national or global levels. This session will discuss these and other roles of non-governmental actors in labour migration and in policies and programmes to make labour mobility work for development while taking account of the interests of relevant stakeholders. It will also look at obstacles to the effective engagement of private sector and civil society actors in labour migration and development and ways to ensure more active involvement of these stakeholders, including through public-private partnerships as well as partnerships among non-governmental actors.

MODERATOR: Antonio Peñalosa, Secretary-General, International Organization of Employers

SPEAKERS:

Ghassan Aidi, President, International Hotel and Restaurants Association

Elijah Achoch, Director, Transformative Leadership and Change Management Department, Cabinet Office, Office of the President, Republic of Kenya

Tristan d'Avezac de Moran, External Relations Director, Group Public Affairs Coordinator, Adecco Management and Consulting, S.A., International Confederation of Private Employment Agencies

Tos Q. Añonuevo, Education Secretary, Building and Wood Workers International

The following questions are proposed to guide the discussion:

- Who are the key non-governmental stakeholders in comprehensive labour migration management? What are their roles in the development and implementation of strategies for managing effectively the challenges and benefits of labour migration?

	<ul style="list-style-type: none"> • How can private recruitment agencies and employers as well as other stakeholders help to ensure that labour migration schemes are viable and of benefit to countries of origin and destination as well as migrants? • What is the role of ethical recruitment and employment practices in addressing the interests of countries of origin and destination as well as migrants? How effective are these practices? What can employers and recruitment agencies do to make these practices more effective? • How can employers, recruitment agencies and other non-governmental actors contribute to the effective protection of the human rights of labour migrants and ensure their well-being? Are there particular needs of female migrants in this context? • How to facilitate the involvement of non-governmental actors in different aspects of labour migration management and in needed human resource development? What are the key challenges and opportunities related to the development of public-private partnerships in this context? <p>General Discussion</p>
13:00 – 15:00	<i>Afternoon Break</i>
15:00 – 17:50	Session IV: Leveraging the Development Potential of Temporary and Circular Migration
	<p><i>Much international attention today is focused on temporary and circular labour migration as these approaches are seen to enhance the positive contribution of labour migration to development and to offer the greatest convergence of interests amongst different stakeholders, in particular of countries of origin and destination and migrants themselves. Flexibility and greater public acceptance in host countries, remittance and skill transfers to countries of origin as well as the establishment of trade and business networks between countries of origin and destination, opportunities for personal and professional development for migrants coupled with lower social costs in comparison with longer-term migration are among the advantages of temporary and circular labour migration schemes. In the case of skilled labour migration, temporary and circular migration can minimize the risk of brain drain – one of the main challenges of migration for development. Moreover, circular migration creates opportunities for replacing brain drain with brain circulation. This session will analyse temporary and circular labour migration from a migration and development perspective. It will discuss the challenges and opportunities for countries of origin, destination and migrants specific to these types of labour migration. This session will also seek to identify tools for the effective management of temporary and circular labour migration and for maximizing the economic and societal development potential of these types of mobility. Amongst others, the role of and possibilities for bilateral agreements, better labour market planning, incentives for temporary and permanent return as well as return management, recognition of qualifications and portability of social benefits, and potential links with the development of needed human resources will be explored.</i></p> <p>MODERATOR: Richard S. Newfarmer, Special Representative to the WTO and UN in Geneva, World Bank</p> <p>SPEAKERS:</p> <p>Jeff Dayton-Johnson, Senior Economist, OECD Development Centre</p>

Andreu Peix Massip, Director General, Pagesos Union of Catalonia

Kristof Tamas, Seconded National Expert, Directorate-General Justice, Freedom and Security, European Commission

Abdelali Tazi, Director for International Placement, National Employment Promotion Agency, Morocco

The following questions are proposed to guide the discussion:

- What are the barriers and opportunities specific to circular and temporary labour migration at different skill levels?
- What is the impact of circular and temporary migration on the development of countries of origin and destination?
- What are the principal socio-economic challenges and opportunities of temporary and circular migration for migrants and their families (e.g. portability of benefits and pensions)? Do the challenges and opportunities differ for migrant men and women?
- What are the main types of temporary and circular labour migration schemes at different skill levels? What are their weaknesses and strengths? What are some of the most promising practices and strategies for managing temporary and circular migration?
- What are some of the migration policy options and tools for maximizing the benefits of temporary and circular migration for countries of origin, destination and migrants themselves? Which ancillary policy measures should be considered? How can links between temporary and circular migration and human resource development in countries of origin be strengthened?

General Discussion

17:50 – 18:00	Wrap-up and Closing Remarks
	<i>End of Workshop</i>