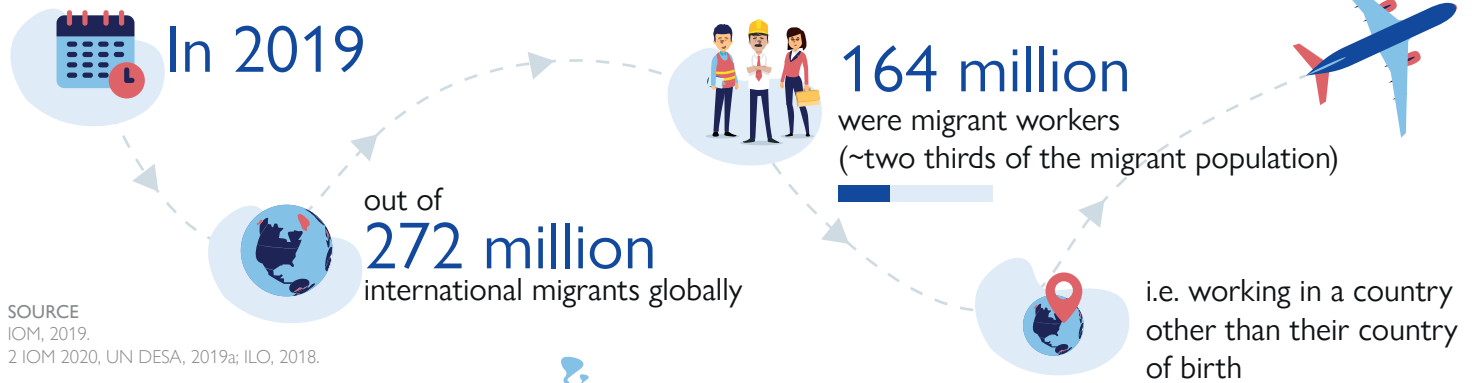


LABOUR MIGRATION CHECKLIST

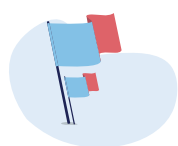
Labour Migration is the movement of persons from one State to another, or within their own country of residence, for the purpose of employment



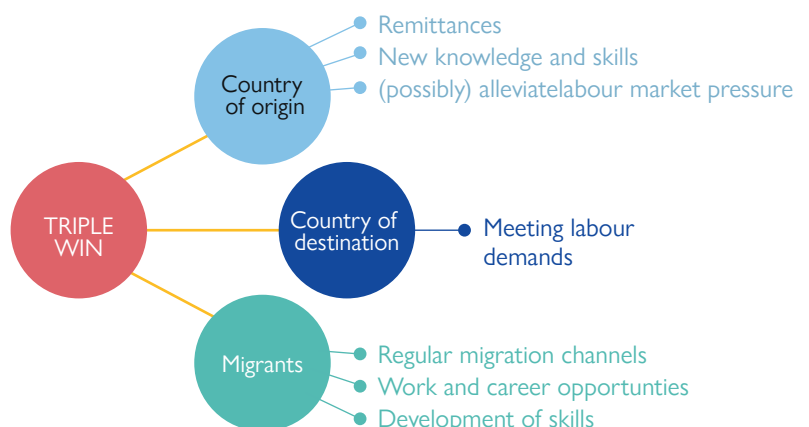
ESTABLISHING A SAFE AND REGULAR ROUTE FOR MIGRANTS NEEDS TO BE BASED ON SEVERAL POLICY CONSIDERATIONS, SUCH AS



- Nature of movement (temporary, i.e. circular or seasonal, and permanent)
- Labour skills (supply and demand in both countries of origin and destination)
- Bilateral Labour Agreements and other agreements
- Safe recruitment channels
- Facilitated migration
- Integration programmes at countries of destination
- Means of workers protection
- Portability of social benefits
- Reintegration in country of origin upon return



Countries of origin and destination can reap many benefits from long-term and short-term or circular migration, if they took into consideration creating regular mobility channels based on a triple win approach (Zimmermann, 2014)

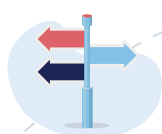




EDUCATION SYSTEM SUPPORTS

MARKET DEMANDS

Matching the supply and demand of labour markets in countries of origin and countries of destination is a tricky matter for policy makers, especially with the different approaches to learning and the various skills and qualifications levels. Below are the examples of Germany, the United Kingdom (UK) and Italy as opposed to Egypt, which are amongst the top European countries of destination for Egyptian workers.



Vocational Education and Training (VET) systems vary greatly from one country to another, which affects countries capacities to cooperate and establish labour routes.



Germany

Fully dual-track system: a combination of vocational schools & apprenticeships

Alliance between the Federal Government, the federal states (the 'Länder') and companies (Vocational Training Act of 1969)

Actors include companies, and publicly-funded vocational schools

VET programmes are offered at secondary, post-secondary & tertiary levels

Programmes duration between 2-3.5 years



Italy

Learning is primarily classroom based

Regional (within Italy) and national VET programmes administered by different kinds of institutions at the upper-secondary and post-secondary levels

Non-tertiary level

Programmes duration between 3-5 years



United Kingdom

Starting 2020 will be a fully dual-systems approach

Governance of VET has been devolved to four countries that make up UK; Each is slightly different and has its own regulatory bodies

Higher Education has expanded to replace traditional VET trajectories, jobs are increasingly accessible only with a degree

Programmes duration between 1-4 years



Egypt

Heavily classroom based

Many actors are involved. TVET Egypt programme has a potential to become a national strategy, which is needed to unify the vision of the system

Secondary level

Programmes duration generally of 3 years



MIGRANT WORKERS ARE PROTECTED

Migrant workers' journey starts with recruitment, then deployment (when they leave their country), to start assuming jobs in countries of destination, and often ends with return.



Recruitment

Migrant workers can be vulnerable to exploitation during each of these phases, they may be subject to fraudulent practices that leave them in debt bondage or inhumane and/or deceptive working conditions, and a prey to traffickers and smugglers.

IOM, in collaboration with international labour organizations and experts, developed the International Recruitment Integrity System "IRIS" to focus specifically on the recruitment stage, and identify ethical and reliable recruitment agencies.

In 2019, IOM published 55 recommendations produced during the Montreal Conference on the Regulation of International Recruitment. The recommendations are consistent with international human rights and labour standards, the ILO General Principles and Operational Guidelines for Fair Recruitment and the multistakeholder standard established by the IRIS.



Employment

Employers play a significant role in extending the protection measures to cover migrant workers, especially the informal workers contracted by sub-agents.

To help employers scrutinize their supply chains, IOM developed a pilot model to map and strengthen supply chains against unintended violations of ethical recruitment and business practices.

The Corporate responsibility in Eliminating slavery and Trafficking (CREST) tools allows businesses to gain full sight and control of their operations (even the outsourced operations), protect workers, and maintain an ethical brand name.



MIGRANT WORKERS ARE WELL INTEGRATED

The attitudes and identity of the public in any country sets a country's approach to integration, affecting the immigrants and their well-being, and thus, their contribution to the communities they live in.

A combination of labour market mobility policies can help migrant workers to invest in their skills, find quality employment and sustain long-term careers.

More inclusive policies lead to lower perceptions of immigrants as economic threat and greater perceptions of their positive contributions to the community.



Better integration programmes can maximize the benefits of labour migration when they consider:



Developing active skills recognition programmes that help matching labour market needs



Ensuring the health and well-being of workers



Securing family reunification possibilities



Facilitating political participation



Availing education opportunities



Allowing permanent residency



Anti-discrimination laws and programmes



THE RIGHT AGREEMENTS ARE IN PLACE

In addition to international agreements and regional cooperation forums, Bilateral Labour Migration/ Mobility Agreements act as legally binding arrangements. They should specify the rights and obligations of states and signatory parties under international law. Framework agreements between countries that specify wider elements of migration management—for example, covering topics such as return and re-admission—may also include labour migration provisions.



Global Compact for Migration (GCM)

The GCM calls for the engagement in bilateral partnerships and programmes to facilitate mobility and circulation of migrants as well as skills development. To achieve this, channels such as student and professional exchange programmes are encouraged along with apprenticeships and internships (work-based learning mobility).

Objective 5 of GCM: “Enhancing the availability and flexibility of pathways for regular migration, especially through labour migration and skills matching at all skills levels, in addition to family reunification and academic mobility.”



Skills Mobility Partnerships (SMPs)

IOM recommends moving away from the one-sided schemes, as “one-sided schemes tend to benefit communities and employers at destination, but are not necessarily beneficial for the migrant workers or for communities and employers in the country of origin, which may experience deficits in certain labour market sectors that in turn have a negative impact on development.”

Instead, IOM recommends SMPs: bilateral or multilateral agreements concluded between States. Varying in form, modality and level of stakeholders’ involvement, but they all place skills development at the heart of their efforts. All SMPs possess the following five components:

- 1 Formalized state cooperation
- 2 Multi-stakeholder involvement
- 3 Training
- 4 Skills recognition
- 5 Migration/mobility

