International labour migration
A rights-based approach
Contents

Preface ................................................................. v
Acknowledgements ...................................................... ix
Abbreviations ............................................................ xix

Introduction ............................................................ 1

Part I. International labour migration: Overview and analysis

1. Labour migration in a globalizing world ......................... 13
   1.1 Introduction ...................................................... 13
   1.2 Trends in international migration ......................... 15
   1.3 Driving forces: Past and future ......................... 18
      1.3.1 Decent work deficits ................................. 18
      1.3.2 Economic disparities ................................. 20
      1.3.3 The demographic deficit and consequent demand
            for migrant labour in destination countries ........ 21
   1.4 Diversity of migration ..................................... 24
      1.4.1 Migration of women .................................... 26
      1.4.2 Temporary migration .................................... 28
      1.4.3 Irregular migration ..................................... 31
   1.5 Conclusions ..................................................... 36
2. Migration: Growth and development impacts in countries of origin and destination .......................................................... 39
   2.1 Introduction ........................................................................... 39
   2.2 The migration-development nexus: An emerging consensus ........ 40
   2.3 Development implications for origin countries ................. 41
      2.3.1 Migrant remittance flows ........................................... 41
      2.3.2 Employment and wages .............................................. 47
      2.3.3 Skilled migration and the “brain drain” .................... 48
      2.3.4 Return migration and circular migration ................. 51
      2.3.5 Transnational (diaspora) communities ................. 54
      2.3.6 Migration and trade ................................................. 55
   2.4 The impact of migration on destination countries ............ 56
      2.4.1 Economic growth ..................................................... 57
      2.4.2 Employment ............................................................. 60
      2.4.3 Wages and earnings .................................................. 62
      2.4.4 Migrant entrepreneurship ....................................... 64
      2.4.5 Migrants' contributions to urban renewal ............ 66
      2.4.6 Fiscal implications .................................................... 67
      2.4.7 The demographic contribution of immigration .... 69
   2.5 Conclusions ........................................................................ 70

3. Conditions of work and treatment of migrant workers .......... 71
   3.1 Introduction ........................................................................ 71
   3.2 Evidence of disparities ..................................................... 72
      3.2.1 Disparities in employment ...................................... 72
      3.2.2 Disparities in wages and failure to pay wages ........ 75
   3.3 Factors affecting differences in working conditions ......... 77
      3.3.1 Migration status ....................................................... 77
      3.3.2 Conditions of recruitment ..................................... 77
      3.3.3 Growth of the informal economy and undeclared work .... 79
      3.3.4 Lack of freedom of association and of collective bargaining rights 80
      3.3.5 Discrimination and xenophobia ............................ 80
   3.4 Conditions of work in sectors and occupations with large numbers of migrant workers ............................. 83
      3.4.1 Agriculture ........................................................... 83
      3.4.2 Construction .......................................................... 88
      3.4.3 Manufacturing ......................................................... 90
      3.4.4 Services ............................................................... 91
## Nursing and other care services
Nursing and other care services ................................................. 92

## Hotels, catering and tourism
Hotels, catering and tourism .................................................. 93

### 3.5 Particularly vulnerable groups of migrant workers
3.5.1 Women ................................................................. 94
3.5.2 Domestic workers ..................................................... 95
3.5.3 Children ............................................................... 98
3.5.4 Migrant workers in irregular status ................................. 99
3.5.5 Trafficked persons .................................................... 102
3.5.6 Temporary migrant workers ......................................... 104

### 3.6 Occupational safety and health
3.6 Occupational safety and health .......................................... 105

### 3.7 Social security and migrant workers
3.7 Social security and migrant workers .................................... 108

### 3.8 Conclusions
3.8 Conclusions .................................................................. 113

## Part II. International labour migration:
Towards better governance

### 4. International standards on labour migration
4. International standards on labour migration ............................ 117

#### 4.1 Introduction
4.1 Introduction .................................................................. 117

#### 4.2 International instruments guaranteeing human rights
4.2 International instruments guaranteeing human rights ............. 118

##### 4.2.1 Universal Declaration of Human Rights
4.2.1 Universal Declaration of Human Rights ........................... 118

##### 4.2.2 International Covenant on Economic, Social and
Cultural Rights
4.2.2 International Covenant on Economic, Social and Cultural Rights ................................................. 119

##### 4.2.3 International Covenant on Civil and Political Rights
4.2.3 International Covenant on Civil and Political Rights .......... 119

#### 4.3 ILO Conventions and other instruments
4.3 ILO Conventions and other instruments .............................. 120

##### 4.3.1 Declaration on Fundamental Principles and Rights at Work
4.3.1 Declaration on Fundamental Principles and Rights at Work .................................................. 120

##### 4.3.2 Freedom of association and collective bargaining
4.3.2 Freedom of association and collective bargaining ............ 121

##### 4.3.3 Elimination of forced labour
4.3.3 Elimination of forced labour ........................................... 122

##### 4.3.4 Abolition of child labour
4.3.4 Abolition of child labour ................................................ 123

##### 4.3.5 Equality of opportunity and treatment
4.3.5 Equality of opportunity and treatment ............................ 124

##### 4.3.6 Conventions particularly relevant to migrant workers
4.3.6 Conventions particularly relevant to migrant workers ...... 124

##### 4.3.7 Conventions on social security
4.3.7 Conventions on social security ....................................... 125

##### 4.3.8 Convention on private employment agencies
4.3.8 Convention on private employment agencies ................. 127

##### 4.3.9 Migrant worker Conventions
4.3.9 Migrant worker Conventions ........................................ 128

##### 4.3.10 The ILO Multilateral Framework on Labour Migration
4.3.10 The ILO Multilateral Framework on Labour Migration ...... 130

#### 4.4 UN and other international Conventions and instruments
4.4 UN and other international Conventions and instruments .... 132

##### 4.4.1 Convention on migrant workers
4.4.1 Convention on migrant workers ..................................... 132

##### 4.4.2 Trafficking and smuggling
4.4.2 Trafficking and smuggling ............................................ 134

##### 4.4.3 Other relevant international Conventions
4.4.3 Other relevant international Conventions ........................ 135
## Contents

4.5 Promoting the ratification of international standards and increasing their impact ........................................... 136
4.6 Conclusions ............................................................................................................................................. 140

5. Migration policies and governance ............................................................................................................. 143
   5.1 Introduction ......................................................................................................................................... 143
   5.2 Objectives of migration policy and governance .................................................................................. 144
   5.3 Criteria of good governance ............................................................................................................... 145
      5.3.1 Consistency with international standards ................................................................................ 146
      5.3.2 Policy coherence ....................................................................................................................... 146
      5.3.3 Gender sensitivity ....................................................................................................................... 148
      5.3.4 Transparency and flexibility ..................................................................................................... 149
      5.3.5 Social dialogue ........................................................................................................................... 150
      5.3.6 Evidence- or data-based policies ............................................................................................... 152
   5.4 Migration policies in origin countries .................................................................................................. 153
      5.4.1 Objectives of migration policies .............................................................................................. 154
      5.4.2 Governance of migration in origin countries ........................................................................... 154
      5.4.3 Promoting the protection and well-being of migrant workers 
          Better information, better protection .......................................................................................... 158
          Fair recruitment practices ............................................................................................................. 159
          Maximizing development impacts ................................................................................................. 162
   5.5 Governance and regulation of labour migration in destination countries .............................................. 163
      5.5.1 Objectives of migration policies .............................................................................................. 163
      5.5.2 Admission policies .................................................................................................................... 164
      5.5.3 Increasing opportunities for legal migration, especially for low-skilled workers ................. 166
      5.5.4 Regulating labour market access, mobility, and recognition of qualifications ...................... 170
      5.5.5 Protection of migrant workers ................................................................................................. 172
      5.5.6 Labour inspection and enforcement .......................................................................................... 173
      5.5.7 The right to join unions and voice complaints ......................................................................... 174
      5.5.8 Addressing irregular migration ................................................................................................. 175
      5.5.9 Facilitating social cohesion ....................................................................................................... 178
      5.5.10 Maximizing development benefits: A shared responsibility ................................................. 183
      5.5.11 Addressing brain drain issues ................................................................................................. 185
   5.6 Conclusions ......................................................................................................................................... 188
Part III. Conclusions and future directions

7. Conclusions and the way forward ........................................ 209
   7.1 The changing nature of migration flows
       and their implications for policy ...................................... 210
   7.2 Migration and development: Issues and key challenges .......... 213
   7.3 The international normative framework:
       The foundation of the rights-based approach .................... 215
   7.4 Governing migration at the national and international levels .. 218
       7.4.1 Policy directions at the national level ..................... 218
       7.4.2 More effective international cooperation .................. 219
   7.5 The way forward: The role of the ILO ........................... 221

Bibliography ........................................................................... 223

Appendix I. ILO Multilateral Framework on Labour Migration:
          Non-binding principles and guidelines for a rights-based
          approach to labour migration ........................................ 245

Appendix II. Signature and ratification of international instruments
             on migration/migrants' rights, as at 30 July 2009 ............. 271

Appendix III. Resolution and conclusions concerning a fair deal
               for migrant workers in a global economy ..................... 275

Index .................................................................................... 289