

Labour migration policy in Asia and good practices in ethical recruitment

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- **Labour migration in Asia**
- **Vulnerabilities of migrant workers throughout migration cycle**
- **Good practices**

Labour Migration in Asia Pacific

South-East Asia

- Increased intra-ASEAN migration
- Driven by large income and demographic differentials between ASEAN economies
- Porous borders boosting low-skilled, undocumented migration
- Rapidly aging population in growing economies

Labour Migration in Asia Pacific

South Asia and the GCC

- South Asians are the largest migrant labour workforce in the GCC.
- Migration within South Asia is also a dominant feature
- The GCC have some of the largest numbers of temporary labour migrants in the world.
- Increased scrutiny of the Kafala sponsorship system

What makes migrant workers more vulnerable?

- Irregular migration
- Migration governance gaps
- Enforcement challenges across jurisdictions and regions
- Gender dimension to vulnerability
- Barriers to grievance mechanisms and remedy

Vulnerabilities during labour migration process

Recruitment/Deployment

- Debt bondage
- Misrepresentation
- Withholding of Documents

Employment

- Employer-specific permit requirements
- Decent work deficits

Return

- Non-payment of wages prior to return
- Extended deportation and detention

Good practice 1: Bilateral Labour Arrangements

- Increase in such arrangements between Asian origin and destination countries
- In Asia, almost 70 per cent of the arrangements take the form of the looser MOU framework
- Has potential for encouraging good practices in governance of labour migration flows, and promote policy coherence

Good practices identified in BLAs

- Specific reference to equal treatment of migrant workers, non-discrimination and/or protection of migrant rights
- Provisions to protect migrant workers from recruitment malpractices at both origin and destination
- Address gender concerns, and concerns of vulnerable migrant workers, particularly those not covered by labour laws in destination countries
- Provide social security and health care benefits for migrant workers
- Provision for free transfer of savings and remittances

Specific BLAs in Asia

- New Zealand – Kiribati
 - Seasonal workers (Inter-Agency Understanding)
- Saudi Arabia – The Philippines
 - Domestic workers (Dedicated Domestic Worker Agreement)
- Thailand – Myanmar
 - Workers (Memorandum of Understanding)

Good practice 2: Regional Consultative Processes

- Forum for Asian countries of origin to share best practices on overseas employment
- Address issues and propose practical solutions
- Thematic Area Working Groups
 - Fostering ethical recruitment
 - Remittances
 - Labour Market Analysis
 - Pre-departure orientation and empowerment
 - Skills development and recognition

Colombo Process
Migration for Prosperity : Adding Value by Working Together



Good practice 2: Regional Consultative Processes

Abu Dhabi Dialogue

- Voluntary and non-binding inter-government consultative process engaging 7 countries of destination, 12 countries of origin

Initiatives:

- Comprehensive Information and Orientation Programme
- UAE and the Philippines pilot project on oversight and monitoring of recruitment practices



حوار أبوظبي بين الدول الآسيوية المرسلة والمستقبلة للعمالة
Abu Dhabi Dialogue among the Asian Labor-Sending and Receiving Countries

Good practice 2: Regional Consultative Processes

Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime

- Forum for policy dialogue, information sharing and practical cooperation
- Expanded to include private sector in 2017
- The combined force of both business and government to address the issues surrounding human trafficking



Bali Process
Government &
Business Forum

Good practice 3: Private Sector Engagement

Corporate Responsibility in Eliminating Slavery and Trafficking (CREST)

PILLAR 1



Training for the Commercial Sector on Slavery and Trafficking

PILLAR 2



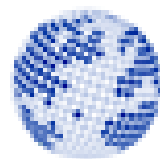
Pre-departure and Post-Arrival Orientation Training

PILLAR 3



Supply Chain Mapping and Ethical Recruitment Support

Good practice 3: Private Sector Engagement



IRIS

International Recruitment
Integrity System

The goal of IRIS is to **transform the international recruitment industry** by:

- ✓ Promoting the Employer Pays Principle
- ✓ Promoting greater transparency within international recruitment
- ✓ Promoting the rights of migrant workers



How businesses are driving demand for ethical recruitment



A man in a white polo shirt and dark shorts is sitting on a stool in a large industrial workshop. He is working on a large piece of machinery. The workshop is filled with various mechanical parts, including large circular components and metal frames. The background shows a high ceiling with industrial lighting and structural elements.

THANK YOU

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