

**OHS of Migrant Workers: an
international concern**

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OHS of Migrant Workers: Introduction

An international concern

- The global diaspora of migrant workers is unprecedented.
- It is estimated that over 175 million or 3% of the world's population live outside their country of origin.

Aims of the presentation are to outline:

- The key themes/debates & gaps in the literature
- A number of national & international research initiatives
- ILO response
- Joint the dots

Migrant Labour: NZ Overview

- NZ's migrant population is approx 927,000 in which over 1/3 of the people born overseas had been living in NZ for 4 years or less (Statistic NZ, 2007).
- In NZ migrant arrivals exceeded departures (an excess of 172,290) in 2008.
- In Auckland over 60% of the population are now migrants (ACC, 2007).

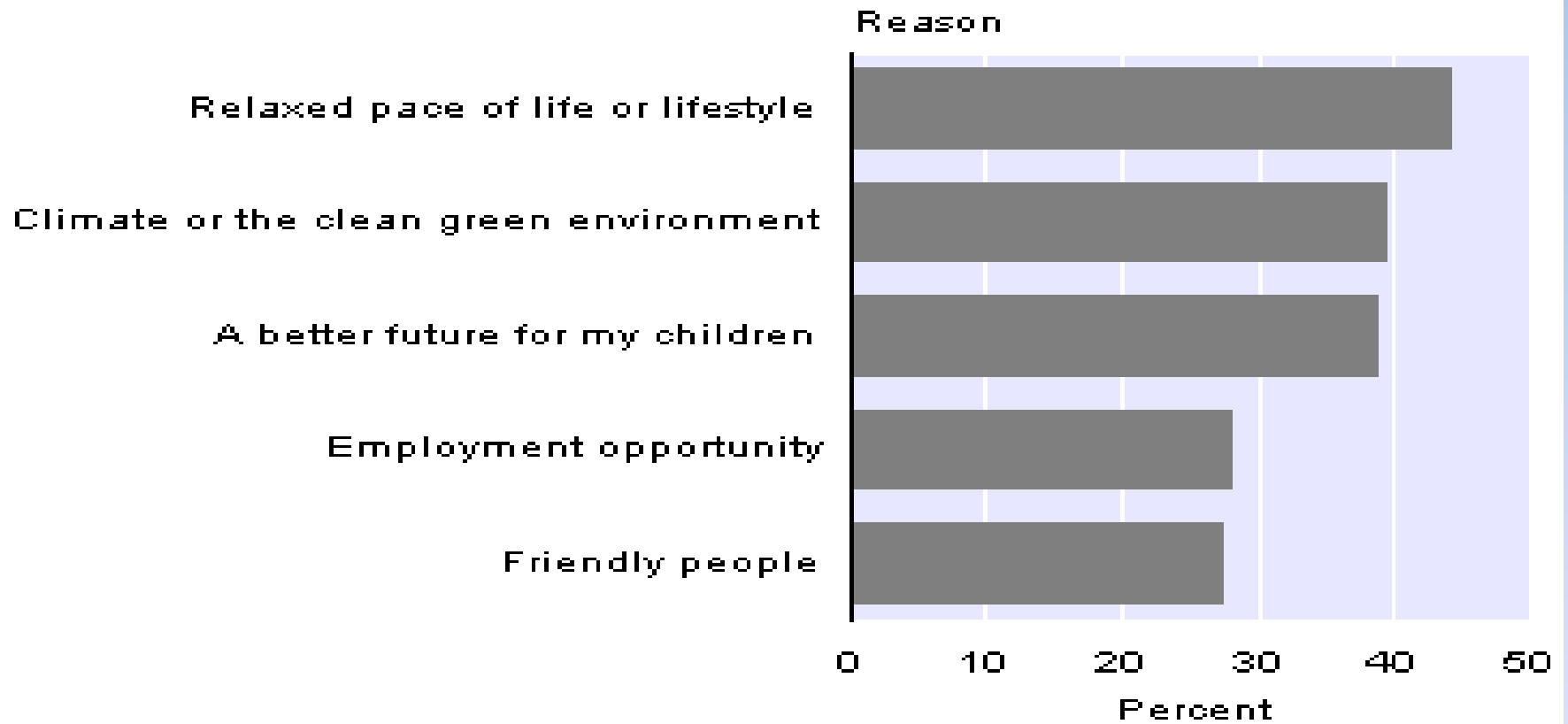
Source of Migrants to NZ (Statistics NZ)

- Most frequent source of immigration in 2007-2008 is:
 - Asian countries (29%);
 - UK (27%);
 - Other countries 17% of which South Africa was the main source.
- What is not known is the suspected large number of non-documented or illegal migrant workers in NZ.

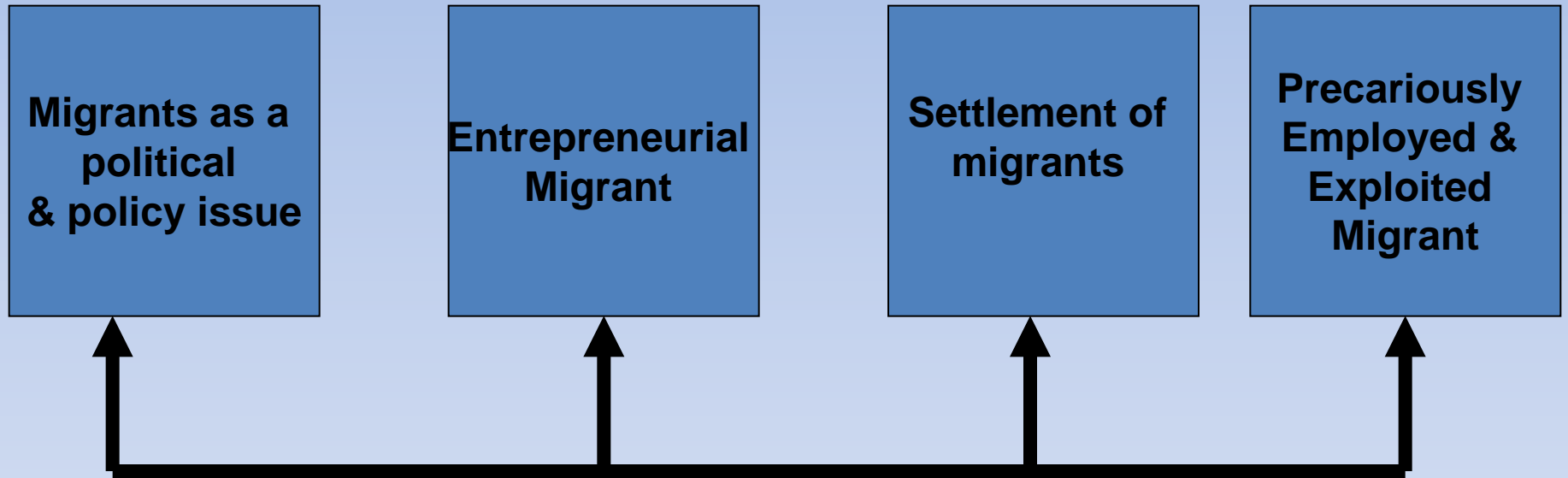
Statistics NZ 2005-2007 Survey

Five Main Reasons for Choosing New Zealand

*Longitudinal Immigration Survey:
New Zealand Wave 1*



Different Views of Migrant Labour within Policy & Research



Different Views of Migrant Labour

- ***Migrants as a political & policy issue:***
 - Department of Labour: Organised Illegal Immigration by Greg Talcott vs
 - Human Rights Commission (“Brain Gain”)
 - Motu Economic & Public Policy Research: “International migration in uncertain times Conference”, Nov, 2009
 - OECD International Futures Project on Migration
 - The World Bank: International Migration, Economic Development and Policy
 - ILO: welfare of migrants – particularly since the economic downturn
 - CARAM (Coordination of Action Research on AIDS & Mobility)

Different Views of Migrant Labour

The entrepreneurial migrant:

- **They are a category of migrant:**
 - “saviours” of the host country’s economy & to fill skill and/or labour shortages
- **Most of these studies are located in the entrepreneurial or SME literature & often focus on a particular ethnicity**
 - eg Somali immigrant workers by Pauline & Bernard Guerin (NZ) and Ram et al (UK)
- **International interest:**
 - EU: IMISCOE (International Migration, Integration and Social Cohesion)
 - UN: Symposium on International Migration & Development Entrepreneurship among migrants – Jan Rath

Different Views of Migrant Labour

- Adjustment and settlement of refugee and migrant families
 - The integration of migrant workers in the labour market: Policies and their impact by Böhning, de Beijl, **ILO**
 - Korean Migrant Families in Christchurch by Suzanne Chang, Carolyn Morris & Richard Vokes
 - Life in NZ: Settlement Experiences of Skilled Migrants (2008) by Juthika Badkar

Different Views of Migrant Labour

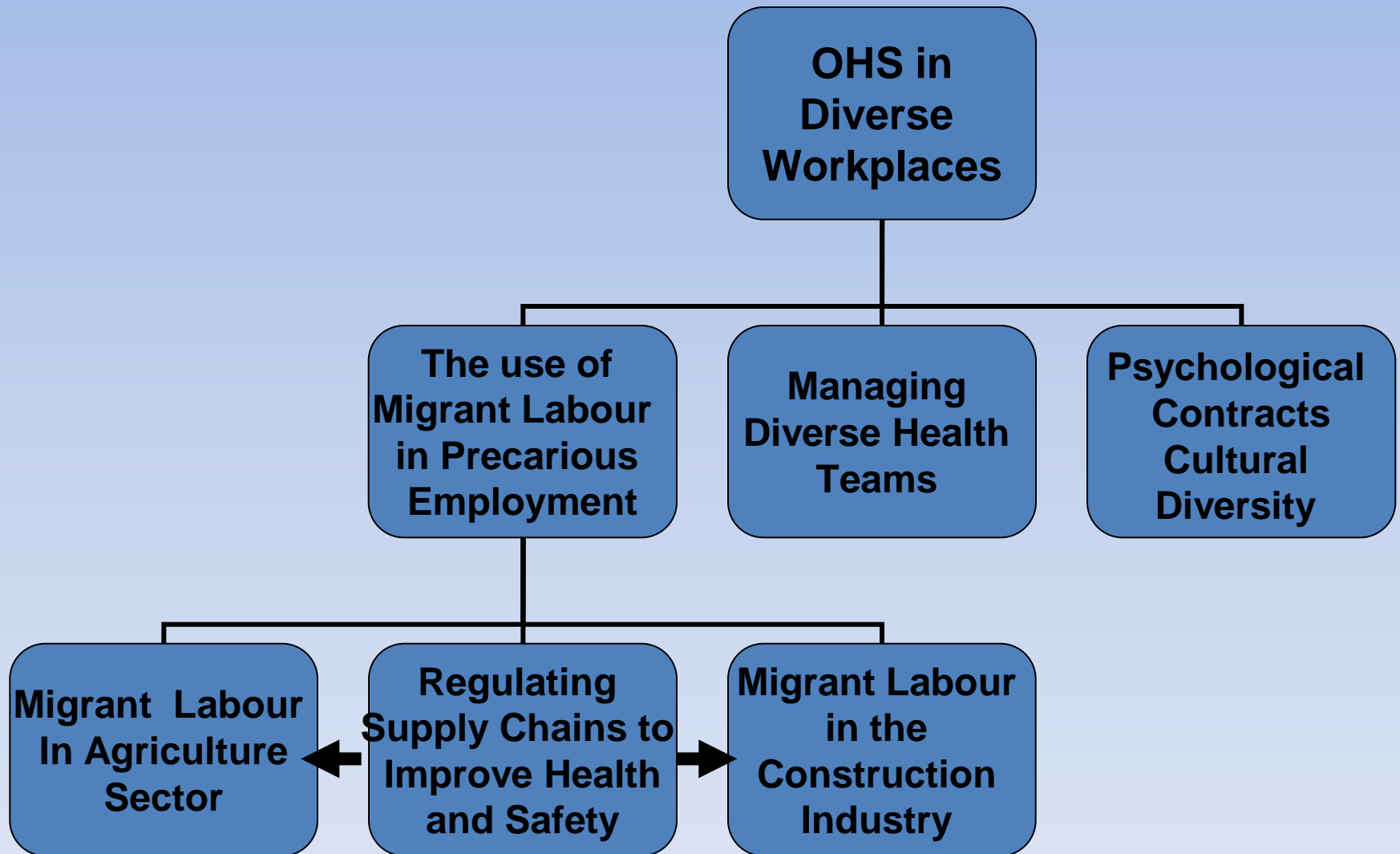
The exploited, disposable & “invisible” migrant worker

- Studies show that migrant workers often:
 - Work in areas where is a lack of local labour
 - Are over-qualified for the work that they do;
 - Work in precarious, hazardous employment
 - Work long &/or anti-social hours
 - Often undocumented/illegal
- Much of this research is located in the OHS literature and centred around industries with a high prevalence of precarious employment – clothing & textile, construction, agriculture, etc.

ILO Response

- **Established Conventions, eg:**
 - C97 Migration for Employment Convention (Revised), 1949): basic rights for migrant workers
 - The Multilateral Framework on Labour Migration: Non-binding principles and guidelines for a rights-based approach to labour migration
- **Generated Research, eg:**
 - Asian Labour Migration: Issues and Challenges in an Era of Globalization
 - Trafficking and exploitation of Chinese migrants in Europe
 - Decent work and the informal economy

Research Developments



Research Developments

- **Psychological Contracts Cultural Diversity (refer to Krivokapic-Skoko et al & Eakin)**
- **Managing Diverse Health Teams (refer to Boaz Shulruf, et al)**
- **The use of migrant labour in precarious employment (refer to Quinlan, Burgess, Hannif & Weil, etc):**
 - **Migrant Labour in the agriculture sector (refer to Tipples, et al)**
 - **Migrant Labour in the Construction Industry**

Examples of Research Initiatives

- Managing OHS in Small, Diverse Workplaces:
 - International Research Cluster established, Oct 09
 - Migrant Labour in the Construction Industry
 - Literature reviews conducted
 - Post-graduate research started
 - Funding being sought
- Managing Diverse Health Teams
 - Research cluster established
 - Funding sought

Summary

- Trying to link the various “dots”
- Generate substantial research in the area of migrant labour:
 - How best to manage diverse workforce?
 - What are the implications of being a migrant worker – health and safety?
 - Are there different ways employment is viewed – psychological contract?
 - And is the experience so black and white?

THANK YOU

Questions?