



International  
Labour  
Organization

# The ILO, The SDGs and Migration



# Decent work, migration and the SDGs

## 8 DECENT WORK AND ECONOMIC GROWTH



### Target 8.8

Protect labour rights and promote safe and secure working environments of all workers, including **migrant workers**, particularly **women migrants**, and those in precarious employment.

## 10 REDUCED INEQUALITIES



### Target 10.7

Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.

# SDGs and Indicator framework

- SDG custodianship
  - 14 global SDG indicators (joint)
  - Partner to 3 more
  - Involved in methodological development of many others
    - (f.e. 5.4.1 on proportion of time spent on unpaid domestic and care work)
- Some relevant migration indicators:
  - 5.4 (care and domestic work),
  - 8.7 (forced labour),
  - 8.8 (protecting labour rights),
  - 10.3 (ensure equal opportunity),
  - 10.4 (fiscal, wage, and social protection policies),
  - 10.7 (orderly and regular migration)
  - 17.18 (improving data quality)

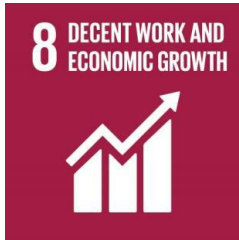
# The SDGs, Decent Work, and migration

- **Goal 8: Decent work and economic growth**

- 8.2.1 I Annual growth rate of real GDP per employed person
- 8.3.1 II Proportion of informal employment in non-agriculture employment, by sex
- 8.5.1 II Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
- 8.5.2 I Unemployment rate, by sex, age and persons with disabilities
- 8.6.1 I Proportion of youth (aged 15-24 years) not in education, employment or training
- 8.7.1 I Proportion and number of children aged 5-17 years engaged in child labour, by sex and age
- 8.8.1 I Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status
- 8.8.2 III Level of national compliance of labour rights (freedom of association and collective bargaining)
- 8.b.1 III Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy

- **Goal 10: Reduced inequalities**

- 10.4.1 I Labour share of GDP, comprising wages and social protection transfers
- 10.7.1 III Recruitment cost borne by employee as a proportion of yearly income earned in country of destination



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

### Target 8.8

Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment.

#### Indicators:

**8.8.1** Frequency rates of fatal and non-fatal occupational injuries by sex and **migrant status** (ILO) (Tier 1)

**8.8.2** Increase in national compliance of labour rights based on ILO textual sources and national legislation, by sex and **migrant status** (ILO) (Tier 3)



## Reduce inequality within and among countries

### Target 10.7

Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.

#### Indicators:

**10.7.1** Recruitment cost borne by employee as a proportion of yearly income earned in country of destination (ILO and World Bank) (Tier 3)

**10.7.2** Number of countries that have implemented well-managed migration policies (IOM and UNPD) (Tier 3)



## Other important targets related to migration

### Target 10.c

By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cent

**10.c.1** Remittance costs as a proportion of the amount remitted (WB) (Tier 3).

### Target 17.18

Enhancing capacity building support to developing countries to increase significantly the availability of high-quality, timely and reliable data disaggregated by several characteristics, including **migratory status**

**17.18.1** Proportion of sustainable development indicators produced at the national level with full disaggregation when relevant to the target, in accordance with the Fundamental Principles of Official Statistics (UNSD) (Tier 3).

# Building the evidence base

## Measuring SDGs on labour migration and recruitment

- ILO Global estimates on migrant workers (2015)
- ICLS Resolution IV (2013) concerning further work on labour migration statistics
  - Experts working group to define international standards on labour migration statistics. Main tasks:
    - Recommend statistical concepts and definitions
    - Contribute to 2018 ICLS discussion on global international concepts and standards
- ILO/WB (KNOMAD) surveys on labour migration and recruitment costs
- Technical meeting of experts on the definition of recruitment costs
- ILO/WB custodians to develop methodology and testing for measuring SDG 10.7.1 on recruitment costs





## Reduce inequality within and among countries

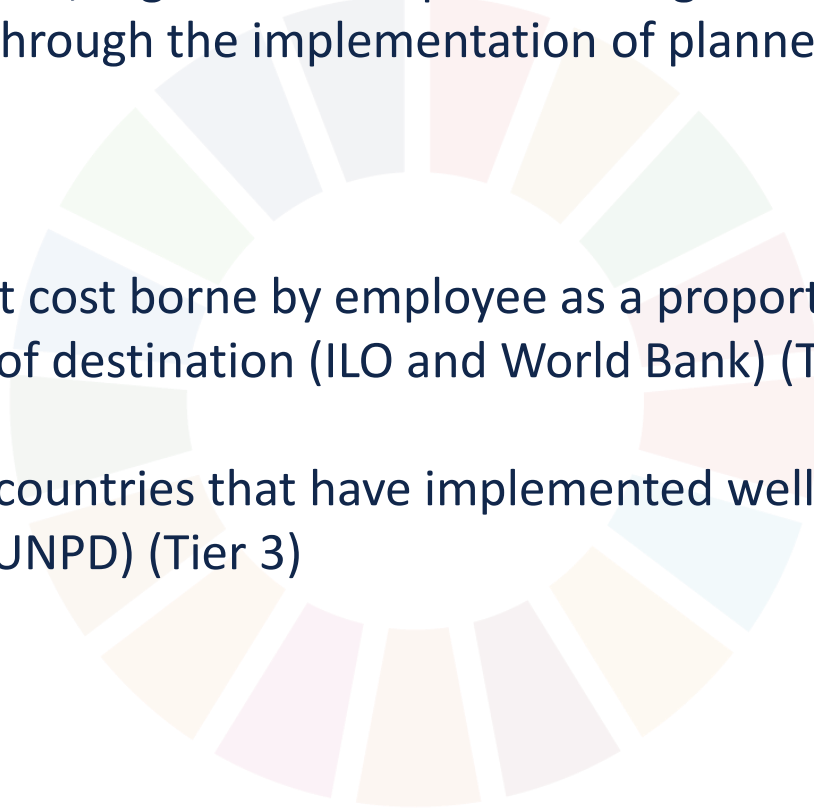
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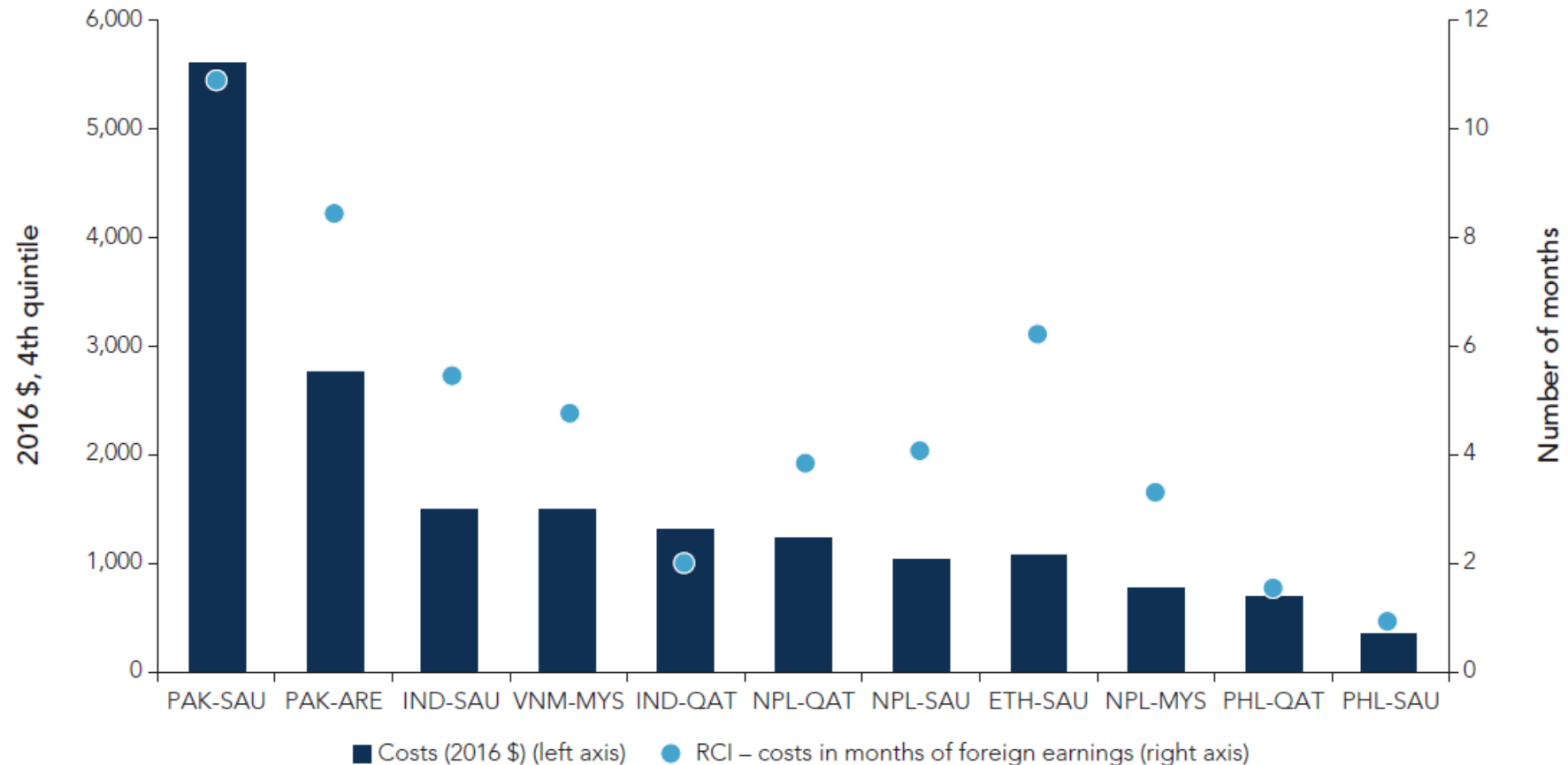
# Measuring recruitment costs

## KNOMAD key findings

- Migration corridors matter
- High cost items vary by origin country
- Gender matters
- High recruitment costs do not necessarily reflect high wage differentials between origin and destination countries
- Hidden costs can arise varying by working conditions and occupations
- Loans increase migration costs

# Measuring recruitment costs

Absolute and per-month recruitment costs per corridor



Source: World Bank (2017). Migration and Remittances, Migration and Development Brief.

Jesse Mertens, mertensj@ilo.org

# Measuring recruitment costs

Destination	Origin	Total recruitment costs		Average monthly earnings in destination (US\$)
		Average (US\$)	Average months of earnings	
Saudi Arabia	<b>Pakistan</b>	<b>4,395</b>	<b>10.6</b>	<b>469</b>
	Ethiopia	991	3.6	340
Qatar	India	1,149	2.0	592
	Philippines	480	1.1	469
	Nepal	1,054	3.3	339
Kuwait	<b>Bangladesh</b>	<b>3,136</b>	<b>9.0</b>	<b>347</b>
	India	1,248	2.5	494
	Sri Lanka	319	0.9	339
UAE	<b>Pakistan</b>	<b>2,351</b>	<b>7.2</b>	<b>394</b>
Spain	Bulgaria	201	0.2	1,300
	Ecuador	1,032	0.8	1,300
	Morocco	333	0.3	1,300
Korea	Indonesia	1,506	1.3	1,200
	Thailand	1,466	1.2	1,200
	Vietnam	1,582	1.3	1,200
Malaysia	Vietnam	1,382	4.2	353

Source: KNOMAD worker-paid costs surveys

# KNOMAD methodology to measure recruitment costs

- 
- Recruiter /Job broker charges
  - Visa costs
  - Inland transportation expenses
  - International transportation
  - Passport fee
  - Medical fee
  - Insurance fee
  - Security clearance fee
  - Pre-departure briefing
  - Language training
  - Skills assessment fee
  - Contract approval fee
  - Exit approval fee
  - Welfare fund fee
  - Employer recruitment costs deducted from salary
  - Debt repayments

**Note: There is not yet a global definition of recruitment costs and fees, key for statistical purposes (SDG 10.7.1)**

# Measuring recruitment costs

- Coverage in migrant characteristics:
  - Low skilled migrant workers / sector specific?
  - Short term and/or long term?
  - Migrants admitted past 3 years?
  - Regular or irregular?
- In which migration corridors to test the methodology?
- Where to survey migrants – origin or destination countries?
- Population or ad-hoc surveys?
  - Population survey: Module designed to add to LFS or other survey, limited data but larger sample
  - Ad-hoc surveys: more detailed interviews possible but harder to obtain accurate sampling frame
- Minimum sample size?
  - Sufficient to capture gender differences and stratification by employment sectors (agriculture, construction, domestic work, services). Population survey, difficult to oversample migrants/hard-to-reach populations.
- What statistics to present?
  - Mean, median or focus on upper tail of cost distribution (e.g 4th or 5th quintile)

# Measuring recruitment costs

- 2017/18 activities:
  - Assessing existing methodology and opportunities at national levels -- first assessment report by end of December on experience in collection of the data (end December 2017).
  - Draft methodology discussed at a validation workshop on the collection of recruitment cost data with NSOs, including a sampling methodology for reliable national statistics (end of March 2018).
  - Revised methodology presented to ICLS for information (November 2018).
  - Review existing definition(s) on migration and recruitment costs, update the definition – Comparative study on definitions used in national contexts, technical meeting of experts on definitions (last quarter of 2018).
  - Piloting methodology in 1 or 2 countries (mid-2019).





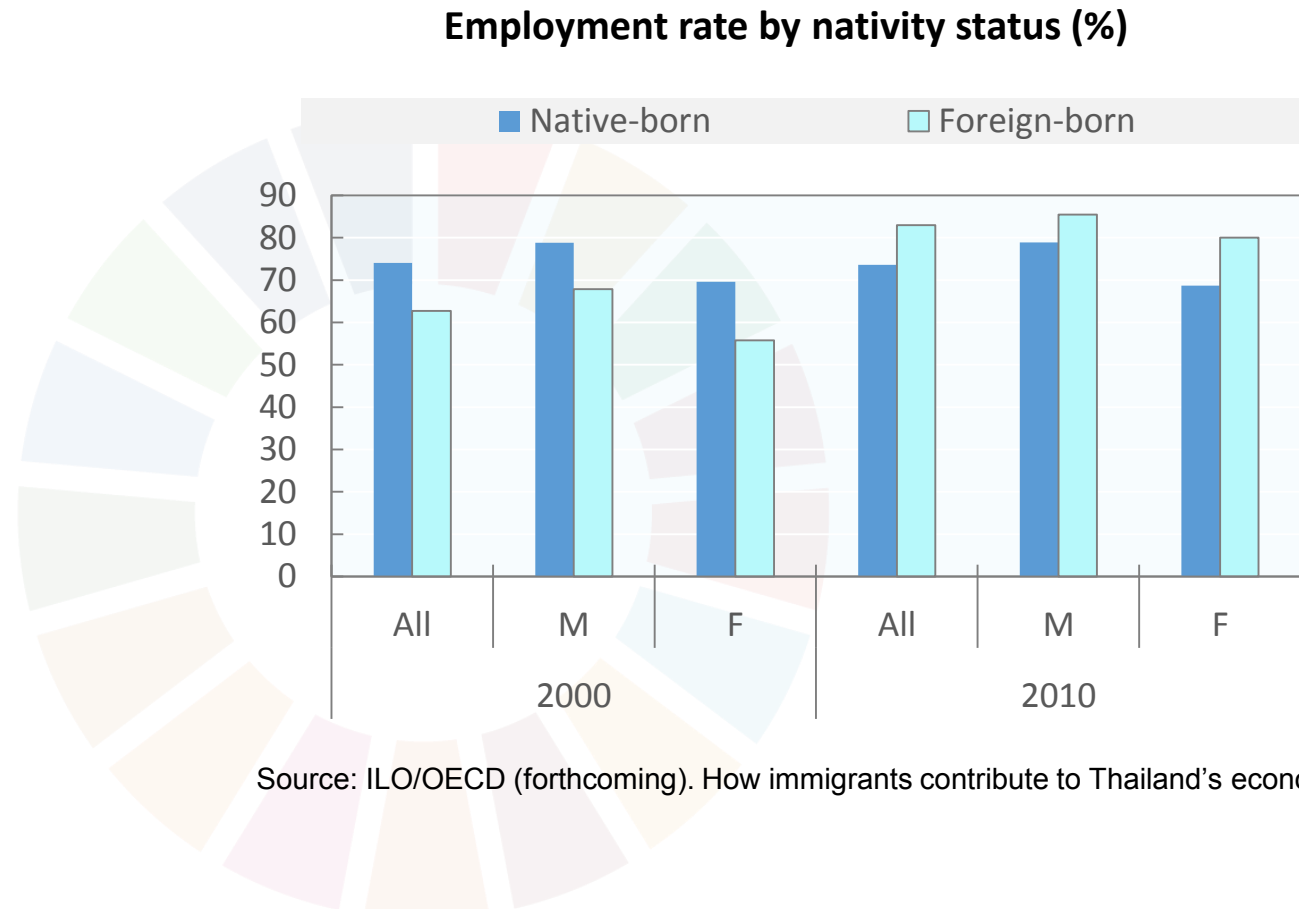
# Assessing economic impacts of immigration in developing countries

Produce evidence-based understanding of the economic contribution of labour immigration in low and middle-income countries.

Duration: August 2014 – January 2018

# Labour force & human capital

- The increase in employment led to a dramatic change in the role of immigrant workers in the economy
- Young, employed immigrants can help mitigate the impact of an ageing population in Thailand
- Unemployment among immigrant workers is likely to be low

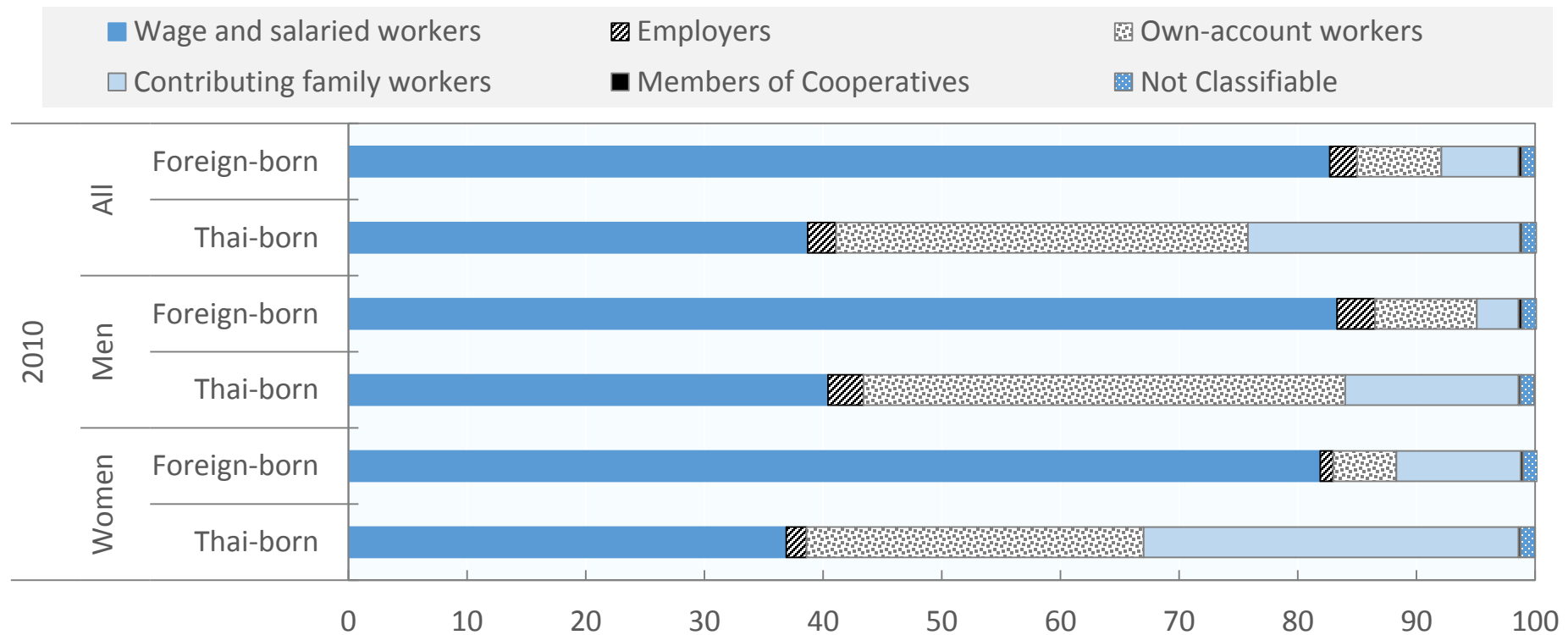


Source: ILO/OECD (forthcoming). How immigrants contribute to Thailand's economy.

# Labour force & human capital

- Large majority of both male and female foreign-born workers in Thailand are in wage employment

**Status in employment rate by nativity status (%)**



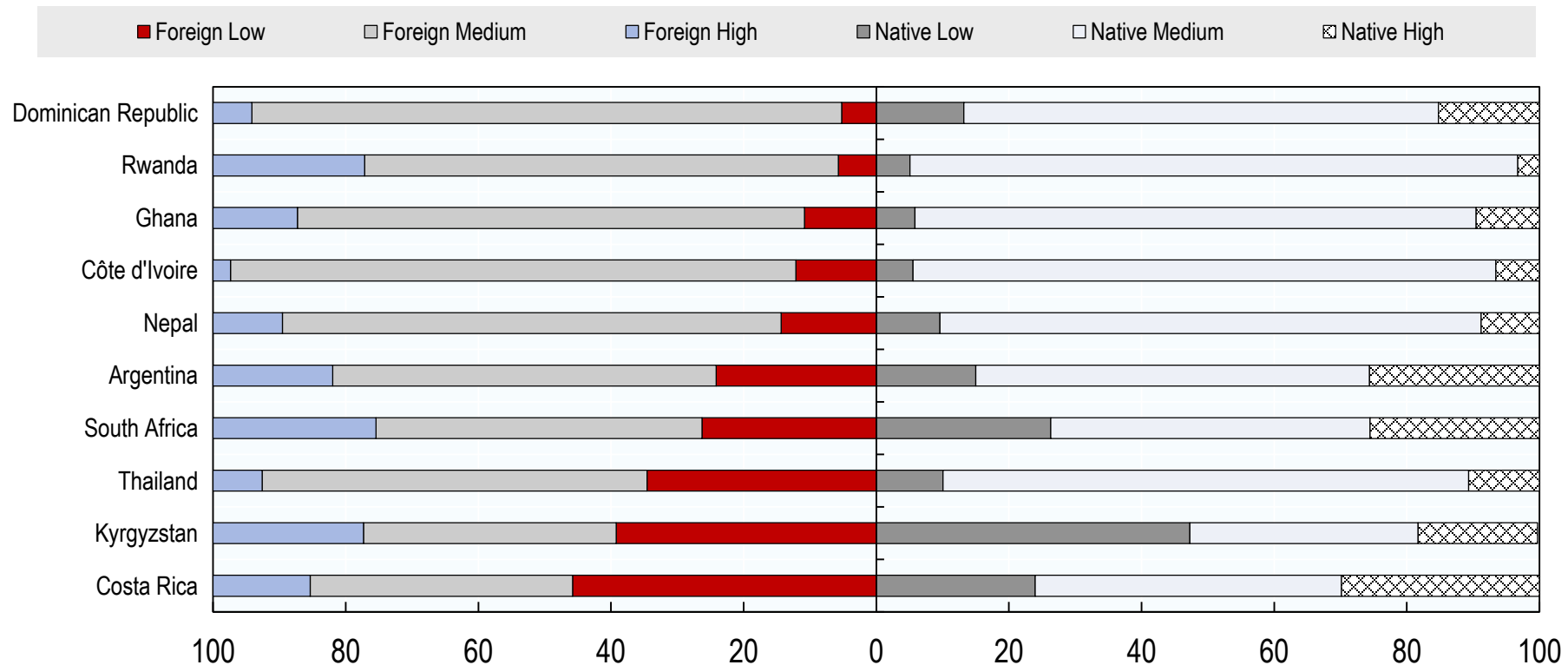
Source: ILO/OECD (forthcoming). How immigrants contribute to Thailand's economy.

# Labour force & human capital

## Comparative analysis across ten ECLM partner countries

**Foreign-born workers are often overrepresented in low skill occupations**

*Occupational employment shares, by nativity status and skill level (% , most recent period)*



Source: ILO/OECD (forthcoming). How immigrants contribute to developing countries' economies.

ILO/OECD DC - How immigrants contribute to Thailand's economy

# Trigger questions?

How is reporting on SDGs at a country level progressing?

Are recruitment costs currently monitored at the national level? How?  
And if not, how can permitted costs and actual costs best be measured/tracked?



# Thank you

[www.ilo.org](http://www.ilo.org)

Fair Recruitment Guidelines

[http://www.ilo.org/global/topics/fair-recruitment/WCMS\\_536755/lang--en/index.htm](http://www.ilo.org/global/topics/fair-recruitment/WCMS_536755/lang--en/index.htm)

Jesse Mertens  
Labour Migration Branch, ILO

# International initiatives

- **ILO General Principles and Operational Guidelines for Fair Recruitment**
- International Recruitment Integrity System (IRIS)
- International initiatives to reduce remittance costs
- The UN Global Compact (2018)

# ILO's Fair Recruitment Initiative and Guidelines

- **Zero recruitment fees** and related costs for workers
- **Equal treatment** in employment and working conditions
- **Bilateral agreements** to insulate employment contracting from influence of intermediaries
- Increase **labour market information**
- More scope for **direct recruitment**
- Rules requiring **transparency** in transactions
- Minimize regulations and red tape, including through **online / e-governance** processes
- Enforce stiff penalties for selling visas