ILO Tools on Labour Migration Governance and the Protection of Migrant Workers
Introduction

The ILO is the only United Nations agency with a constitutional mandate to protect migrant workers, a mandate that has been re-affirmed by the 1944 Declaration of Philadelphia and the 1998 ILO Declaration on Fundamental Principles and Rights at Work. It has been dealing with labour migration issues since its inception in 1919 and has pioneered international Conventions to guide migration policy and protection of migrant workers. All major sectors of the ILO—standards, employment, social protection and social dialogue - work on labour migration within its overarching framework of ‘decent work for all’. ILO adopts a rights-based approach to labour migration and promotes tripartite participation (governments, employers and workers) in migration policy.

Over the years, the ILO has developed various tools in the form of training manuals, research publications, and compendia of laws and conventions to help various stakeholders understand the issue of labour migration. These include, for example, training manuals on labour migration management and the development of a migration information system, compendia of international labour standards and conventions on migration, and research on various aspects of labour migration, such as the protection of migrant workers, its labour market and economic impact, irregular migration, and exploitation and trafficking.

This brochure lists and describes some of the more recent publications on labour migration by the ILO, with special focus on those produced by the ILO Regional Office for Asia and the Pacific. Electronic copies of the publications can be downloaded from the websites listed at the back cover, but hard copies can also be requested by filling up an order form.
Research, Training Manuals, and Law Compendiums on Labour Migration

1 **ILO Multilateral Framework on Labour Migration**
   This document contains non-binding principles and guidelines for a rights-based approach to labour migration. It aims to assist governments, social partners, and stakeholders in their efforts to regulate labour migration and protect migrant workers. The document also contains a global compilation of good practices on labour migration developed by governments and social partners.

2 **Towards a fair deal for Migrant Workers in the global economy**
   This report synthesizes the lessons that can be drawn from the experience of both origin and host countries in seeking to manage migration to improve the treatment and conditions of migrant workers and members of their families. The analysis offered by the report is meant to provide a basis for formulating sound recommendations for future action and for the active engagement and participation of the ILO’s constituents in their realization.

3 **Labour migration policy and management: training modules**
   by ILO International Migration Programme and Subregional Office for East Asia
   This document provides training content for policymakers and stakeholders on the following: the issues and challenges in international labour migration; development of national migration policies and structures; foreign employment programme; admission of foreign workers; migrant worker protection; the role of employers’ and workers’ organizations in migration policy; addressing irregular migration; addressing discrimination, exploitation, and trafficking; and migration statistics.

4 **International labour standards on migrant workers’ rights: guide for policymakers and practitioners in Asia and the Pacific**
   by ILO Regional Office for Asia and the Pacific, Sub-Regional Office for East Asia
   This publication is intended as a handy reference guide, explaining the rights of migrant workers to policymakers and practitioners based on international labour standards. It discusses migrant workers’ rights at all stages of migration—pre-departure, on arrival, during employment, and on repatriation or return. It also discusses the role of the ILO in setting international labour standards.
International Migration Statistics
by R.E. Bilsborrow, Graeme Hugo, A.S. Oberai, and Hania Zlotnik
This book discusses a wide range of conceptual and analytical issues related to the measurement of international migrants and their remittances, including problems often encountered, and provides guidance on how to develop and disseminate statistics on international migration. Attention is also given to specially designed surveys for use in examining the determinants and consequences of international migration.

Workers without Frontiers
by Peter Stalker
This book examines how migration interacts with movements of goods and capital, and how it is closely tied to social and economic changes. It also lays out clearly the major impact that economic convergence is likely to have on migrant flows, and with what broader consequences.

Competing for Global Talent
edited by Christiane Kuptsch and Pang Eng Fong
This book includes general and theoretical papers on skilled migration and also papers on the country experiences of Australia, India, Japan, Singapore, the United Kingdom, and the United States. It addresses the socio-economic and cultural challenges created by increased mobility in a world where globalizing and localizing forces are at work simultaneously.

Merchants of Labour
edited by Christiane Kuptsch
Many migrants seek overseas employment with the help of agents or intermediaries. These “merchants of labour” include relatives, public employment services, private recruitment agencies, but also an insalubrious underworld of smugglers and traffickers. This book highlights best practices in the activities and regulation of these merchants of labour as well as innovative strategies to protect migrant workers, underlining the contribution of ILO standards.

Offshoring and the Internationalization of Employment: A challenge for a fair globalization?
edited by Peter Auer, Geneviève Besse and Dominique Méda
Are job losses and the degradation of working conditions in the developed world due to globalization and the offshoring of jobs? The book analyses trends and patterns in the internationalization of employment, looks at losers and winners, and proposes new policies of compensation.
10 The New Offshoring of Jobs and Global Development
by Gary Gereffi
The volume contains the full text of the 7th ILO Nobel Peace Prize Social Policy Lecture dealing with the following topics: (i) An overview of the contemporary global labour market; (ii) Global consolidation and industrial upgrading: The promise and perils of development; and (iii) Globalization and the demand for governance.

11 ILO Migration Survey 2003: Country Summaries
This book offers country-by-country summaries of the 93 replies to the migration survey received by the ILO up to April 2004. The survey shows the positions of various member countries, stressing the need to have access to comparative information on the experience of other countries in such areas as migration policy, legislation and national practices, migratory flows and the employment of nationals abroad—all for the purposes of devising and administering policies on the migration of labour.

12 Sending Workers Abroad
by Manolo Abella
This book examines the role played by the state and private sector in organizing labour migration and the economic and social issues raised by such migration policies and programmes. It explores the question of whether, and how, labour migration should be controlled and regulated to safeguard the interests of the sending state without infringing the basic rights of the individual.

13 Employing Foreign Workers
by W.R. Böhning
This manual sets out the considerations and options that policy-makers and academics can draw upon when they are faced with questions on migrant workers, such as the involvement of employers and workers organizations, the irregular inflow of workers, illegal employment, and whom to admit and under what conditions. The book will be especially useful in countries confronted for the first time with the employment of foreigners.
14 An Information Guide – Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers
The guide is intended to enhance understanding of the vulnerability of women migrant workers to discrimination, exploitation and abuse throughout all stages of the international migration process, including being trafficked. It is made up of six booklets focusing on the following topics: i) the focus on women international migrant workers; ii) preparation for employment abroad; iii) recruitment and journey; iv) work and life abroad; v) return and reintegration; and vi) trafficking of women and girls.

15 Migrant Workers and Human Rights: Out-Migration from South Asia
edited by Pong-Sul Ahn
This book presents an overview of the economic consequences and social aspects of out-migration in Bangladesh, India, Nepal, Pakistan, and Sri Lanka. Country-specific papers analyze the trends and nature of out-migration, examine the socio-economic impact of migration on both sending and receiving countries, highlight the human and labour rights of migrant workers, and finally discuss the trade union responses to migration-related issues.

16 The economic contribution of migrant workers to Thailand: towards policy development
by Philip Martin
This paper makes estimates of the economic contribution of migrant workers to Thailand. The report estimates that, in recent years, migrants have made a net contribution of about US$53 million annually to the Thai economy. According to the report, by recognizing the contribution of migrant workers to the economy and adjusting migration policy, the Thai government could better manage labour migration while protecting migrants.

17 Decent Work for Migrants through Decent Talks by Countries: Improving the Management of Labour Migration to Korea through Bilateral Cooperation
by ILO/EU Asian Programme on the Governance of Labour Migration
This paper documents the experience of Korea in implementing its recently-established guest worker programme otherwise known as the Employment Permit System. It summarizes the results of bilateral consultations on how the EPS has worked so far, organized in the form of national workshops on the Employment Permit System conducted in the Philippines, Thailand, Indonesia, and Viet Nam. It also reports on the results of a joint ILO-HRD Korea survey of 500 migrant workers in Korea to document their recruitment experience and their conditions of work and their view of the EPS, particularly how their experience should inform future policy.
18 Labour migration 2003–2005: the work of the ILO to improve labour migration management policy and protection of migrant workers in East Asia

by ILO Sub-Regional Office for East Asia

This publication documents the work that has been done by the ILO in East Asia from 2003 to 2005 to help governments manage labour migration and enable social partners to take action on migration. It also describes technical cooperation projects undertaken by the ILO to confront exploitation and trafficking, as well as its policy research on labour migration and trafficking.

19 ILO Conventions on Migration (in Thai)

by ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia

Targeted to migration stakeholders in Thailand, this document gathers and translates into Thai the two main ILO Conventions of Migration. These are ILO Convention 97 on Migration for Employment, and ILO Convention 143 on Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers.

20 Learning the needs to fight human trafficking in the GMS 2003–2008

by ILO Mekong Sub-regional Project to Combat Trafficking in Children and Women

Through the Mekong Sub-regional Project to Combat Trafficking in Children and Women, the ILO has generated a wealth of research on issues related to human trafficking. This document is a directory—with brief summaries—of the research publications and video presentations by the Project in Cambodia, China’s Yunnan Province, Lao PDR, and Thailand.

21 Dreamseekers: Indonesian Women as Domestic Workers in Asia

by Dewi Anggraeni

This book uncovers the hidden world of domestic helpers from all points of view: the employers, the agents, the governments, the NGOs, and most importantly the workers themselves. This first-hand account of the struggles and successes is described in vivid detail, and this book is a must-read by anyone interested in the plight of these remarkable women.
Working Paper No. 1
Underlying Factors in International Labour Migration in Asia: Population, Employment and Productivity Trends
by Gavin Jones
This paper looks at the demographic and economic factors that are certain to impact the flow of labour migration in the Asian region in the future. These factors include trends in fertility, labour force participation, the educational composition of the labour force, and the changing employment structure in the region. The paper concludes that labour migration flows will continue to increase in the region and that the question is whether these flows will occur legally or be increasingly irregular.

Working Paper No. 2
Labour Shortage Responses in Japan, Korea, Singapore, Hong Kong, and Malaysia: A Review and Evaluation
by Geoffrey Ducanes and Manolo Abella
This paper looks at the extent of and policy responses to the problem of labour shortage in the economies of Japan, Korea, Singapore, Hong Kong, and Malaysia. The labour shortage has both economic and demographic roots in these economies, except in Malaysia where it is mainly of economic origin. Policy responses are categorized into raising productivity, extending employment, enlisting the inactive and unemployed, importing workers, offshoring and outsourcing, and improving fertility. The five countries undertook different mixes of policy responses to labour shortage with varying degrees of effectiveness.

Working Paper No. 3
Recent Labor Immigration Policies in the Oil-Rich Gulf: How effective are they likely to be?
by Nasra M Shah
This paper details the recent immigration policies in the six oil-rich countries comprising the Gulf Cooperation Council. Policies were classified into those aimed at affecting the supply of and demand for foreign workers, and those aimed at increasing the demand for indigenous workers. The paper makes an assessment of the probable effectiveness of all these policies.

Working Paper No. 4
Labour Migration from Viet Nam: Issues of Policy and Practice
by Dang Nguyen Anh
This paper examines the emergent issues important to the management of labour migration from Viet Nam. It discusses the problems faced by Vietnamese migrant workers in their countries of destination, as well as the problems they face in Viet Nam in the process of migration and upon their return. The paper argues that the country needs to shift from supplying cheap low-skilled manpower to more globally competitive and skilled manpower.
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**Working Paper No. 5**

**Overseas Filipino workers and their Impact on Household Poverty**

by Geoffrey Ducanes and Manolo Abella

Using various Philippine household survey data, this paper examines whether the outflow of Overseas Filipino Workers (OFWs) has resulted in poverty reduction - particularly for the migrants’ families. It finds evidence that indeed it has: a proportionally smaller but still significant part of new migrants are found to come from the lower income deciles; and, families who are able to send a migrant abroad are able to climb up the per capita income ladder quite rapidly. On the other hand, half of OFWs are found to come from the richest quintile, indicating that returns to migration is also likely contributing to inequality.

**Working Paper No. 6**

**The Admission of Foreign Labour and Its Impact on the Labour Market in Taiwan, Province of China**

by Joseph S. Lee

This paper examines the foreign worker program (FWP) in Taiwan, Province of China, which was introduced in 1992 as a response to severe labour shortage in the island. The FWP was originally intended to allow a limited number of foreign workers to enter Taiwan in select industries and job categories. The paper traces the changes in the functions of the FWP over time as economic conditions have changed in the island. It looks at the impact of the FWP on Taiwan’s labour market and the lessons that other countries could learn from its experience.

**Working Paper No. 7**

**The Migration of Health Professionals**

by Lawrence Dacuycuy

This paper looks at the extent and impact of the global migration of health professionals – specifically physicians and nurses. It details relevant policies in different countries, such as policies aimed at stimulating the domestic supply of health professionals and policies regulating their immigration. The theoretical and empirical links between the emigration of such professionals and the health outcomes in their countries of origin are also examined.

**Working Paper No. 8**

**Overseas Filipino Workers and their Impact on Household Employment Decisions**

by Geoffrey Ducanes and Manolo Abella

This short paper subjects to empirical examination the often-cited concern that Overseas Filipino Workers (OFWs) and their remittances cause moral hazard problems in the labour supply of their households. It finds that such is not the case. Labour force participation and unemployment rates are no different in households with OFWs as compared to households without OFWs. In fact, if one nets out working-age children who are in school, labour force participation rate is higher for households with OFWs.
Working Paper No. 9
Admission of Foreign Workers as Trainees in Korea
by Young-bum Park
This paper discusses how the Korean government has responded to labour shortage among small businesses in the country. It provides a brief historical narrative of how the trainee system came into being, how it was put into effect, and its outcome. The paper utilizes the results of a time series of surveys on foreign workers from 1993 to 2001 to trace changes in their conditions of work and the extent of labour shortage over time.

Working Paper No. 10
Strengthening Social Protection for ASEAN Migrant Workers through Social Security Agreements
by Edward Tamagno
This paper looks at specific actions that ASEAN countries can take to strengthen the social protection of migrant workers within the region. It argues for the importance of agreements between countries to coordinate their social security systems in order to ensure that migrant workers and their families have access to the programs of the countries in which they are working. The paper further argues that without social security agreements, greater integration of the ASEAN region will be severely impeded.

Working Paper No. 11
Feasibility Study of the Electronic Money Remittance to Extend Social Security Coverage for Migrant Workers: The Case of the Philippines
by Barbara Jo Domingo
Using the Philippines as a case study, this report examines the feasibility of electronic money remittance systems as a means of extending the social security coverage of migrant workers. It assesses whether current remittance services offered by banks and telecommunication companies would provide appropriate mechanisms for the collection of the contributions of overseas workers. The study showed that the use of existing remittance payment systems as a way of collecting social security contributions is technically feasible although costs are still relatively high.

Working Paper No. 12
Best Practices in Social Insurance for Migrant Workers: The Case of Sri Lanka
by Teresita del Rosario
This paper discusses the social insurance schemes available to migrant workers from Sri Lanka. As of end-2006, the stock of overseas Sri Lankan workers was estimated at 1.5 million, roughly 20% of the labour force, with the majority being women working as housemaids. Measures to protect these workers are mainly overseen by the government through the Sri Lanka Bureau of Foreign Employment and include pre-departure training, skills training, the issuance of model contracts, appointment of labour attaches and welfare officers, and the establishment of the Overseas Workers’ Welfare Fund. The paper argues that these measures have had positive benefits for migrants and serve as a model for other countries which face similar circumstances. At the same time, it draws attention to several challenges that need to be addressed in order to further strengthen these measures.
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Working Paper No. 13
Do international migration policies in Thailand achieve their objectives?
by Jerrold W. Huguet
This paper looks at the international migration policy in Thailand, examines its objectives, and makes an assessment of whether these objectives are being achieved. It points out that policy objectives are often ambiguous because several different agencies formulate and implement these policies, and that the same policies lack coherence with the country’s broader development objectives. The paper underscores the need for Thailand to acknowledge that labour migration in the country will remain at high levels for the next decade or two, and to change the incentive structure of the work permit system so that both migrants and employers find it beneficial to comply with it rather than work outside of it.

Working Paper No. 14
Controlling Irregular Migration: The Malaysian Experience
by Vijayakumari Kanapathy
This paper examines Malaysia’s experience in curbing irregular migration. It traces the country’s shifting policies on irregular migration as it moved from relatively “soft” policies to tougher sanctions and controls. The paper proceeds to evaluate the effectiveness of these policies in terms of controlling irregular migration and sustainability. Finally, the paper speculates and makes recommendations on future policy directions.

Working Paper No. 15
Rural-Urban Migration and Policy Responses in China: Challenges and Options
by Dewen Wang
This paper examines the recent history of rural-urban labour migration in China in the process of its rapid socioeconomic transformation. It looks at the trends and patterns of this internal migration and its consequences on the rights and welfare of rural migrant workers and their families. The paper argues that rural-urban migration has been crucial to China’s rapid economic growth and that the provision of decent work to rural migrant workers is needed to narrow inequalities and achieve more balanced growth in the country.

Working Paper No. 16
Inter-state Cooperation on Labour Migration: Lessons learned from MOUs between Thailand and neighbouring countries
by Pracha Vasuprasat
This paper examines the experience of Thailand and her neighbouring countries, particularly Cambodia and Lao PDR, on bilateral employment agreements. It first gives a brief history and description of the economic and institutional environment under which these bilateral agreements—in the form of Memoranda of Understanding (MOUs)—were forged, proceeds to summarize the lessons learned from the implementation of the MOUs, and finally makes recommendations for future bilateral negotiations.
Working Paper No. 17
Labour Migration for Development: Best Practices in Asia and the Pacific
by Graeme Hugo
The paper makes an assessment of contemporary changes occurring in the Asia-Pacific labour migration streams—both high-skilled and low-skilled, and of the policies adopted by states which may have influenced or been influenced by them. It makes an assessment of the development impacts and potentials of labour migration programmes in the region. The paper distils a series of lessons about labour migration which is useful for policymakers in developing effective migration development policies in both origin and destination countries.

Working Paper No. 18
The Management of Irregular Migration and its Consequence for Development: East and Southeast Asia
by Ron Skeldon
The paper reviews the forms and magnitude of labour migration in East Asia and examines the important factors contributing to irregular migration in Asia, including immigration policy in destination countries. The paper also looks at the developmental impact of regularizing the irregular migrants from different perspectives—the countries of origin, the countries of destination, and the migrants themselves.

Working Paper No. 19
The Management of Irregular Migration and its Consequence for Development: Gulf Cooperation Council
by Nasra Shah
The paper reviews the forms of irregular migration in the GCC countries and their magnitude. It discusses the consequences of such irregular migration on the migrants themselves and to the Gulf countries. The paper details important legislation undertaken in sending and host countries to minimize irregular migration and to prevent the abuse of migrant workers in general.

Working Paper No. 20
Enhancing the Benefits and Reducing the Costs of Outward Migration: Experiences and Perspectives from the Philippines
by Fabio Baggio
The paper reviews the best practices and gaps concerning the contribution of migrants and diaspora to local development based on available literature. It organizes the findings according to four categories: remittances; migrants’ investment, diaspora philanthropy, and knowledge exchange. The paper also looks at the social costs of international migration and the transnational dimensions of the contributions of migrants and diaspora.
Working Paper No. 21

Protecting Migrant Workers from the Philippines

by Patricia Sto. Tomas

The paper reviews policies and programmes the Philippines has adopted as an origin country to protect its migrant workers at different stages of migration—pre-deployment, at the worksite, and upon return. The paper looks in detail at features of regulatory frameworks for overseas employment, the varied mechanisms for disseminating clear and vital information to migrants and their families, and what institutional structures need to be present to ensure fair application of rules to migrants.

Working Paper No. 22

Best Practices in Fostering Migration Opportunities: Do they work?

by Lawrence Dacuycuy

The paper looks at the trends of legal migration and examples of good practices around the world—country, bilateral, and multilateral—for fostering opportunities for legal migration, especially temporary and circular labour migration. The paper looks at the challenges faced by both labour sending and labour receiving countries in regularizing migration and examines how the capacities of each can be strengthened to facilitate their cooperation in labour and skills exchange.
Contact Information:

ILO Regional Office for Asia and the Pacific
United Nations Bldg., 10th and 11th Floors
Rajdamnern Nok Avenue
Bangkok 10200, Thailand
Email: bangkok@ilo.org

www.ilo.org/asia
www.ilobkk-migration.org
www.ilo.org/migrant
www.childtrafficking.net