

Outcome 7: More migrant workers are protected and more migrant workers have access to productive employment and decent work.

Indicators	2014-15 targets	2014-15 results					
		Total No.	Africa	Americas	Arab States	Asia-Pacific	Europe-Central Asia
Indicator 7.1: Number of Member States that, with ILO support, adopt gender-sensitive labour migration policies to protect migrant workers that reflect the ILO Multilateral Framework and the provisions of relevant international labour standards.	8 member States	13 member States and 2 regions	Nigeria Tunisia <i>Southern Africa</i>	Brazil Mexico	Jordan	Bangladesh Cambodia Indonesia Lao People's Democratic Republic Nepal Philippines Thailand Viet Nam <i>Asia</i>	
Indicator 7.2: Number of Member States that, with ILO support, adopt gender-sensitive labour migration policies and practices that reflect the ILO Multilateral Framework with a view to promoting productive employment and decent work for migrant workers.	9 member States	8 member States	Ethiopia	Costa Rica	Kuwait	Kiribati Papua New Guinea Sri Lanka Tuvalu	Turkey

How the strategy delivered on the two or three areas of focus identified in the programme and budget 2014-15

In 2014-15, the Organization's focus was on protecting the most vulnerable workers in economic sectors with a strong foreign labour presence, feeding into its initiatives on unacceptable forms of work, and on improved labour migration governance at the regional and subregional levels through enhanced tripartite dialogue. Tripartite global debate on the Director-General's report at the 103rd Session of the International Labour Conference in 2014 led to the placement of future work under a Fair Migration Agenda.

How the strategy delivered support to constituents

The ILO has traditionally seen inter-State cooperation as a powerful tool for protecting migrant workers. Responding to constituents' requests for a strengthened knowledge base, the Office mapped some 150 bilateral labour arrangements (BLAs), including bilateral agreements and memorandums of understanding on which labour migration schemes are based, in North-South and South-South migration corridors across regions. It then evaluated them through a detailed content analysis and, in order to inform policy initiatives, made recommendations that included promoting the transparency and dissemination of and follow-up to concluded BLAs; negotiating and revising BLAs to incorporate concrete implementing measures; adopting a system for regular monitoring and periodic evaluation of agreements; and encouraging multilateral and regional forums and regional integration areas to strive for consensus on mutually beneficial improvements to BLAs and minimum standards.

A host of new data on migrants' wages and working time before, during and after their migration experience, their employability and skills development, their effective social security coverage and the use of remittances was gained from detailed surveys conducted with migrants who had returned to Indonesia from the Republic of Korea. While this work is important for policy purposes, the collection of qualitative data through surveys and interviews is time-consuming. Replication of such studies in other corridors in a timely manner would require considerable human, and therefore financial, resources. Under the Global Knowledge Partnership on Migration and Development (KNOMAD), the Office collaborated with the World Bank in collecting data on comparable labour migration costs and reducing de facto recruitment costs for migrant workers. The initial results identified priority areas for intervention where costs are particularly high for some migrants.

Further achievements with regard to recruitment were (i) the launch in 2014 of a multi-stakeholder Fair Recruitment Initiative based on four pillars: knowledge development, improvement and implementation of laws and policies, promotion of fair business practices and empowerment and protection of migrant workers through social dialogue; and (ii) the fact that, thanks to ILO efforts, lowering recruitment costs for migrants and combatting unscrupulous recruiters were identified as important elements of the Addis Ababa Agenda of the Third International Conference on Financing for Development, adopted in July 2015.

Knowledge about migrant workers in agriculture, construction and mining was strengthened by research that examined their role in these sectors and their contributions and protection needs and revealed the complexities and variations of their situation through case studies in countries at different levels of development.

The ILO enhanced its good practices database on labour migration policies and programmes in order to inform constituents of the need for evidence-based policy making, fair recruitment, coordination between migration and employment policies, and strengthened workers' and employers' organizations. The database underwent a major overhaul during the biennium and presently contains 126 entries.

Increased attention was paid to labour migration at the regional and subregional levels, particularly in the context of regional integration processes. The Organization supported the Economic Community of West African States (ECOWAS) Commission's efforts to strengthen regional tripartite dialogue on labour migration, including by organizing training on labour migration governance and policies for participants in the 2015 meeting of the General Assembly of the ECOWAS Social Dialogue Forum. The ILO also supported the Central American Integration System (SICA), resulting in the adoption of the 2015 Declaration of San José, which recognizes labour migration as one of the three key priorities of the region.

In close cooperation with the Association of Southeast Asian Nations (ASEAN) Secretariat, focal points in ASEAN member States were designated and three regional technical meetings were conducted in order to enhance official data collection and exchange on international migrant workers. A ten-country stock-taking exercise on progress towards mutual recognition goals for skilled labour mobility was followed by consultations with a view to the development of action plans for low- and middle- skill areas. A senior executive programme was organized in cooperation with Oxford University and the ILO International Training Centre (ITC-ILO) in Turin in order to build the capacity of ASEAN officials and social partners. ASEAN country employers' and workers' organizations were helped to increase their influence on the regional integration process, including through bipartite regional dialogue between the ASEAN Trade Union Council (ATUC) and the ASEAN Confederation of Employers (ACE). However, further expanding the space for social dialogue at the regional level remains a challenge and progress in adopting a regional instrument for the protection of all migrant workers has been slow.

Labour migration from Asia to the Gulf Cooperation Council (GCC) States is one of the world's fastest growing and most dynamic labour flows. The ILO successfully launched a new dialogue process on the issue by convening an interregional Experts Meeting on Realizing a Fair Migration Agenda: Labour Flows between Asia and the Arab States, held in Nepal, and a Regional Tripartite Meeting on Challenges to Labour Migration Policy and Management in Asia, held in Indonesia, to discuss ways forward on migration governance in this important corridor with a view to high-level agreement on an interregional roadmap for fair migration.

How the strategy helped to address gender equality and non-discrimination

The ILO has adopted both a gender mainstreaming and a women-specific approach to labour migration. Disaggregation by sex was pursued in all data collection activities, including on migrant workers and migrant domestic workers. The needs and vulnerabilities of women migrants were addressed through new initiatives on migrant domestic workers, a sector traditionally dominated by women. The Organization capitalized on earlier work, including the Domestic Workers Convention, 2011 (No. 189), and implemented a Global Action Programme on Migrant Domestic Workers and their Families in order to address the challenges that make such workers particularly vulnerable to exploitation and abuse. Focussing on 5 migration corridors, this Programme took a multidisciplinary, participatory and evidence-based approach that was customized according to local circumstances and legislation. Actions included strengthening national labour laws, migration policies and recruitment regulations and practices and helping the relevant organizations to advocate for their rights and representation.

Throughout the biennium, sector-specific training was provided, with a particular focus on women migrants and gender-sensitive capacity building and training on labour migration, including in cooperation with the Organization for Security and Co-operation in Europe (OSCE) based on the latter's Guide on Gender-Sensitive Labour Migration Policies.

Significant external partnerships that have helped in delivering the strategy

In response to constituents' requests, the ILO raised its visibility in global debates on migration while chairing the Global Migration Group (GMG). It oversaw the Group's expansion to include 18 international agencies, adding the United Nations University (UNU) and the United Nations Food and Agriculture Organization (FAO), and the issuance of a joint GMG communiqué of the Principals on the prioritization of migration in the post-2015 UN Development Agenda as a contribution to the UN Secretary-General's synthesis report on the 2030 Agenda for Sustainable Development. The new Agenda includes a number of migration-related targets, including the protection of migrant workers under Goal 8 of the Sustainable Development Goals (SDGs) on economic growth and decent work. The GMG Principals also agreed to focus the Group's work on (i) providing guidance for mainstreaming migration into the United Nations Development Assistance Frameworks (UNDAFs) for the first time and supporting the UN Delivering as One initiative and national development planning processes as pivotal tools for implementing SDG targets related to labour migration, a process supported by the UN Chief Executives Board (CEB) during the ILO's Chairmanship; and (ii) initiating a GMG process to address crisis-related migration and protection at sea. The ILO fostered closer cooperation and more regular engagement with social partners and governments, particularly those participating in the Global Forum on Migration and Development (GFMD).

Significant outputs	
Knowledge generation and management	<ul style="list-style-type: none"> • A research project on The Labour Market Integration of New Immigrants in Europe, which provided new empirical evidence on the integration trajectories of recent immigrants and an integrated picture of the role of policies in facilitating migrants' access to the labour market and to middle-skilled jobs. Project data and policy studies and reports were used to identify specific low-cost steps that governments can take to ensure that immigrant integration policies and the broader system of workforce development, training and employment programmes support new arrivals' access to well-paying, stable jobs. • The Migrating for Work Research Consortium (MiWORC), which includes the South African Universities of the Witwatersrand and Pretoria, the ILO, South Africa's Department of Labour and the United Nations Educational, Scientific and Cultural Organization (UNESCO) and uses the Statistics South Africa website, a platform focussing on subregional migration and its impact on the labour market in South Africa. • The International Labour Migration Statistics Database (ILMS) for ASEAN, which gathers official data on nationals abroad and international migrant worker stocks and flows, disaggregated by sex.
Upstream policy advice	<ul style="list-style-type: none"> • A South African Development Community (SADC) draft labour migration policy (2014) led to the adoption of the SADC Regional Labour Migration Policy Framework. • Together with the International Organization for Migration (IOM) and the United Nations Economic Commission for Africa (UNECA), the ILO worked closely with the African Union to develop an implementation strategy for the Migration Policy Framework for Africa (2006). This strategy, the Joint Labour Migration Programme for Africa, was approved by the Heads of State at the 24th Ordinary Session of the Executive Council of the African Union in January 2015. • As a contribution to global policy debates and GMG policy, the Organization provided guidance for the preparation of several publications, including a forthcoming Handbook on Measuring International Migration and its Impact on Development; a GMG policy paper on Migration and Youth, Challenges and Opportunities (December 2014), coordinated by the ILO as GMG Chair in collaboration with the United Nations Children's Fund (UNICEF) and UNESCO; and discussion papers on Promoting Decent Work for Migrant Workers and Women Migrant Workers in Domestic and Care Work for the February and September 2015 Thematic Meetings of the GFMD.
Capacity development	<ul style="list-style-type: none"> • Methodologies for producing global and regional estimates on migrant workers and migrant domestic workers, disaggregated by sex and sector of economic activity, were developed. These estimates contribute to the efforts of a Working Group established in 2013 by the 19th International Conference of Labour Statisticians with a view to the setting of standards for labour migration statistics. • The Annual Labour Migration Academy (LMA) and more than 20 national and regional training workshops were organized. The 2014 LMA was delivered in English and Spanish while the 2015

	<p>Academy was, for the first time, trilingual (Arabic, English and French), attracting over 80 participants.</p> <ul style="list-style-type: none"> • The Migrant Worker Resource Centre (MRC) operations manual for countries in the Greater Mekong Subregion (GMS) was developed for MRC advisors and managers and other organizations that provide services to migrant workers.
Strategic normative support	<ul style="list-style-type: none"> • Strategic normative support is a feature inherent to the work on upstream policy advice (above). A specific example is the Handbook for Parliamentarians on migration, human rights and governance which was prepared in collaboration with the Inter-Parliamentary Union (IPU) and the Office of the United Nations High Commissioner for Human Rights (OHCHR).