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Labour Migration Academy

Enhancing Protection, Promoting Sustainable Development and Facilitating Fair and Effective Labour Migration Governance

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International Labour Organization



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Global Migration Group
Acting together in a world on the move



International Training Centre

ACADEMY

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LABOUR MIGRATION ACADEMY

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Background

Today, there are an estimated 244 million international migrants around the world.¹ Globalization, demographic shifts, conflicts, income inequalities and climate change will encourage ever more people to cross borders in search of employment and security. Migrant workers contribute to growth and development in their countries of destination, while countries of origin greatly benefit from their remittances and the skills acquired during their migration experience.

Yet, the migration process entails complex challenges in terms of governance, migrant workers' protection, migration and development linkages, and international cooperation.

Migration today is linked, directly or indirectly, to the world of work and the quest for decent work opportunities, either within countries or across international borders. The ILO estimates that 150.3 million or the majority of the 232 million international migrants in the world in 2013, were migrant workers, accounting for 72.7 per cent of the 206.6 million working age population of 15 years or over. Among this total population of migrant workers, 83.7 million are men and 66.6 million are women, corresponding to

55.7 per cent and 44.3 per cent of the total respectively.²

Consequently, there can be no discussion of international migration in the 2030 Agenda for Sustainable Development without taking into consideration of decent work.

Indeed, in his report on fair migration, presented to the International Labour Conference in May 2014, the ILO Director-General observed that the global development agenda is “*an opportunity to give renewed impetus to the shared responsibility to promote decent jobs and social protection everywhere*”³ including for migrant workers. The 2030 Agenda, adopted in September 2015 and which contains the Sustainable Development Goals (SDGs), recognizes the positive contribution of migrants and migration to sustainable development. It also pledges that “no one will be left behind”. SDG 8 “*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*” includes a specific target (8.8) which also refers to the protection of migrant workers: “*Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment*”. This needs to be read together

1. United Nations, Department of Economic and Social Affairs, Population Division, *International Migration Report 2015: Highlights*, UN doc. ST/ESA/SER.A/375, UN, New York, 2016.

2. *ILO Global estimates on migrant workers. Results and Methodology*, International Labour Office, Geneva, December 2015, available at http://www.ilo.ch/global/topics/labour-migration/publications/WCMS_436343/lang--en/index.htm. The ILO estimates also disaggregate these figures by regions and sector.

3. *Fair Migration: Setting an ILO Agenda*, Report of the Director-General, International Labour Conference, 103rd Session, 2014, Report 1 (B), International Labour Office, Geneva, 2014, p. 6, available at http://www.ilo.org/ilc/ILCSessions/103/reports/reports-to-the-conference/WCMS_242879/lang--en/index.htm.

with SDG 10 “Reduce inequality within and among countries”, which contains a specific target (10.7) on migration: “Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies”.⁴

The ILO works to forge policies to improve protection of migrant workers and to maximize the development outcomes of labour migration for migrant workers and their families, as well as their countries of origin and destination. To do so, the ILO adopted in 2014 an agenda on **Fair Migration**,⁵ which includes the following objectives:

- Making migration a choice and not a necessity, by creating decent work in countries of origin
- Respecting the human rights, including labour rights, of all migrants.
- Ensuring fair recruitment and equal treatment of migrant workers to prevent exploitation and level the playing field with nationals
- Ensuring that Ministries of Labour, and workers’ and employers’ organizations are involved in policymaking on migration
- Fostering genuine cooperation between countries and within regions
- Ensuring that in countries of origin the positive contributions of labour migration are reflected in high remittance flows, and transfer of technology and critical skills and investments through return migration and diaspora.

The International Training Centre of the ILO (ITC-ILO) provides support for the implementation of the policy outcome on labour migration through different capacity-building training activities; the **Labour Migration Academy (LMA)**, which was inaugurated in 2011, is the ILO flagship training activity in the field of migration and the most

important global annual training event offered by the ITC-ILO on migration.

The ITC-ILO has been playing a key role in the provision of training and capacity building to many stakeholders in the development sector for several decades. Our direct access to the knowledge bank of the International Labour Organization, United Nations and the opportunity for international exchange of experiences offered by the ITC-ILO to our participants, sets us a class apart from other conventional training institutions.

After the success of the first five editions, which witnessed considerable participation from a range of key stakeholders working on migration from across the globe, and the high demand for the training of key participants from the Africa region, we are pleased to offer the LMA, in English, French and, for the first time, “outside our campus” in Johannesburg (South Africa)



Objectives

The LMA aims at providing advanced knowledge and enhancing the capacity of key migration actors to better understand labour migration challenges and opportunities in a changing political, economic and social context. The LMA covers a wide range of labour migration cross-cutting themes, such as men and women migrant worker protection, labour migration governance, and development.

At the end of the LMA, participants will be able to:

- Address key issues and policies regarding global and regional labour migration, also from a gender perspective;
- Promote migration-development linkages and

4. UN, General Assembly, 70th Session, Resolution 70/1: Transforming our world: the 2030 Agenda for Sustainable Development, adopted on 25 September 2015, UN doc. A/RES/70/71 (21 October 2015).

5. *Fair Migration*, op cit.

rights-based approaches to labour migration policies and programmes at national, regional and international levels;

- Recognize the special role of social dialogue and key world of work actors (representatives of employers' and workers' organizations) in the development of labour migration policy, and in resolving critical issues relating to labour migration;
- Analyze and use International Labour Standards and ILO and United Nations supervisory mechanisms and procedures for protecting migrant workers' rights;
- Understand specific labour migration concerns and interventions in specific regions such as Africa;
- Deepen and master the "Decent Work" approach in the context of labour migration.



Target participants of the LMA

This training course is aimed at the following groups:

- Policy planners and officials from various governmental institutions and agencies involved in labour migration
- Representatives of workers' and employers' organizations handling labour migration matters
- Staff of NGOs and civil society organizations, and activists working with migrant workers at the grass-roots level
- Representatives of diaspora and migrants' associations
- Staff of international development agencies and regional economic communities
- Researchers and academics working on labour migration issues
- Journalists and media workers

Participants are expected to attend up to six hours of courses daily and complete some homework assignments during the course.



Programme design and content

Over a one week period, participants will have the opportunity to take advantage of a rich and flexible learning environment involving some of the best international experts working on the topics covered by the LMA. The LMA will allow participants to acquire an international perspective on labour migration policy issues through comparative analysis and experiences, and also provide a unique opportunity for networking among themselves and with a large pool of international migration experts.

1) Daily forum

Each morning, participants will join top profile guests to discuss, as a group, high-priority and emerging themes in the field of labour migration. This daily 'get-together' will serve as a backdrop to the relevant issues as participants will then disband to attend their respective courses. All participants will be required to attend the plenary sessions and a special training programme will be organized on the Friday of the first week.

2) Morning and Afternoon Elective Courses:

Participants will pre-register at least 2 weeks in advance for elective courses, which will run during the 2 weeks from Monday through Friday morning (after the plenary forum) and afternoons. Elective courses will be organized around the following 3 main areas:

- **Good governance of labour migration**
- **Protection and promotion of the rights of migrant workers and their families**
- **Migration and development**

9h00-10h30	PLENARY FORUM	
10h30-11h00	Coffee break	
11h00-13h00	Morning Elective courses 1-5	Friday : Networking session
13h00-14h30	Lunch break	
14h30-17h00 (including a short coffee break)	Afternoon Elective courses 7-10	Friday: Local visit



Contents

The LMA's content will draw upon the ILO Agenda on Fair Migration and other key outcomes, such as the Conclusions of the Tripartite Technical Meeting on Labour Migration in November 2013, the ILO Multilateral Framework on Labour Migration 2006, and the 2004 International Labour Conference plan of action for migrant workers. The Guiding Principles on Access of Refugees and other Forcibly Displaced Persons to the Labour Market, adopted by the Tripartite Technical Meeting in July 2016, and the Principles and Operational Guidelines on Fair Recruitment, adopted by the Tripartite Meeting of Experts in September 2016, which will both be discussed by the ILO Governing Body in the first half of November 2016, are important recent sources.

While there will inevitably be some overlap between the content of the daily plenary forum and the elective courses – as well as some overlap in the content of the elective courses – the objective of the latter is to investigate the topics under discussion in considerably more detail.

As an indication of the kind of issues covered by the LMA, please see below the plenary sessions

and elective courses offered in the past five years. Selection of elective courses will be adapted according to the profile of registered participants.

Daily plenary forum:

- Impact of demographic trends on migration and labour markets at global and regional level
- Adopting a rights-based approach to migration: Human rights, including labour rights, of migrant workers and their families.
- Global and regional labour migration trends and driving forces, including South-South movements
- Global initiatives on migration, including ILO initiatives such as the Fair Migration Agenda and the ILO Fair Recruitment Initiative
- Migration in the Sustainable Development Goals (SDGs)
- International and regional modalities in the governance of labour migration and labour mobility
- Future migration scenarios
- National and regional experiences highlighting labour migration good practices around the world

Fair and effective governance of labour migration

- Coordination, coherence and cooperation between government institutions and other agencies dealing with labour migration
- Negotiating bilateral labour migration agreements
- Regional integration processes and labour mobility
- Reinforcing social dialogue in the governance of labour migration
- Labour migration and statistics
- Instituting fair recruitment processes
- Assessing labour market shortages and the need for migrant workers
- Skills recognition and labour migration

Protection of migrant workers

- Extending the social protection of migrant workers and their families
- Anti-discrimination and equality of treatment policies and social integration
- Preventing abusive migration practices: irregular migration, smuggling, and trafficking for forced labour
- The role of labour inspection in the protection of all migrant workers
- Reaching out and organizing migrant workers
- Access to justice and labour dispute mechanisms
- The role of labour attachés in the protection of migrant workers' rights
- Protecting migrant workers in vulnerable situations

Migration and sustainable development

- Maximizing the impact of migrant remittances, and financial education and inclusion of migrants
- Fostering the social and professional reintegration of return migrants
- Mainstreaming migration into national development planning
- Migration and youth employment
- Mainstreaming gender into migration and development policies
- Entrepreneurship of migrants
- Migration and local development
- Migration and the informal economy



Partners and resource persons

A as the ILO flagship activity on labour migration is organized jointly with the ILO Regional Office for Africa and ILO Decent Work Team in Pretoria.

Through the cooperation of the Global Migration Group (GMG),⁶ the LMA will benefit from the expertise of the principal organizations actively involved in international migration and related issues as well as renowned universities, recognized research institutes and think tanks, and senior consultants.



Methodology

The ITC promotes a three-phased approach in its learning activities:

- **Distance phase (online platform):** two weeks before the Face-to-face (residential) phase, during which participants can access initial information on the course content, follow an introductory module and select the elective course they wish to attend.
- **Face-to-face phase (residential)** which combines lectures and discussions, as well as case studies, role-play exercises and group work.
- **Follow-up phase (online platform),** during which participants can access course material, as well as new resources online, and can continue discussion and consultation with other participants and experts on the internet through the Forum discussion of the online platform but also with the alumni of former editions of the LMA through social network groups, such as Facebook⁷ and LinkedIn.⁸

During the LMA

- An action-oriented, highly participative approach will be used, with particular attention devoted to sharing international experiences with a view to their adaptation and practical application.

6. The GMG is an inter-agency group comprising 18 UN entities, which seeks to promote the wider application of all relevant international and regional instruments and norms relating to international migration, and encourages the adoption of a more coherent, comprehensive and better coordinated approach to international migration. In particular, the GMG seeks to improve the overall effectiveness of its members and other stakeholders in maximizing the opportunities and responding to the challenges presented by international migration (www.globalmigrationgroup.org).

7. See <https://www.facebook.com/groups/203325523052402/>.

8. On LinkedIn, search for Labour Migration ITCILO.

- Training methods will combine lectures and discussions, case studies, open space debate, role-play exercises and group work using up-to-date learning methods and technologies.
- Particular attention will be paid to the presentation of “good practices” through case studies reflecting experiences already gained locally and internationally, with a view also to contributing to the ILO good practices database on labour migration policies and programmes.⁹

At the end of the Face-to-face phase, participants will be evaluated. An ITC-ILO certificate of achievement will be delivered to participants who will achieve the final exam with a result equal to or above 70/100.



Language

English, French



Dates

5 – 9 December 2016 in South Africa



Cost of the course and applications

The cost of participation, excluding international air travel, is **EUR 2,500** including course fee and participant subsistence payable in advance by the participant or his or her sponsoring organization. This covers tuition fees; the use of training facilities and support services; training materials and books; accommodation and full board; and emergency medical care and insurance.

9. See <http://www.ilo.org/dyn/migpractice/migmain.home>.

Applications to participate in the workshop should be addressed **no later than 21 October 2016 to:**

Ms. Miriam Boudraa
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 Social Protection Programme
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 Fax: +39 011 69 36 548
 E-mail: migration@itcilo.org

You can apply directly on-line at the following address:

<http://intranetp.itcilo.org/STF/A959116/en>

Applications should be supported by a curriculum vitae and nomination letter from the sponsoring institution indicating how the participant will be financed. Please note that if a visa for South Africa is needed, the time required for issue is at least four weeks on average.

As an organization dedicated to fundamental human rights and social justice, the ILO is taking a leading role in international efforts to promote and realize gender equality. In line with this ILO focus, women candidates are especially welcome.

For further information, please contact

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