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Labour Migration Academy

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

Panama City – Panama

18 – 22 June 2018

English/Spanish

Portuguese (to be confirmed)



International Labour Organization

in collaboration with



International Training Centre

ACADEMY



Global Migration Group
Acting together in a world on the move



TEMPORARY VS. PERMANENT MIGRATION

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LABOUR MIGRATION ACADEMY

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



Background

Today, there are an estimated 258 million international migrants around the world.¹ Globalization, demographic trends, conflicts, income inequalities and climate change will encourage more than ever people to cross borders in search of employment and better wages.

Current global and regional trends demonstrate the dynamism and complexity of labor migration. Moreover, South-South migration flows, including migration to neighborhood countries, are as important as South-North flows and, in fact, are the fastest growing.

The ILO estimates that around 27 percent of the total migrant workers in the world are concentrated in the Americas and that their importance increases rapidly. While their number represented 25.1 million in North America and 3.2 million in Latin America and the Caribbean in 2010, five years later these figures had increased to 37 million in North America and 4.3 million in America. Latin America and the Caribbean: a total increase of 13.1 million people in just five years.

In addition to the benefits that are attributed to migrant workers and their families, migrant workers contribute to socio-economic 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 were men and 66.6 million were 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 the issue of decent work into consideration.

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

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.

to be read together 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”.

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. In 2014, the ILO’s International Labour Conference endorsed the ILO 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 transfers of technology and critical skills and investment through return migration and diaspora.

In June 2017, the ILO’s International Labour Conference held a general discussion on labour migration, with particular reference to effective labour migration governance at the national, bilateral, regional and interregional levels, and to fair recruitment, which are key components of the ILO Fair Migration Agenda. The purpose of this discussion was to examine trends in labour migration and related governance challenges, and discuss their implications for the ILO’s future work

on labour migration, with reference also to the emerging global debate on migration governance. The general discussion, therefore, presented a good opportunity for ILO tripartite constituents to provide inputs to the consultations on the Global Compact for Safe, Orderly and Regular Migration, which UN member States have committed to adopt at an intergovernmental conference in 2018.⁶ Decent work and labour mobility are explicitly referenced as relevant themes in these consultations.

Since 2016, promoting fair and effective labour migration policies has also been one of ten ILO priority policy outcomes. The International Training Centre of the ILO (ITCILO) provides support for the implementation of this policy outcome 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 labour migration and the most important global annual training event offered by the ITCILO on migration.

The ITCILO 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 and other United Nations agencies, and the opportunity for international exchanges of experience we offer our participants, sets us in a class apart from other conventional training institutions.

After the success of the previous editions of the LMA, attended by a range of key stakeholders working on migration from across the globe, and after organizing the LMA in South Africa in 2016 in response to the high demand for the training from ILO’s tripartite constituents in the Africa region, we are pleased to organize the LMA in Panama and for the first time in Latin America. This year the LMA will be organized in English and Spanish, and probably in Portuguese, too (to be confirmed).

Located in the center of the American continent, Panama has been characterized by important migratory movements. Panama’s economic growth has attracted migrant workers from multiple countries and from

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.

6. UN, General Assembly, 71st session, Resolution 71/1: New York Declaration for Refugees and Migrants, adopted on 19 September 2016, UN doc. A/RES/71/1 (3 October 2016).

several continents to the country's labor market. In 2018, in addition to being the host country of the Labour Migration Academy of the ILO, Panama also holds the Pro-Tempore Presidency of the Regional Conference on Migration (CRM), the first regional consultation mechanism on migration, also known as “Puebla Process “. Also, in October 2018, Panama will host the 19th Americas Regional Meeting of the ILO.



Objectives

The **LMA** aims to provide advanced knowledge and enhance 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 cross-cutting labour migration 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:

- Understand and address key issues and policies regarding labour migration at the global and regional level, and also from a gender perspective;
- Promote migration-development linkages and rights-based approaches to labour migration policies and programmes at national, regional and international levels;
- Recognize the pivotal 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' human rights, including labour rights;
- Deepen and master the “Decent Work” approach for migrant workers and refugees.



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



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 enable participants to acquire an international perspective on labour migration policy issues through comparative analysis and experiences, and will 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 high-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 break out 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.

2) Morning and Afternoon Elective Courses:

Participants pre-register for a total of two elective courses (one morning and one afternoon Elective Course). There will be a number of different morning and afternoon elective courses to choose from, although not all of the elective courses will be available in the different languages of the Academy. Some courses will be bilingual, while others will only be delivered in one language; this will be decided later, depending on the registration and selection of participants.

Elective courses will be organized around the following 3 main thematic areas:

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

9h00-10h30		PLENARY FORUM	
10h30-11h00	Coffee break		
11h00-13h00	Morning Elective courses	Friday : Networking session	
13h00-14h30	Lunch break		
14h30-17h30 (including a short coffee break)	Afternoon Elective courses	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 International Labour Conference general discussion on labour migration held in June 2017, the Conclusions of the Tripartite Technical Meeting on Labour Migration held 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, are also important and relevant 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**, examples of possible plenary sessions and elective courses, based also on those offered in past editions, are provided below. The selection of elective courses will depend on the profile of the 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, at the global and regional levels, of migrant workers and their families.
- Global and regional labour migration trends and driving forces, including South-South movements
- Global initiatives on migration (such as the Global Compact), including ILO initiatives such as the *Fair Migration Agenda* and the *ILO Fair Recruitment Initiative*
- Migration in the Sustainable Development Goals (SDGs)
- Migration in crisis situations
- 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

Elective Courses

(topics will be selected among the following themes)



Fair and effective governance of labour migration	Protection of migrant workers	Migration and sustainable development
<ul style="list-style-type: none"> • 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 tripartism and social dialogue in the governance of labour migration • Labour migration and statistics • Reducing labour migration costs and instituting fair recruitment processes • Assessing labour market shortages and the need for migrant workers • Skills portability/recognition and labour migration • Access to the labour market and labour mobility for refugees • Strengthening the linkages between employment and labour migration policies; 	<ul style="list-style-type: none"> • 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 occupational safety and health protection, as well as working time and wages. • Reaching out to and organizing migrant workers • Access to justice and labour dispute and grievance-settlement mechanisms • The role of labour attachés in the protection of migrant workers' rights • Protecting migrant workers in vulnerable situations • Children migrant workers involved in child labour situations 	<ul style="list-style-type: none"> • Maximizing the impact of migrant remittances, and the financial education and inclusion of migrants • Fostering the social and professional reintegration of returning 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 • Promoting the formalization of migrant workers in the informal economy



Partners and resource persons

Through the cooperation of the Global Migration Group (GMG),⁷ 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. The **LMA** will be organized in closed collaboration with the ILO office of San José and with the financial support of the Ministry of Labour in Panama.

7. 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).



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 and new resources online, continue discussion and consultation with other participants and experts through the Forum on the online platform, and interact with the alumni of former editions of the LMA through social network groups such as Facebook⁸ and LinkedIn.⁹

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.
- 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.¹⁰

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

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



Language

Spanish, English. Portuguese to be confirmed.



Dates

18 – 22 June 2018, Panama City (Panama).



Cost of the course and applications

The cost of participation, excluding international air travel, is **2,550 EUR**. This includes the course fee and participant subsistence, and is payable in advance by the participant or his or her sponsoring organization. It covers: tuition fees; the use of training facilities and support services; training materials and books; accommodation and full board on our campus; and emergency medical care and insurance.

Applications to participate in the workshop should be addressed to:

<http://www.itcilo.org/en/training-offer/how-to-apply>

Applications to participate in the workshop should be addressed **no later than 2nd May 2018** to:

Ms. Miriam Boudraa
Activity Manager
International Labour Migration
Social Protection, Governance and Tripartism Programme
International Training Centre of the ILO
Viale Maestri del Lavoro 10
10127 Turin, Italy
Tel.: +39 011 6936359
Fax: +39 011 6936548)
E-mail: migration@itcilo.org

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

<http://intranetp.itcilo.org/STF/A9511123/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 the average time required for the issue of a visa for Panama, if needed, is at least four weeks.

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

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

9. On LinkedIn, search for Labour Migration ITCILO.

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

For further information, please contact

International Training Centre of the ILO
Viale Maestri del Lavoro, 10 - 10127 Turin - Italy

Ms Miriam Boudraa
Activity Manager
Labour Migration
Social Protection, Governance and Tripartism Programme
Tel : +39 011 693 6359
fax : + 39 011 639 1925
E-mail : migration@itcilo.org
Web: <http://migration.itcilo.org>



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