Asia-Pacific RPM for UNGA HLD on International Migration and Development

Roundtable 1 – Ensuring Respect for and Protection of the Rights of All Migrants and Promoting Legal and Orderly Labour Migration

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International Standards on Migrant Workers: Issues and Protection Challenges

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1. Why do migrant workers need specific protection?

2. Normative framework on protection of the rights of all migrants, including migrant workers, and governance of labour migration

3. Issues and protection challenges
Why specific protection and policies?
Violations of migrant workers’ rights

- At risk of exploitation in recruitment process
- Non-citizens and rarely benefit from full equal treatment
- Often in low-skilled “precarious” employment
  - Agriculture, domestic work, construction
- Multiple discrimination, especially women migrant workers
- More at risk if in an irregular situation
Normative framework protecting all migrants

Human Rights Treaties
- ICCPR
- CEDAW
- CRC
- ICERD
- CAT
- CRPD
- CPED

UN Charter-based system
- Human Rights Council
- UPR
- Special Procedures

International Human Rights System

International Labour Standards
- Conventions / Recommends
- ILO supervisory system

Regional
- ASEAN Declaration 2007
International Human Rights System

- International human rights system
  - UN Charter-based
  - Treaty-based
    - Human Rights Council
    - Treaty bodies
      - Special Procedures
      - Universal Periodic Review (UPR)
ILO Mandate and International Labour Standards

- ILO Constitution, 1919 (as amended) – principles of social justice protecting all including
  - “...workers when employed in countries other than their own” and
  - “labour is not a commodity”

- International Labour Standards (ILS)
  - Fundamental Conventions
  - Governance Conventions
  - ILS generally
  - Standards specifically protecting migrant workers

- In principle, ILS cover all workers irrespective of nationality and immigration status unless otherwise stated
Applicable International Labour Standards

- ILO Fundamental Rights Conventions (widely ratified)
  - C87 Freedom of Association and Protection of the Right to Organise Convention, 1948
  - C98 Right to Organise and Collective Bargaining Convention, 1949
  - C29 Forced Labour Convention, 1930
  - C105 Abolition of Forced Labour Convention, 1957
  - C138 Minimum Age Convention, 1973
  - C182 Worst Forms of Child Labour Convention, 1999
  - C100 Equal Remuneration Convention, 1951
  - C111 Discrimination (Employment and Occupation) Convention, 1958

- Governance Conventions (examples)
  - C81 Labour Inspection Convention, 1947 (and C129: agriculture)
  - C122 Employment Policy Convention, 1949 (see also R169)
  - C144 Tripartite Consultation (ILS) Convention, 1976
Applicable International Labour Standards

- Instruments of general application
  - C95 Protection of Wages Convention, 1949
  - C131 Minimum Wage Fixing, 1970
  - C183 Maternity Protection Convention, 2000

- Instruments with express provisions on migrant workers
  - C181 Private Employment Agencies Convention, 1997
  - C19 Equality of Treatment (Accident Compensation) Convention, 1925
  - C102 Social Security (Minimum Standards) Convention, 1952
  - C118 Equality of Treatment (Social Security) Convention, 1962
  - C121 Employment Injury Benefits Convention, 1964
  - C157 Maintenance of Social Security Rights Convention, 1982
  - R200 HIV and AIDS Recommendation, 2010
  - C189 Domestic Workers Convention, 2011 (and R201)
Applicable International Labour Standards

**Instruments on labour migration and protection of migrant workers**

- C97 Migration for Employment Convention (Revised), 1949
- C143 Migrant Workers (Supplementary Provisions) Convention, 1975
- R86 Migration for Employment Recommendation (Revised), 1949
- R151 Migrant Workers Recommendation, 1975
Specific framework for protecting migrant workers and governance of labour migration

**Convention No. 97**
Regulation of conditions in which labour migration takes place (see also R86)
Equal treatment

**Convention No. 143**
1. Migrations in abusive conditions
2. Equality of opportunity and treatment

**1990 UN Convention**
Protection of all migrant workers
International cooperation
Committee on Migrant Workers

**Policy tool**
ILO
Multilateral Framework on Labour Migration
Convention No. 97 (1949)  
49 ratifications  
**Africa:** Algeria, Burkina Faso, Cameroon, Kenya, Madagascar, Malawi, Mauritius, Nigeria, Tanzania (Zanzibar), Zambia  
**Americas and Caribbean:** Belize, Bahamas, Barbados, Brazil, Cuba, Dominica, Ecuador, Grenada, Guatemala, Guyana, Jamaica, Saint Lucia, Trinidad and Tobago, Uruguay, Venezuela  
**Asia and Pacific:** Hong Kong (China SAR), Kyrgyzstan, Malaysia (Sabah), New Zealand, Philippines, Tajikistan  
**Europe:** Albania, Armenia, Belgium, Bosnia and Herzegovina, Cyprus, France, Germany, Israel, Italy, The former Yugoslav Republic of Macedonia, Moldova, Montenegro, Netherlands, Norway, Portugal, Serbia, Slovenia, Spain, United Kingdom

Convention No. 143 (1975)  
23 ratifications  
**Africa:** Benin, Burkina Faso, Cameroon, Guinea, Kenya, Togo, Uganda  
**Americas and Caribbean:** Venezuela  
**Asia and Pacific:** Philippines, Tajikistan  
**Europe:** Albania, Armenia, Bosnia and Herzegovina, Cyprus, Italy, The former Yugoslav Republic of Macedonia, Montenegro, Norway, Portugal, San Marino, Serbia, Slovenia, Sweden
Ratifications

46 States parties

Africa: Algeria, Burkina Faso, Cape Verde, Egypt, Ghana, Guinea, Lesotho, Libya, Mali, Mauritania, Morocco, Niger, Nigeria, Rwanda, Senegal, Seychelles, Uganda

Americas and Caribbean: Argentina, Belize, Bolivia, Chile, Colombia, Ecuador, El Salvador, Guatemala, Guyana, Honduras, Jamaica, Mexico, Nicaragua, Paraguay, Peru, St. Vincent and the Grenadines, Uruguay

Asia and Pacific: Bangladesh, Kyrgyzstan, Indonesia, Philippines, Sri Lanka, Tajikistan, Timor-Leste

Europe: Albania, Azerbaijan, Bosnia and Herzegovina, Turkey

Middle East: Syria

Signatories

18 States

Africa: Benin, Cameroon, Chad, Comoros, Congo, Gabon, Guinea-Bissau, Liberia, Mozambique, Sao Tome and Principe, Sierra Leone, Togo

Americas and Caribbean: Venezuela

Asia and Pacific: Cambodia, Indonesia, Palau

Europe: Montenegro, Serbia
Issues and protection challenges

- Temporary labour migration
- Responsibilities of origin and destination countries
- Migrants in an irregular situation
- Bilateral arrangements to regular labour migration
- Participation of relevant stakeholders
Temporary labour migration

- As a general rule, normative framework does not distinguish between migrants on the basis of a temporary and more secure residence status (C97, Art. 6; C143, Part II; ICRMW, Parts IV, V)

- Protection challenges / implementation gaps
  - Ensuring equality of treatment between migrant workers and national workers
  - Trade union rights
  - Access to social security and portability of benefits
  - Access to vocational training/upgrading skills
Responsibilities of origin and destination countries

- Normative framework applies to all countries involved in the migration process

- Countries of origin have important obligations at the pre-employment/ pre-departure phases
  - Provision of free migration services and information
  - Regulation of recruitment
  - Finding appropriate balance between promotion of employment of their nationals abroad and adequate protection

- Destination countries have important obligations to ensure that migrants can enjoy their human and labour rights, and access redress mechanisms

- Both sets of countries have obligations to cooperate to ensure that migration takes place in “sound, equitable, humane and lawful conditions” (ICRMW, Part VI)
Migrants in an irregular situation

- Basic human rights of all migrant workers are to be protected (C143, Part I; ICRMW, Part IV)
- Equal treatment in respect of rights arising out of past employment if status cannot be regularized
  - E.g. remuneration, social security
- Equal access to legal proceedings
- No costs on expulsion
- States to consider possibility of regularization
Bilateral arrangements to regulate labour migration

- Normative framework encourages bilateral agreements
  - C97 - whenever necessary or desirable, conclusion of agreements to regulate migration for employment in cases where numbers of migrants are sufficiently large
  - R86 (Annex): model bilateral labour migration agreement
  - More favourable rights in BLAs – ICMRW, Art. 81(1)(b)

- Challenges
  - Ensuring conformity with minimum standards in human rights and labour instruments
  - Involvement of more stakeholders
  - Effective implementation
Participation of all relevant stakeholders

- Participation of social partners
  - Consultation on all general questions concerning migration for employment (R86, para. 4(2))
  - Consultation on laws and regulations and other measures designed to prevent and eliminate migration abuses (C143, Art. 7)

- Tripartite consultation on labour migration policy
  - Global – ILO Multilateral Framework on Labour Migration, 2006
  - Regional – ASEAN Forum on Migrant Labour
  - National – Sri Lankan policy on labour migration
Thank you for your attention!

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