

Are temporary worker programs the future of migration?

Policy recommendations for improved migration governance

Lara White, Senior Labour Migration Specialist

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Introduction



Overview of labour mobility

Global policy instruments

Temporary worker programs – positives and negatives

Policy recommendations

IOM – UN MIGRATION

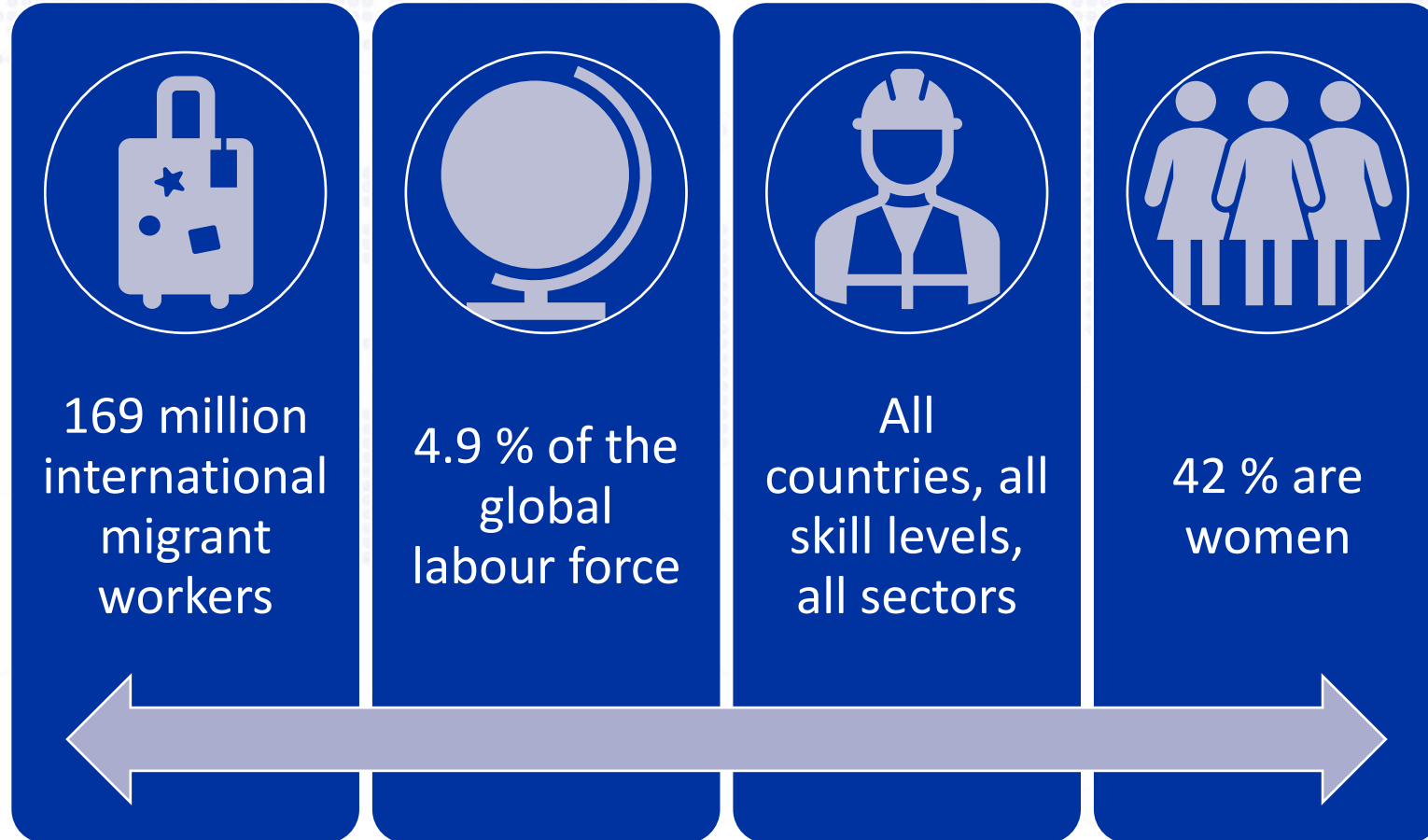
Established in 1951, IOM is committed to the principle that **humane and orderly migration benefits migrants and society.**

IOM acts with its partners to:

- ✓ assist in meeting the growing operational challenges of migration management;
- ✓ advance understanding of migration issues;
- ✓ encourage social and economic development through migration;
- ✓ **uphold the human dignity and well-being of migrants.**



Overview of labour mobility



Global policy instruments – Sustainable Development Goals (2015)



SUSTAINABLE DEVELOPMENT GOALS



Sustainable Development Goal 8

TARGET 8.7



END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

TARGET 8.5



FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

TARGET 8.8



PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS

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.

Global Compact for Safe, Orderly and Regular Migration (2018)



Global Compact
FOR **Migration**

THE GLOBAL COMPACT FOR MIGRATION (GCM)

First comprehensive UN framework adopted through inter-governmental negotiations to enhance international cooperation in global migration governance

23 objectives and associated commitments. It is rooted in SDGs - Target 10.7



GCM and labour migration



Objective 6.
Facilitate fair
and ethical
recruitment &
safeguard
conditions that
ensure decent
work

- Implementation of international instruments related to labour and human rights, including through national law
- Improve regulation of private recruitment agencies and strengthening labour inspection
- Equal labour rights and protections
- Ability to change employers
- Prohibit retention of documents (work permits, passports, identity documents, etc.)

Temporary worker schemes... positives



Promote safe, orderly and regular migration, reducing irregular migration



Contribute to development by expanding livelihood options and through human and financial capital transfer



Respond to temporary labour market and skills gaps in countries of work



Climate adaptation strategy

Temporary worker schemes... negatives



Exploitative recruitment and decent work deficits



Workers become permanently temporary



Impact on families left behind



Downward pressure on labour market

Exploitative recruitment and decent work deficits – key issues

Exploitative recruitment practices

- Opaque human resources chains
- Debt bondage
- Contract deception and substitution
- Passport and document retention

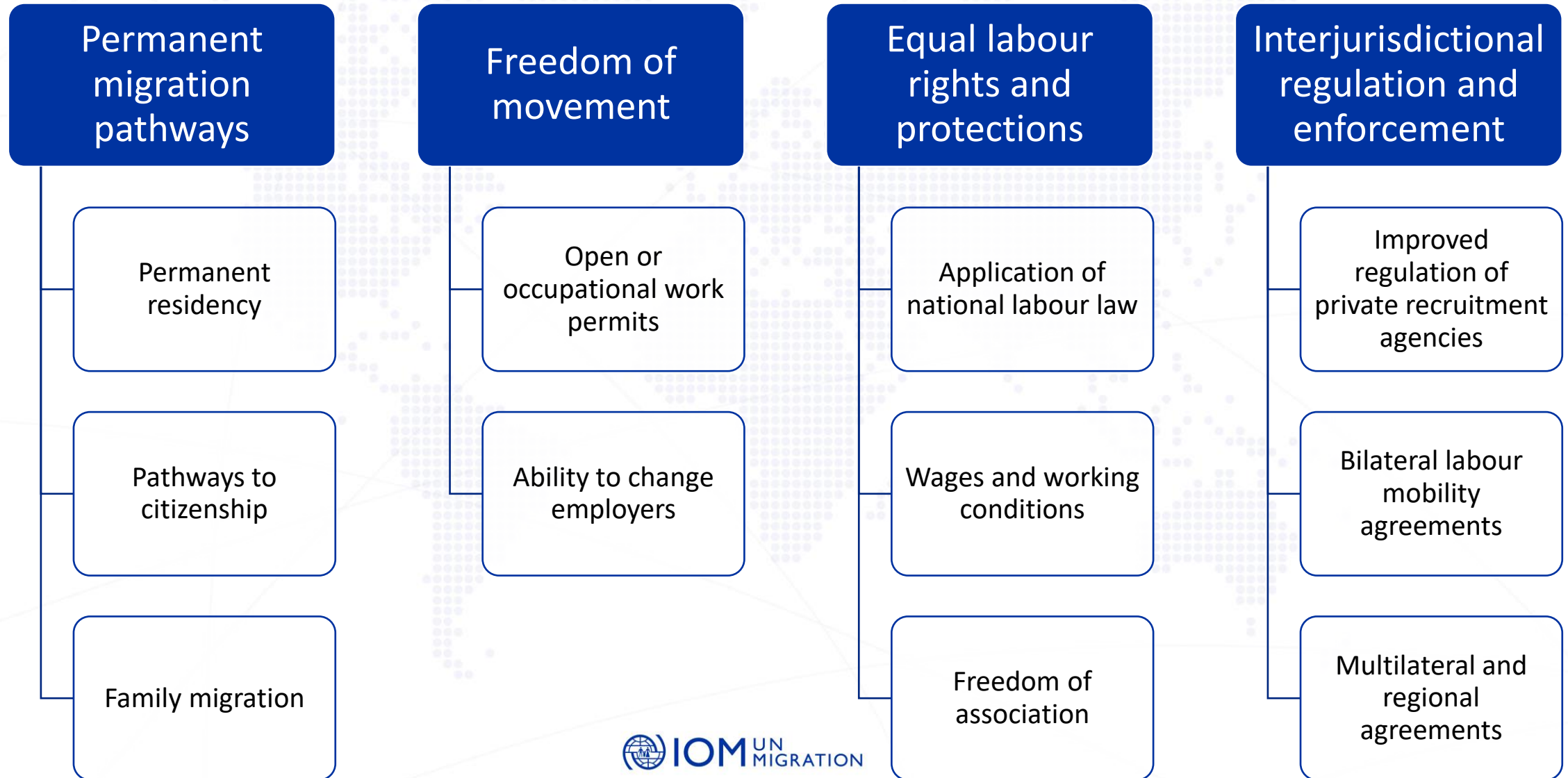
Imbalance of power

- Employer-tied work permits
- Coercion/ threat of detention and deportation
- Non-payment of wages
- Lack of freedom of movement

Structural flaws

- Lack of interjurisdictional regulation and oversight
- Legal discrimination – wages & working conditions
- Lack of freedom of association
- Fragmented or lack of access to remedy

Policy recommendations





Questions?

Thank you