Supporting Temporary Labour Mobility in the Arab Region

Arab Labour Organization Workshop
Casablanca, Morocco – 26-27 November 2012

Outline

• What is the value of temporary labour migration?

• What prevents successful mobility?

• What measures exist to facilitate temporary labour migration?

• Conclusions
What is the Value of Labour Mobility?

- Reduce Labour Market Pressures
  ➔ Increase labour flows

- Fill Labour Market Gaps
  ➔ Improve success rate of supply-demand matching

- Contribute to economic development without disrupting socio-political framework
  ➔ Ensure temporary nature of movements

- Contribute to Development in Communities of Origin
  ➔ Improve impact of remittances and skills transfer on sustainable development

What prevents successful mobility?

Reducing Labour Market Pressures
- Lack of awareness about job opportunities / employer linkages
- Inaccurate information about destination countries
- Concern about lack of support abroad & for family while abroad
- Concern about longer term consequences (pension schemes, education)

Filling Labour Market Gaps
- Employer lack of awareness about mobility schemes
- Mobility programs that do not meet employer needs/interests
- Poor recruitment mechanisms / corruption and competing interests of recruiters
- Lack of knowledge of foreign qualifications and/or multicultural HR strategy
What prevents successful mobility?

**Contributing to economic development without disrupting socio-political framework**
- Lack of monitoring process to assess return rates, identify trends, etc.
- Lack of incentive for return

**Contributing to development in communities of origin**
- Poor financial literacy on the part of recipient of remittances
- Lack of instruments / policies to promote productive use of remittances
- No mechanisms allowing for transfer of skills or use of acquired skills upon return
- Lack of institutional resources and capital required to build on networks and knowledge acquired abroad

Measures to promote successful mobility

**Improving Awareness on Opportunities & Conditions Abroad**
- Neutral party to deliver accurate information on conditions, rights, services in destination country
- Migrant Resource Centres (MRC) to provide tailored responses and large-scale information campaigns
- Trusted third-party delivering information on opportunities

  ➔ Communication channels must be in a medium and style designed to reach target audience (social marketing)

  ➔ Communications require cooperation of Destination Countries and regular updating

**Improving Services for Citizens Abroad**
- Need for improved cooperation between embassies and placement agencies to share information
- Change in service delivery to support citizens while abroad...Work with community associations
Measures to Promote Successful Mobility

Improving Supply-Demand Matches
• Communication with employers on programs, agreements, and procedures for recruiting foreign workers (ex/ Tunisia-France; Egypt-Italy)
• Develop training programs and mobility programs in cooperation with employers (ex/ Bluebirds)
• Integrate databases/Share information on job opportunities and candidates – joint access to databases
• Develop incentive programs to improve matching mechanisms

Measures to promote successful mobility

Monitoring Movements & Improving Return Rates
• Develop monitoring mechanisms to identify movement between employers, returning to country of origin – Incentives to register with local authorities or inform recruitment agency upon return
• Incentive programs for return – Matching grants for productive projects; ensured short-term access to labour market at later date
• Ex/ IOM labour migration programs

Improving contribution to sustainable development
• Increase financial literacy
• Engage expatriates in community development projects (3 for 1 programme)
• Incentivize expatriates and returnees to invest savings into sustainable, productive projects (ex/ MEDMA, Matching Grants, web-platforms)
Conclusions

• In addition to bilateral or multilateral agreements and programs, a number of practical measures must be put in place to support temporary mobility

• Employers must be engaged in the development of programs to ensure their modalities effectively meet the needs of the labour market

• Improving information to prospective migrants and developing training programs that meet regional needs and are linked to employment opportunities will enhance mobility to the benefit of migrants and employers

• Data collection and analysis is needed to develop and improve programs to meet objectives

• Cooperation and understanding of roles and responsibilities between countries of origin and destination is essential for the development of effective temporary foreign worker programs

Thank You!

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