



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!

Michael Newson
Regional Labour Migration / Migration & Development Specialist
IOM Regional Office – Cairo
mnewson@iom.int

