ILO-WB Partnership in Development of indicator on migration costs

ILO
Factors limiting positive effects of migration

• High cost of labour migration for low-skilled migrant workers

• Limited labour market integration - discrimination, low quality employment and/or exploitation

• Underutilization of skills - skills recognition and skills matching

Direction of Migration Flows

Based on estimates of Abel and Sander, 2014
• 44% of migrant workers worldwide are women
• 11.5 million are migrant domestic workers who are highly vulnerable

(ILO: Global and regional estimates of migrant workers 2015)
Actual vs Promised Wages, by gender and Occupation  

Knomad/ILO Surveys
Average Working Hours by corridor, gender and occupation, KNOMAD/ILO Surveys
Working hours of Ethiopian migrant workers in Saudi Arabia, Male and Female, KNOMAD/ILO Surveys
Hidden or unpredictable costs in countries of employment (KNOMAD/ILO Surveys)

- 30% of migrants did not have a contract signed prior to departure
- 14.7% did not receive wages on time
- 77.3% reported they received wages that were lower than those promised before departure, or included unforeseen deduction
- The average number of weekly hours is 71, with sizeable gender disparities
- 25% of migrants report not having any rest day per week
- 30% of migrants experienced health-related problems, of which about one in five had serious work-related injuries – far above national averages

Losses can represent at least 30% of total wage promised to migrants prior to departures, 27% of total actual earnings
Key elements for inclusion in the Global Compact on Migration

- **Cluster on labour migration**
- **Fair recruitment**
  - Lower labour migration costs (SDG 10.7 joint ILO/WB custodianship)
  - ILO Principles and Operational Guidelines on Fair Recruitment; ILO/EC Project on Fair recruitment
- **Labour market needs’ assessment and skills recognition and jobs matching for nationals and new arrivals**
  - Need for a platform to facilitate the exchange of good practices across countries on skills needs and on education systems
- **Non-discrimination and labour market integration** of all migrant workers with due attention to women migrant workers’ needs
  - Convention No. 189
- **Tripartite social dialogue**: labour ministries, employers’ and workers’ organizations must play a role

ILO General principles and operational guidelines for fair recruitment: