



Workshop

“Management of Labor Migration in MARRI Member States”

Skopje, Macedonia, 16th October 2009

CONCLUSIONS

The Workshop “Management of Labour Migration in MARRI Member States” gathered high level government officials from Ministries of Labour and Social Welfare, Agencies for Employment and other governmental agencies involved in management of labour migration from Albania, Bosnia and Herzegovina, Croatia, Macedonia, Montenegro and Serbia as well as Labour Migration Experts from IOM, World Bank, OSCE and ICMPD.

The Workshop presented an excellent opportunity to discuss current state of affairs in management of labour migration in MARRI Member States and to outline international best practices. Also, participants had an opportunity to identify gaps and possible sustainable solutions which are summarized in following conclusions:

- ✓ MARRI Member States’ national legal framework needs to be in compliance with international legal parameters for the regulation of international migration and standards for human and labour rights such as:
 - UN conventions, ILO international labour standards, International bill of human rights, Regional legal frameworks (Council of Europe standards, European Union law) and Universal principle of non-discrimination;
- ✓ Framework for management of labour migration developed only at the national level will be insufficient to meet all the challenges. Such a framework should consist of bilateral, regional and multilateral mechanisms as formal and informal models of cooperation. Among the concrete suggestions participants mentioned developing a model MOU to facilitate migration and helping MARRI Member States to develop

data-collection systems that would enable governments to assess the gains from more skilled intra-regional migration. Also, concluding of tailor made bilateral labour arrangements between MARRI Member States, regions and public institutions that provide for the recruitment and employment of foreign short or long term labour was mentioned;

- ✓ In order to open new channels for legal labour migration which will relieve unemployment, generate foreign exchange remittances and promote the acquisition of new skills abroad, MARRI Member States need to create employment opportunities at home through promotion of foreign employment;
- ✓ Elements for designing effective labor admission policies (in destination countries) need to include assessments of labour shortages, mismatches in the labour market, factors influencing demand and supply of labour as well methods for estimating labour market shortages and adequate policies. Explicitly mentioned by participants as tools for assessing and designating need for foreign workers were quotas, labour market tests, occupational shortage lists and employers fees;
- ✓ The start of the protection of the human rights of men and women migrant workers and the promotion of their equal opportunity and treatment should be implemented in the country of origin. Main instruments available to protect the rights of migrants are information dissemination (legal, cultural and social, labour market – IOM migrant service centers), regulation of private employment agencies, minimum employment standards and employment contracts, consular assistance and diplomatic protection;
- ✓ As far as Social cohesion and integration of migrant workers is concerned, following indicators and policies were mentioned as crucial for successful integration: housing, economic life, language proficiency, access to health care; education, political and civic life and social life;
- ✓ Labour migration has important economic, social and cultural impact on development of countries. Successful management of main characteristics of labour migration such as remittances, circular migration and role of diaspora can enhance economic and job growth;
- ✓ MARRI can serve as a forum for MARRI Member States' governments that want to learn how to use labor migration to enhance growth policies.

Skopje, 21 October 2009