

Migration Network Hub

Repository of practices
Increasing participation of
stakeholders from the labor
world in the RCM



**United Nations
Network on Migration**

Working Better Together



Conferencia Regional sobre Migración
Regional Conference on Migration



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Increasing participation of stakeholders from the labor world in the RCM



Title of the Initiative

Increasing participation of stakeholders from the labor world in the RCM.

Geographic scope

Regional. RCM Country Members: Belize; Canada; Costa Rica; El Salvador; United States of America; Guatemala; Honduras; Mexico; Nicaragua; Panama; The Dominican Republic.

Partners involved

Regional Conference on Migration (RCM), crmst@iom.int

International Organization for Migration (IOM), rosanjose@iom.int

International Labor Organization (ILO), sanjose@ilo.org

Donor(s) and / other resources

United States Department of State Office of Population, Refugees and Migration (PRM).

Type of practice

Partnership / Multistakeholder initiative

Objectives of the Global Compact for Migration



Sustainable Development Goals (SDGs)



Short Description



Image for illustration purposes only

The RCM Working Groups, since their creation in 2019, in their current format consist of officials from the Member Countries, mainly technical staff representing the foreign ministries, migration agencies, and specialized national institutions, as appropriate. In the case of the Labor Migration Working Group (LMG), this has allowed for an increasing participation of the ministries of labor. Plus, there is more and more involvement by employers' and workers' organizations, as well as training institutes as audience members or speakers at specific events. These stakeholders make up a triad that has not traditionally participated in the RCM. However, it has gradually increased its involvement in the Group's events and activities, as guests and as speakers. In particular, their participation is expected to intensify during future implementation of the LMG work plan and during the design of the RCM's Labor Mobility Plan whose development will begin soon.

Participation by these stakeholders is relevant because, in coordination with the ministries of foreign affairs, migration agencies, among others, they lead the different processes to strengthen labor migration governance in a coordinated manner. They also address the causes of irregular migration as it relates to decent work and labor mobility management. Specifically:

- Ministries of labor play an essential role in developing and implementing labor migration policies and guaranteeing labor rights. Also, they are the governing bodies related to employment policies that must be closely tied to migration policies and their main stakeholders.

- Employers' organizations play a more and more essential role in the Group by fostering decent working conditions. They also promote fair and ethical recruitment of migrants. Their presence is needed to: 1. understand the challenges the private sector is facing; 2. take into account how complex some migratory processes are (which may cause many migrant workers to migrate irregularly), and 3. raise awareness about the tools and policies of that sector to protect migrant workers' rights.
- Trade unions have recently played a relevant role. They are invited as audience members and speakers, and they ensure migrant worker rights, provide information and facilitate access to services and justice.
- Finally, the vocational training institutes are responsible for facilitating skill certification and migrant and returnee qualifications which enables an effective socioeconomic integration.

Through joint coordinated participation, a tripartite approach is promoted by the RCM Observers and Member Countries since these countries are the source and destination of labor migration.

Dates of Implementation

2019, end year not applicable

Key benefit and impact

Having new stakeholders involved in the relevant RCM events has brought about a major synergy of ideas, approaches and perspectives on how to manage labor migration in the region. Their contributions have provided new input to the agenda of the RCM Labor Migration Group. They have also made it possible to establish specific lines of work that will be incorporated into the first Regional Work Plan on Labor Mobility, currently being developed.

As a result of the COVID-19 pandemic, RCM activity development has been adapted to the virtual mode. This has had a positive impact on how these new stakeholders have participated as speakers and contributed to exchanges and dialogues, both in a more active manner.

Key lessons learned

The RCM Member Countries have gradually become aware of the importance of stakeholder participation in the RCM, as it relates to the labor world. This includes labor ministries, the private sector, workers' organizations and training institutes. It began with proposals to invite the representatives of these new stakeholders. Their contributions have been assessed as positive for labor migration management in the region.

This has contributed to an increased mutual understanding of the reasons for participating in this regional migration management mechanism. The participative incorporation of these stakeholders in the development of the Labor Migration Working Group since its beginning, has been crucial to complement the various approaches needed to design effective spaces in labor migration.

One issue to consider is the mechanism to agree on the people selected to participate in these RCM spaces. This may involve several levels of approval within the observer agencies and the RCM which may bring about delays. Therefore, the RCM currently attempts to coordinate invitation approval since the beginning of the development of a working agenda.

Recommendations

In relation to the RCM's Labor Migration Working Group, the timely incorporation of representatives from the labor generated an enriching intersectoral dialogue on the different regional labor migration management issues. This contributed to new strategies and points of view on the matter, and the corresponding activities and work plans. As a result, the addition of new non-governmental stakeholders is recommended in all the RCM spaces, i.e.:

- Representatives of the different institutions of the ministries of labor, such as national employment agencies, labor regulators and inspectors.
- Private sector representatives, including national and international recruitment agencies.
- Civil society, and workers' organizations from Member Countries, diaspora organizations and organizations representing migrant workers. This is to place more emphasis on issues related to labor conditions and migrant worker rights.

To date, the Member Countries have invited representatives of the private sector, workers' organizations and training institutes in a timely manner, based on the agenda of activities and discussions. This has made it possible for the Group to still have an agile and proactive modus operandi. This has translated into specific proposals and actions.

Website

- [Increasing participation of stakeholders from the labor world in the RCM](#) (link to this practice published on the Repository of the United Nations Migration Network, available only in Spanish)

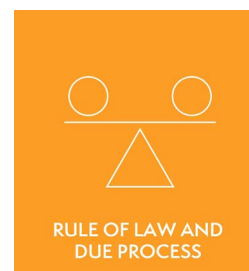
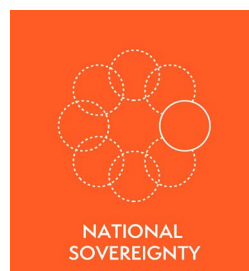
Innovation

This practice has been innovating by promoting joint coordinated participation related to the implementation of the Labor Migration Working Group work plan, particularly for the three relevant sectors in the area of labor migration: employers' organizations, workers' organizations and vocational training institutes. This was combined with the ministries of labor from Country Members that represent both countries of origin and destination for labor migration.

These stakeholders' participation has brought about an intersectoral consensus on creating a common regional labor migration management agenda. In addition, the strengthened cooperation ties between stakeholders, including the RCM observer agencies from their different mandates, has fostered effective planning and implementation of activities to address labor migration.

Finally, increasing participation by stakeholders from the labor world has been used as an example to be replicated in other regional dialogue mechanisms, including the South American Conference on Migration (SACM). This because it has been seen as an effective practice that creates synergies among the involved stakeholders to work on labor migration.

GCM Guiding Principles





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