



## Regional Plan of Action on Labour Mobility for 2023 – 2027

### Operative Plan

#### CONTEXT AND BACKGROUND

- The Working Group on Labour Migration seeks to promote the benefits of safe, orderly and regular migration and its link to development in countries of origin, transit and destination. In this area of work, the Regional Conference on Migration (RCM) promotes full respect for the labour rights of migrant workers as well as ethical recruitment practices and decent work to prevent the exploitation of migrant workers.
- This Working Group, as the other Working Groups, develops **Annual Plans** in accordance with the prioritized actions and topics.
- During the meeting of the Regional Consultation Group on Migration (RCGM) held on 1 December 2021 in Mexico City with participation of the following RCM Member Countries: Belize, Canada, Costa Rica, Dominican Republic, El Salvador, Guatemala, Mexico, Nicaragua, Panama and the United States, the following conclusion was formulated within the framework of the Working Group on Labour Migration: “Continue the development, approval and implementation of the Regional Plan of Action on Labour Mobility.”
- Subsequently, this was included in the Work Plan of El Salvador as President pro tempore (PPT) of the RCM for 2022, agreeing to continue the development, approval and implementation of the Plan.
- In developing the Plan of Action, an initial assessment was conducted of the main challenges relating to migration and labour mobility in the region. Specific actions were defined through participative exercises with government officials and representatives from the private sector and civil society organizations.
- The objective of the Plan is **to provide guidance to the RCM on strengthening the management and governance of labour mobility in the region, including protection of the rights of migrant workers, in order to achieve safe, orderly and regular migration.**
- The Plan of Action is a technical assistance tool for ministries of labour and foreign affairs, offices of migration and immigration, the private sector, unions and civil society organizations to enable them to move towards achieving appropriate governance and management of labour migration, with a national as well as a regional approach.
- In addition, the Plan serves as input that can guide the Work Plan of the Working Group on Labour Migration in a continuous manner and potentiate coordination between the PPT, the Regional Network for Civil Organizations on Migration (RNCOM) and the Observer Organizations of the RCM.
- The Plan includes four lines of action:





Line 1: Strengthening of regional capacities on management of labour migration policies

Line 2: Approval, recognition and development of competencies

Line 3: Social protection

Line 4: Gender mainstreaming and diversity in labour migration

## OPERATIVE PLAN

- With the aim of defining specific objectives and guidelines for the short, medium and long term to implement the actions established for each line of work of the Regional Plan of Action, Panama as PPT of the RCM advanced in the development of an operative plan, with support from the International Labour Organisation (ILO) and the International Organization for Migration (IOM) and in consultation with the RCM Member Countries.
- The goal of the Operative Plan is to disaggregate actions, allocating time frames, staff and budgets, and to facilitate the evaluation and monitoring of the actions; and in addition, to identify and prioritize actions and define a roadmap for the implementation of the actions set forth in the Plan of Action.
- On 2-4 August 2023, the Workshop for the Development of the Operative Plan of the Regional Plan of Action on Labour Mobility was conducted in-person and online with representatives from the RCM Member Countries and RNCOM to jointly design the actions for each line of action of the Regional Plan.
- The content of the Operative Plan is as follows:



## DEVELOPMENT OF THE OPERATIVE PLAN

Line 1: Strengthening of regional capacities on management of labour migration policies

Line 2: Approval, recognition and development of competencies

Line 3: Social protection

Line 4: Gender mainstreaming and diversity in labour migration



#### Regional Plan of Action on Labour Mobility

8 actions

7 actions

5 actions

6 actions

#### Operative Plan on Labour Mobility

14 prioritized actions

7 prioritized actions

8 prioritized actions

8 prioritized actions

#### Specific Validations:

Timelines

Responsible and supporting bodies

Budgeting assumptions

Funding sources

Execution period

#### **NEXT STEPS**

- At the meeting of the Working Group on Labour Migration held on 14 November 2023, the RCM Member Countries expressed that the Plan of Action is an instrument that facilitates coordinating labour migration processes at the subregional level. The management of orderly and safe labour migration flows is one of the priorities for migration governance.
- Panama as PPT of the RCM has proposed to include the approval of the Plan of Action in the agenda of the XXVIII Vice-Ministerial Meeting of the RCM to be held on 6-7 December 2023.
- The Plan of Action has already been approved by 9 RCM Member Countries.