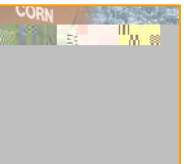


National Level Unilateral Approaches to Managing Movement and Temporary Stay of Workers



Unilateral Approaches & Mode 4

Understanding regulatory framework furthers Mode 4 discussions

Although schemes cover workers beyond scope of Mode 4
(including sectors other than services)

- Their **experience, strengths and weaknesses** can provide valuable lessons for Mode 4
- Shows how **schemes** focused on Mode 4 workers **mesh with existing regimes**



IOM Survey of Temporary Labour Migration Policies and Practices

Contribute to GATS Mode 4 discussions by:

- Assessing data sources:

How much data on temporary movements is collected?

- Surveying current national policies & practices on temporary entry of foreign workers
- Surveying current bilateral & regional agreements

Coverage:

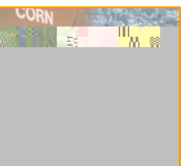
181 WTO and IOM member states and observers



IOM Survey of Temporary Labour Migration Policies and Practices

Replies to the Questionnaire

Africa	5
Americas	6
Asia-Pacific	7
Central and Eastern Europe	5
Western Europe	5
Total	30

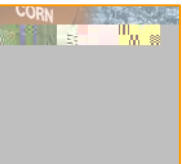


Temporary migration trends

Temporary Work Schemes

Common Features

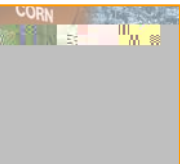
- Fixed-term employment contract for foreign workers
- One-year contract (or less) ties temporary worker to geographical area & employer
- Temporary worker must leave country on expiry of contract if contract not renewed
- Temporary contract may also prevent worker from changing employment
- Temporary workers often not entitled to family reunion



Entry regulations

Migrant workers & protection of local workforce

- Quotas/ceilings (country, regional or company)
- Labour Market Tests
- Use of economically oriented fees
- Individual labour market tests
- Regional/state level labour market tests
- Laissez-faire: relax or dispense with labour market tests and/or entry conditions/work permit regulations



Selecting foreign labour

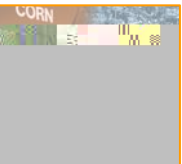
Recruitment System

Demand-driven

- Aimed at high- & low- skilled
- Sponsorship duties
(wage parity requirement,
no adverse effect on
local workforce)
- Restrictions on mobility
and rights of migrant

Supply-driven

- Aimed at high-skilled
- Points assessment
- Few sponsorship duties
- No restrictions on mobility
fewer restrictions on rights



National Policies Converge

Main Trends

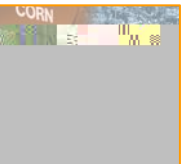
- Main emphasis in developed countries:
Recruitment of highly skilled,
esp. IT and health sectors
- Among G&
- In developing countries, esp. Asia & Gulf:

Kuwait: 500,000 of 700,00 foreign workers
semi/low-skilled

Growth in Temporary Labour Schemes

Reasons

- Development of info. & comm. technology:
Increased demand for highly-skilled labour
- Free flow of trade in goods and capital:
Increasing demand for employment
& provision of training, expertise
& services abroad
- Slow labour market adjustment:
May cause shortages, esp. in
low-skill occupations
- Ageing populations in some OECD countries:
Mid-term, high demand for
replacement labour



National Unilateral Approaches

Strengths

- Flexibility in adjusting to economic cycles
- “Trade commitments = predictability,
Migration schemes = premium on flexibility”
- More acceptable to public opinion
than policies of free movement
-

National Unilateral Approaches

Weaknesses

- Difficult to select migrant workers in cost-effective manner
- Lack of predictability & transparency regarding regulations
- Many restrictions placed on temporary migrants:

-

Conclusions

- Demand for foreign temporary workers growing
- Factors driving increased immigration will not abate soon

Challenges facing policymakers:

- Best manage growing temporary movement of persons
- Create appropriate temporary entry channels

