

Theme 1: Operationalizing a Rights-based Approach to Labour Mobility, Markets and Matching

**Working Session 1.B.:
Improving Jobs, Skills and Education Matching**
Check against final (20.11.2012)

Part 1 – Changes needed	
Changes identified during the session as most urgently needed	
1.	Harmonization and recognition of credentials
2.	Recognition of impact in source countries of out-migration, particularly of essential service providers
3.	More purposeful workforce planning and investment in training at national level in order to reduce international recruitment to meet routine staffing needs
4.	Forging bilateral and multilateral agreements, as well as domestic policy, using a tri-partite approach informed by international standards and instruments
Part 2 – Tools and mechanism	
Tools and mechanisms discussed during the session, whether existing or needed, that can help in bringing about these changes	
1.	International codes for ethical recruitment (i.e. WHO Code of Nurse Recruitment, Commonwealth Teacher Recruitment Protocol)
2.	National and provincial immigration policies that allow options for permanence and family unification
3.	Certification boards and standards
4.	Collective bargaining agreements and union apprenticeship programs
5.	Job training and acculturation programs
6.	International standards and instruments (UN and ILO conventions)
7.	Minimum/prevaling wage and health and safety laws
Part 3 – Recommendations for Action	
Recommendations put forward by the session for concrete follow-up actions , to be taken by civil society, governments, and other stakeholders	
1.	Improve qualitative and quantitative data collection and analysis to ensure better access to information in usable form for relevant stakeholders (including particular emphasis on South-South migration)
2.	Set minimum training standards across countries within industries
3.	Improve monitoring of workplace health and safety regulations and wage laws
4.	Direct involvement of employer in hiring decisions
5.	Promote employer investment in training that is directly relevant to job needs and documentation of skills acquisition to promote job transferability
6.	Reduction in visa barriers and rationalization of visa fees and types
Part 4 – Benchmarks	
Benchmarks against which success can be measured in the next years	
1.	Increased investment in workforce and skills training by both governments and employers
2.	Reduction of de-skilling/brain waste through programs to ensure migrants can work according to their training
3.	Move more work into the formal sector
4.	Increased number of organized workers in both formal and informal sector
5.	Creation of public employment agencies to assist in placement of domestic and migrant workers
Part 5 – UN High Level Dialogue	
One priority recommendation and/or benchmark to be taken up by the UN High Level Dialogue on International Migration and Development in 2013	
1.	Launch global cross-sectoral initiative on credentials recognition and harmonization of standards and increase investment in workforce training