



**International  
Labour  
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# Perspectives and Strategies for enhancing social and labour integration of Caribbean migrants

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Workshop “Contribution of international migration to sustainable development”

# Overview

- ✓ Caribbean Migration Trends and Flows
- ✓ Caribbean Migrant Workers and Decent Work Deficits
- ✓ Enhancing social and labour integration of Caribbean migrants: Key Challenges to be addressed
- ✓ Promoting integration through Decent Work





# Regional context

## Changing and Volatile

**4,9%** of the global labour force are International migrant workers

**25.6%** of the world's migrant workers are in the Americas

▶ LAC: 6.2 million Migrants Workers (2019)  
3.5 million ↓  
2.7 million ↓

▶ EE.UU. Y Canadá: 37.4 million  
19.9 million ↓  
17.5 million ↓

▶ Highest international migration increase in the world:  
7 to 15 million migrants in 15 years

▶ **Volatility** results in social, political and institutional challenges



# Caribbean Migration Trends and Flows 1

- the region is hyper-mobile.
- labour migration is an important dynamic in mobility trends.
- economies are dependent on inward labour migration.
- labour markets are more accessible to some migrants than others.

<b>Mixed migratory flows</b>	<b>High rates of emigration</b>	<b>Increasing immigrant stock</b>
<ul style="list-style-type: none"><li>• sites of origin, destination and transit</li><li>• varying types of legal status and modes of arrival</li></ul>	<ul style="list-style-type: none"><li>• far exceeds intra-regional migration</li><li>• amongst countries with the highest rates of outward emigration globally</li></ul>	<ul style="list-style-type: none"><li>• Bahamas, Barbados and Trinidad and Tobago receive the most immigrants from regional neighbours</li></ul>



# Caribbean Migration Trends and Flows 2

<b>Women larger share of migrants</b>		<b>High dependence on remittances</b>		<b>Increase in vulnerable migrant populations</b>
<ul style="list-style-type: none"><li>• Except the Bahamas, Cayman Islands, Dominica, St Kitts and Nevis and the Turks and Caicos Islands</li><li>• Evidence of gendered labour market segregation</li></ul>		<ul style="list-style-type: none"><li>• Remittances constitute a sizeable share of GDP</li><li>• Cost of remitting is high</li></ul>		<ul style="list-style-type: none"><li>• Venezuelan displacement has highlighted challenges related to socio-economic integration of vulnerable migrants</li><li>• Climate-induced displacement and impact on decent work</li></ul>

# Caribbean Migrant Workers and Decent Work Deficits

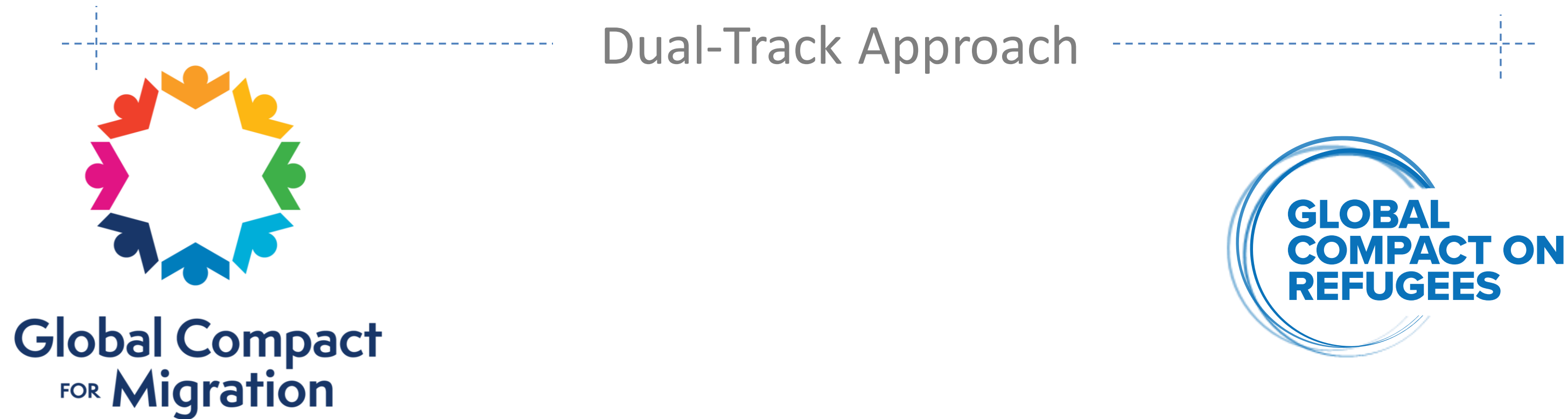
- ✓ **Restrictions** on access to the formal labour market.
- ✓ Undocumented migrants and some refugees are **vulnerable to abuse and exploitation** (GBV, child labour, forced labour and trafficking).
- ✓ Often in **informal, low-skilled, precarious employment** or under-regulated sectors (agriculture, construction, care sector...) – **OSH** implications
- ✓ **Information asymmetries:** lack of access to information on working conditions, rights, contractual obligations...
- ✓ Lack of language skills, social and professional networks can mean **less bargaining power**.

# Enhancing social + labour integration of Caribbean migrants: Key Challenges to be addressed

- ✓ Recruitment in conditions of exploitation and abuse
- ✓ The lack of regular migration status
- ✓ High informality
- ✓ Recognition of skills and qualifications obtained
- ✓ Low financial inclusion
- ✓ Lack of policy coherence



# Promoting integration through Decent Work



- Regular, Safe and Orderly Migration
- Well managed labour migration among CARICOM Member States
- Forced displacement and Mixed Flows
- Response to conflicts, social unrest, climate change



# Track 1 – Priority Areas

## Safe, Orderly and Regular Migration



Global Compact  
FOR Migration



### Labour migration governance and policy coherence

Strengthen the regulatory framework, capacities

Labour Migration Policies

BLAs

Policy Coherence



### Fair recruitment

Application of the principles and guidelines of Fair Recruitment

Public Employment Services

Private Recruitment Agencies



### Access to employment and improvement of working conditions

Reduce informality in the field of labour migration

Equal treatment: wages; occupational safety and health



### Labour mobility, training, certification and recognition of skills, including prior learning

Training and recognition of skills and qualifications of migrants

Vocational Training Institutes



### Social protection and social cohesion

Social Security: Access and portability

Social Protection more broadly: women migrant workers and the care economy

# Track 1 - Proposals

## Safe, Orderly and Regular Migration



- ✓ Improved capacities of countries in the region to **obtain statistics and data** on labour migration to inform decision-making.
- ✓ Appropriate mechanisms for **fair recruitment** can reduce migrant workers' exposure to exploitation and abuse, gender-based violence, child- and forced labour and trafficking in persons.
- ✓ Labour migration policies and programmes should include mechanisms for **effective skills and job matching systems** and offer possibilities for upskilling and retraining.
- ✓ **Extension and portability of social protection** for migrant workers can ensure the fulfilment of their rights to social security while contributing to strengthened national social security systems.

# Track 1 – ILO Actions

## Safe, Orderly and Regular Migration



- ✓ Development of national **Labour Migration Policies** in Trinidad and Tobago, and in Guyana
- ✓ **Providing training** on labour migration in Belize and in Trinidad and Tobago
- ✓ Supporting **CARICOM** in developing its **Labour Market Information Systems.**
- ✓ **SSTC exchange** between CARICOM and ECOWAS
- ✓ **Decent Work Country Programmes** now include specific results, objectives and activities on Labour Migration and Mobility
- ✓ **Caribbean Migration Consultation** workshop on Labour Migration (with IOM, Kingston, 2020)

# Track 2 - Objectives



## Forced displacement and Mixed Flows - Regional Socio-economic Integration Strategy

The **Regional Socio-economic Integration Strategy** is oriented towards the formulation of concrete responses to meet three objectives:

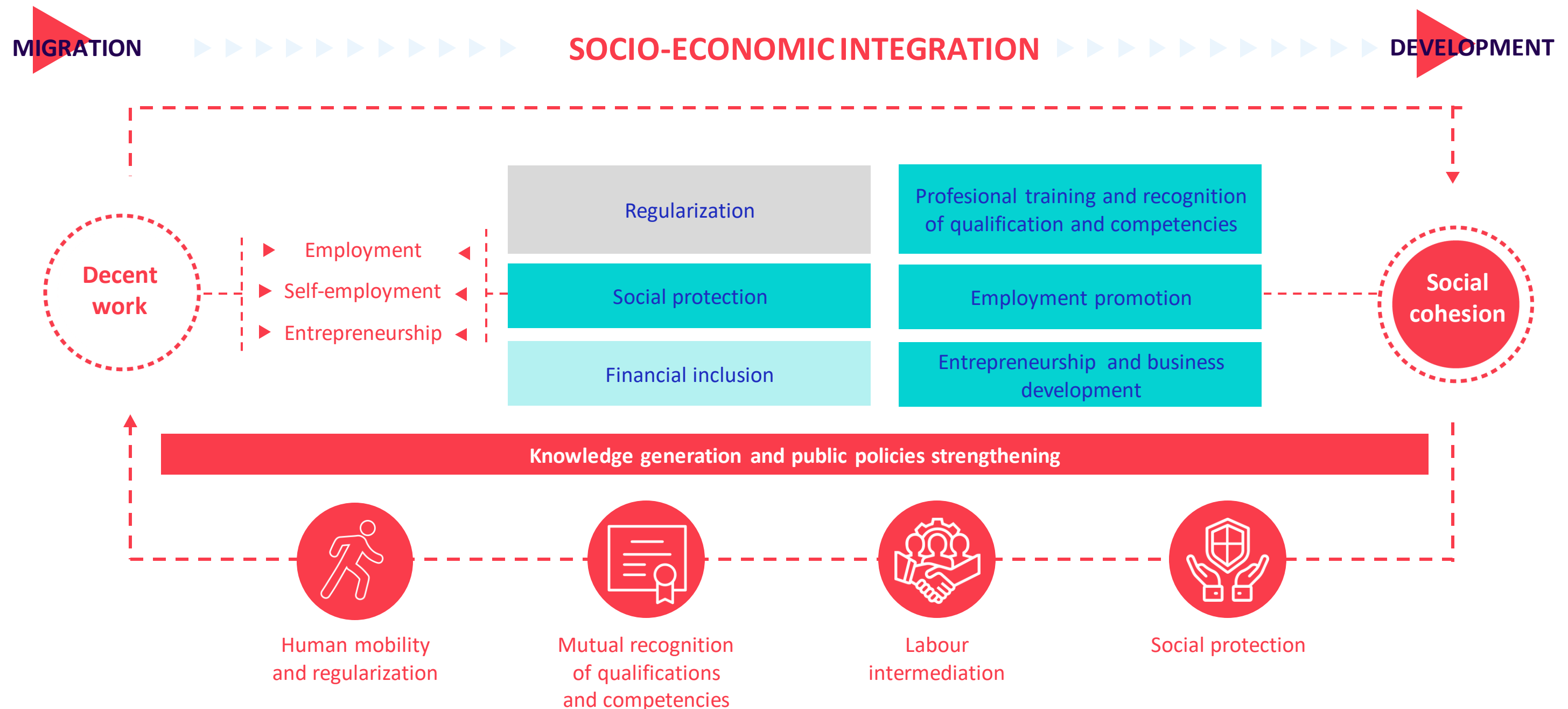
- ✓ To **reduce** the levels of socioeconomic vulnerability of refugees and migrants in Latin America and the Caribbean.
- ✓ To **maximize** the contribution of this population to the economies of the recipient countries.
- ✓ To **promote** social cohesion through initiatives that also benefit the host communities.



# Track 2 – Priority Areas



## Forced displacement and Mixed Flows - Regional Socio-economic Integration Strategy



# Track 2 - Proposals

## Forced displacement and Mixed Flows - Regional Socio-economic Integration Strategy

- ✓ Adopt different migratory categories or create ad hoc temporary alternatives, to **enable access to services** and insertion into **formal labour markets**.
- ✓ Development of training courses in sectors with the **greatest demand** in the market, in consultation with employers' and workers' organizations.
- ✓ Construction of a **regional occupational framework** to facilitate labour mobility.
- ✓ Review and simplification of procedures and requirements for the **Recognition of Prior Learning**.
- ✓ Profiling and analysis of the subsectors / value chains with high potential for entrepreneurship, both for refugees and migrants, as well as for the host community, with special consideration for women.

# Track 2 – ILO Actions

## Forced displacement and Mixed Flows - Regional Socio-economic Integration Strategy

- ✓ Labour market assessments to identify the niches of the labour markets where refugees and migrants can be integrated without competing with national workers:

**Approach to Inclusive Market Systems (AIMS) methodology,** develop jointly with UNHCR, conducted in Guyana, Aruba, Curaçao and the Dominican Republic.

- ✓ **Building Social Dialogue:**
  - Work with trade unions on fostering social cohesion with national workers.
  - Work with employers: Manual on Labour Migration and Fair Recruitment to be launched in September.





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**THANK YOU FOR YOUR ATTENTION!**

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