



The ILO Turin Centre's Facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathroom, telephone, free access to internet and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- medical service.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of a stimulating international environment.



A9011107

Negotiating bilateral labour agreements

Turin, Italy
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FOR FURTHER INFORMATION PLEASE CONTACT

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Negotiating bilateral labour agreements

Context

Labour migration is “a key feature of today’s world of work and one which raises complex policy challenges”¹. The increasing complexity of the nature and composition of today’s international migration movements underscores the importance of international cooperation in the governance of migration processes and the protection of migrant workers. Such cooperation on migration can take various forms, ranging from multilateral and regional to national-level agreements.

In the recent past, bilateral labour agreements such as bilateral agreements and memorandums of understanding on labour migration have gained prominence as tools facilitating the cross-border movement of workers. Interest is especially evident in certain migration corridors (such as Asia and Africa to the Arab States, and within Asia), in response to the continuing economic growth and demand for migrant workers in the destination countries concerned, which reflects a desire to facilitate new labour migration flows and also to regulate existing flows. For the destination countries, bilateral agreements help achieve a flow of labour that meets the needs of employers and industrial sectors, while providing for better management and promoting cultural ties and exchanges. For the countries of origin, these agreements ensure continued access to overseas labour markets and opportunities to promote the protection and welfare of their workers.

ILO instruments have long recognized the potential of bilateral cooperation for good governance of migrant labour flows and the protection of migrant workers. The ILO Migration for Employment Convention (Revised), 1949 (No. 97) recommends: “Whenever necessary or desirable, conclusion of agreements to regulate migration for employment in cases where numbers of migrants are sufficiently large”.² The ILO Multilateral Framework on Labour Migration provides guidance on how to use bilateral agreements to cover important areas of labour migration, such as “developing the exchange of labour market information”; “establishing policies and procedures [where appropriate] to facilitate the movement of migrant workers”; and providing “social security coverage and benefits to [migrant workers], as well as portability of social security entitlements.” In addition, the ILO believes that interstate cooperation and international consultations involving the social partners and civil society organizations are essential

for bilateral / regional agreements on migration that contribute to more orderly movements of workers whose rights are protected, while responding effectively to the needs of the labour market.

While bilateral agreements can play an important role in ensuring that the labour rights of migrant workers are protected, in practice they exhibit a number of shortcomings regarding their design, content, monitoring, implementation and impact. Countries of origin and destination have different bargaining positions, motivations and objectives for negotiating them. Moreover, the diversity of bilateral agreements in terms of their legally binding status, scope and content presents an added challenge. Finally, modern-day bilateral agreements operate in a context where recruitment of migrant workers in certain major corridors is largely undertaken by private enterprises, as opposed to governments.

In response to these challenges and opportunities, the International Training Centre of the ILO (Turin Campus, Italy) announces its upcoming course on Negotiating Bilateral Labour Agreements, with a view to increasing the potential of BLAs to improve governance of labour migration, promote and protect the rights of migrant workers, and enhancing migration and development linkages. This course aims also to reinforce the negotiation skills and techniques of officials who may work in the adoption and follow up of bilateral and/or multilateral agreements.

Objectives

By the end of this course, participants will be able to:

- Discuss potential challenges for effective implementation of BLAs/MoUs and the way forward;
- Appreciate the role, objectives, challenges and opportunities associated with negotiating bilateral labour agreements (BLAs);
- Become familiar with key policy priorities that justify the need to adopt bilateral labour agreements;
- Identify good practices in bilateral labour agreements based on specific criteria drawn from international norms, and highlight agreements which could lead to better outcomes in terms of migration governance and protection of migrant workers;
- Improve capacity for critical review of existing BLAs and MOUs and negotiate for their revisions;
- Understand the negotiation process and techniques of effective negotiation, including through the simulation of a negotiation agreement.

Content

- **Technical content on BLAs and MoU**
 - Historical overview and current developments of bilateral labour agreements (BLAs) and memorandum of understanding (MoU)
 - Types and general features of BLAs and MoU on labour migration
 - Recent global and regional trends of BLAs and MoU
 - Normative foundations of bilateral labour agreements
 - Agreement Structure, Assessment and Good Practices
 - Minimum standards/provisions for a bilateral agreement/MOU
 - How to make agreements work?
 - Monitoring and evaluation
 - Joint committees: role, TORs and agenda
 - Good practice review: Bilateral Agreements/MOUs on Labour Migration
- **Technical content on Negotiation skills**
 - Process and stages of negotiating bilateral labour agreements;
 - Characteristics of position-based and needs-based negotiation;
 - Behaviours of effective negotiators

Target group

The course is designed for key stakeholders dealing with negotiation of bilateral and regional agreements/MoUs and migration issues, namely:

- Officials dealing with migration policy and/or international relations;
- Policy planners involved in the conclusion of bilateral labour agreements;
- Practitioners from public institutions and ministries dealing with migration policies and/or international relations
- Representatives of workers’ and employers’ organizations.

Methodology

The ITC promotes a three-phase approach in its learning activities:

- **Pre-training phase** (online platform): two weeks before the face-to-face (residential) phase, during which participants can access initial information

on the course content and follow an introductory module.

- **Face-to-face phase** (residential) which combines lectures and discussions, as well as case studies, role-play exercises and group work.
- **Follow-up phase** (online platform), during which participants can access course material, as well as new resources online, and can continue the discussion and consultation with other participants and experts via the internet through the Forum discussion of the online platform.

During the course

An action-oriented, highly participative approach will be used, with particular attention devoted to sharing international experiences with a view to their adaptation and practical application. Training methods combine lectures and discussions, case studies, open space debates, role-play exercises and group work using up-to-date learning methods and technologies. Particular attention will be paid to the presentation of “good practices” through case studies reflecting experiences already gained locally and internationally.

Cost of participation

Participation in the course costs 2215 Euros (course fees 1600 Euros and participant subsistence 615 Euros), excluding international air travel and airport transfers. This is payable in advance. This covers: tuition fees; the use of training facilities and support services; training materials and books; accommodation and full board at the Centre’s campus; emergency medical care and insurance. For information regarding payment, cancellation and refunds, please consult:
<https://www.itcilo.org/en/training-offer/how-to-apply>

Applications

Applicants should complete the online nomination form no later than 04 June 2018, supported by a nomination letter from the sponsoring institution indicating how the participant will be financed. The form can be found at:

<http://intranetp.itcilo.org/STF/A9011107/en>

Please note that if a Schengen visa for Italy is needed, the time required is on average at least three weeks.

¹ ILO. (2014a). Fair migration: Setting an ILO agenda: Report of the Director-General Report I(B), International Labour Conference, 103rd Session, June 2014, International Labour Office, Geneva

² ILO. (1949). Migration for Employment Convention (No. 97), International Labour Office, Geneva.