SOCIAL PROTECTION OF MIGRANTS

A thematic paper based on the Migration Governance Indicators (MGI) and the Objectives of the Global Compact for Safe, Orderly and Regular Migration

Labour Mobility Division (LMD)

Global Migration Data Analysis Center (GMDAC)

Migration Governance Indicators (MGI)

FEBRUARY 2024

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UN MIGRATION
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IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

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Facilitating pathways for regular migration is one of the main priorities laid out in the International Organization for Migration (IOM) Strategic Plan 2024-2028. IOM works to unleash the potential of migration by assisting States to establish, expand and enhance regular migration pathways, while reducing irregular migration. Social protection and health coverage for migrants are key vehicles to reduce inequalities and maximize migrants’ contributions to societies, and therefore IOM continues to advocate for inclusion of these issues in global, regional, and national agendas. At the operational level, IOM programmes also contribute to successful labour migration by equipping migrants with skills and knowledge for the twenty-first century workplace. This includes providing training and support to improve access to social protection and finance.

To contribute to this institutional priority, this paper presents Migration Governance Indicators (MGI) data on social protection for migrants and other related issues. By doing so, this paper also responds to the recommendation of the Standing Committee on Programmes and Finance (SCPF) about the importance of increasing the evidence base on social protection, including through support for the collection and analysis of data disaggregated by migration status, and research to address gaps in access to social protection schemes.1

As set forth in the 2030 Agenda for Sustainable Development and emphasized in the United Nations (UN) report “Promoting Inclusion through Social Protection: Report on the World Social Situation 2018”,2 access to social protection is key to maintaining adequate standards of living throughout the life cycle and to ending poverty. International migrants, as evidenced in different global, regional, and national reports, are still poorly served by social protection systems. Without effective policies in place to address the unique challenges faced by migrants, international commitments to implement social protection systems and measures for all will remain unfulfilled.

The universal right to social security, based on the principles of non-discrimination and non-regression, is enshrined in international law and frameworks.3 For instance, objectives 15 and 22 of the Global Compact for Safe, Orderly and Regular Migration4 call for States to ensure service provision for all migrants, regardless of immigration status, and to allow them to benefit from non-discriminatory access to social protection in countries of destination, as well as the portability of applicable social security entitlements in their countries of origin.

MGI data analyzed for this paper confirms that, in most regions, international migrants are at a substantial risk of exclusion from social protection programmes because they are either ineligible or not effectively covered. Eligibility is determined by the policies, laws and regulations that define the rights, entitlements, and responsibilities of different categories of migrants in the country of destination. MGI assessments can be instrumental to identify policies and regulations in place.5

This paper presents global, regional, and thematic trends that emerge from national-level MGI data from 100 countries, under a subset of eight of the 23 Global Compact for Migration objectives.6 Global and regional summary statistics of MGI data are presented alongside the definition of each of the identified objectives of the Global Compact for Migration, as well as examples of activities Member States can implement to achieve those objectives. Programs and initiatives that illustrate IOM efforts in relation to each objective are also included.

In the following sections, the paper gives an overview of the linkages between social protection and goals and objectives of global frameworks. After this, the paper offers a brief definition of the IOM approach on social protection of migrants, explains the methodology (including limitations), followed by the analysis of the Migration Governance Indicators for a subset of Global Compact for Migration objectives. The paper concludes with a summary of the key insights and recommendations for the future.

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4 From now on referred to as the ‘Global Compact’.
6 The subset of Global Compact objectives has been defined by the authors and coordinators of this paper, in consultation with the Labour Mobility Division (LMD).
Conflict, climate change, labour markets and other factors associated with development can all impact the drivers and nature of migration.\(^7\) As much as migration impacts development, migration is also affected by development. The development contexts in which people live, journey through, and move to, play a role in shaping people’s resources, aspirations, motivations, and opportunities to migrate. The 2030 Agenda for Sustainable Development recognizes migration as a key consideration and a catalyst for sustainable development that cuts across several areas of government policy.

Labour migration is a complex process that, when well-managed, can positively contribute to overall development, delivering benefits for countries of origin and destination, migrant workers, their families, and host communities.\(^8\) The governance of labour migration poses opportunities and challenges for countries of origin, transit, and destination, which must balance competing issues and interests, from economic to social, environmental, and political. One of these challenges is ensuring access to social protection systems for migrants.

Migrant access to social protection brings many benefits including increased societal equality and inclusion and the realization of human rights. Access also enhances migrants’ capacity to maximize their own contributions to social protection schemes, which reduces their exposure to socioeconomic risk and vulnerability. Furthermore, access to social protection supports attainment of the objectives of the Global Compact on Migration (in particular, objectives 5, 6, 7, 16, 17, 18, 20 and 22), in alignment with the relevant Sustainable Development Goals, particularly Target 1.3 on increasing access to national social protection systems (see Figure 1).\(^9\)

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\(^8\) The term labour migration governance refers to the set of laws, policies, institutions, structures and processes, as well as norms, values and traditions that guide the state in (i) determining the approach to labour migration and formulating the objectives and expected outcomes; (ii) coordinating the relationships and interactions between the different actors involved; and (iii) managing the processes of policy formulation, decision-making and resource allocation to regulate migrants’ labour market access and participation, migrants’ access to services and social security and protection, integration. This definition comes from the ITC-ILO Training Package on Labour Migration.


Figure 1. Global Compact and Sustainable Development Goals Objectives supported by access to social protection.
In the area of labour migration governance, one of the main instruments is Bilateral Labour Migration Agreements (BLMAs). BLMAs are arrangements between two States, or agencies, that describe in detail the specific responsibilities of each of the Parties and the actions to be taken by them to accomplish their labour migration governance goals. The concept includes legally binding bilateral labour agreements (BLAs) and Memoranda of Understanding (MoUs). It comprises specific bilateral agreements between government ministries or agencies in countries of origin and destination, dealing with various aspects of labour migration, and frameworks or cooperation agreements that include labour migration along with other migration topics such as irregular migration, readmission, and migration and development.

The UN Network on Migration (UNNM) Guidance on BLMAs adopts social protection as one of the principles that must guide the drafting, negotiation, and implementation of BLMAs. The guidance advocates for these agreements to be used as a basis for providing access to social protection including healthcare on par with nationals and to facilitate the portability of social security benefits for migrant workers and members of their families. BLMAs provisions on social security should be formulated in terms of equal treatment with national workers in the destination country, including with respect to maternity protection, and, where available, access to childcare or care for dependent family member arrangements, and benefits for workers with family responsibilities.

According to the UNNM Guidance, BLMAs can contain provisions for social security, which require the participation of national social security institutions. Access to social security can also be covered in a separate bilateral or multilateral social security agreement. Under these agreements, benefits may be distributed in a lump sum upon departure, or contributions to social security benefits may be maintained in the country of origin. BLMAs should ensure access to national healthcare systems for migrant workers and their families, beyond compensation for injury. Further, BLMAs should guarantee that social security, including healthcare benefits, are comprehensive, non-discriminatory and available and accessible to all migrant workers.

It is also important to highlight that migrant workers are protected by core human rights instruments, which are applicable to all persons, including all migrants, regardless of their status. Based on the notion of equal treatment, migrant workers are thus entitled to eligibility for and coverage by social security equal to the eligibility and coverage of nationals of the destination country. In addition, all migrant workers, and their families, regardless of their status, should enjoy protection under international labour standards established by the International Labour Organization (ILO), unless otherwise clarified. This includes equal access to several areas of employment (wages, benefits, paid holidays, overtime arrangements), social security, taxes and contributions, trade union membership and accommodation.

International labour standards also provide for equal opportunity and treatment of migrant workers through national policies, while granting States the freedom to choose appropriate methods of applying these principles. These provisions have been implemented in diverse ways: unilaterally (through national legislation); regionally or multilaterally (through international initiatives and commitments); or bilaterally (through an agreement between origin and destination countries).

Table 1 on the following page, summarizes the interlinkages between migration, labour migration, social protection, and the global frameworks.

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Table 1:
Social protection for migrants in global frameworks

| The Sustainable Development Goals (SDGs) | A collection of 17 interlinked goals, defining global sustainable development priorities and aspirations and seeking to mobilise global efforts around a common set of goals and targets. The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by 2030. Of the 17 SDGs, 7 goals and their indicators are related to migration broadly and labour migration specifically:

| GOAL 3: Good health and wellbeing |
| GOAL 4: Quality education |
| GOAL 5: Gender equality |
| GOAL 8: Decent work and economic growth |
| GOAL 10: Reduced inequalities |
| GOAL 16: Peace, justice and strong institutions |
| GOAL 17: Partnerships for the goals |

| The Global Compact for Safe, Orderly and Regular Migration (GCM) | A non-binding inter-governmentally negotiated agreement, prepared under the auspices of the United Nations, providing a comprehensive set of objectives and commitments related to a range of aspects pertaining to international migration. It was formally endorsed by the UN General Assembly on 19 December 2018. The key objectives from the labour and social protection perspective are:

| OBJECTIVE 5: Enhance availability and flexibility of pathways for regular migration |
| OBJECTIVE 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work |
| OBJECTIVE 15: Provide access to basic services for migrants |
| OBJECTIVE 16: Empower migrants and societies to realise full inclusion and social cohesion |
| OBJECTIVE 17: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration |
| OBJECTIVE 18: Invest in skills development and facilitate mutual recognition of skills, qualifications and competences |
| OBJECTIVE 22: Establish mechanisms for the portability of social security entitlements and earned benefits |
| OBJECTIVE 23: Strengthen international cooperation and global partnerships for safe, orderly and regular migration |
Migration is a complex and broad field of work. As such, there is no single convention or framework that presents a comprehensive, concise, and practical approach to migration governance. IOM’s Migration Governance Framework (MiGOF) sets out a structure in which States and IOM can work together to address migration issues. The framework presents the ideal version of migration governance, to which States can aspire, and for which IOM can provide support and assistance.

The key principles and objectives from the labour and social protection perspective are:

**PRINCIPLE 1:** Good migration governance would require adherence to international standards and the fulfilment of migrants’ rights.

**OBJECTIVE 1:** Good migration governance and related policy should seek to advance the socioeconomic well-being of migrants and society.

**OBJECTIVE 3:** Migration should take place in a safe, orderly, and dignified manner.
IOM APPROACH ON SOCIAL PROTECTION OF MIGRANTS

Social protection can be broadly understood as a set of public and private policies and programmes aimed at preventing, reducing, and eliminating economic and social vulnerabilities, and addressing inequality, poverty and deprivation and social exclusion. It is important to note that there is no universal definition of social protection and understandings of social protection vary across countries and regions, informed by sociocultural and normative contexts.\textsuperscript{12}

At the operational level, social protection covers all measures providing contributory and non-contributory benefits, whether in cash or in kind, to secure protection meant to prevent poverty and vulnerability throughout the life cycle and in relation to key identifiable social risks.\textsuperscript{13}

As indicated in the IOM’s handbook on protection and assistance for migrants vulnerable to violence, exploitation, and abuse (2019), vulnerability can exist at the individual, family/household, community, and structural levels. Social protection, therefore, needs to respond at all these levels for comprehensive cover to be realized, including covering migrants.

\textsuperscript{12} IOM SCPF (2023): Enhancing social protection for migrants and populations in situations of vulnerability, including internally displaced persons. S/32/8, May 2023.

4.1 WHAT ARE THE MGI INDICATORS AND WHAT IS THE SCOPE OF THIS PAPER?

The Migration Governance Indicators (MGI) is a tool created by IOM and developed with Economist Impact to help governments assess the comprehensiveness of their migration governance structures through 99 questions organized within six policy domains that correspond to the three principles and the three objectives that comprise the Migration Governance Framework (MiGOF). The MGI methodology is grounded in target 10.7 of the Sustainable Development Goals (SDGs) and aligned with the Global Compact for Migration insofar as there is a direct correspondence between the MGI indicators and the objectives of the Compact (IOM, 2022a). Thus, the MGI can be a useful tool to inform countries’ implementation of these three global frameworks.

The MGI assesses migration governance as defined by the IOM glossary, namely: “The combined frameworks of legal norms, laws and regulations, policies and traditions as well as organizational structures (subnational, national, regional and international) and the relevant processes that shape and regulate States’ approaches with regard to migration in all its forms, addressing rights and responsibilities and promoting international cooperation” (IOM, 2019b:138).

The MGI is a tool based on desk research, interviews and policy inputs, which offers insights on a wide range of policy issues that countries can use to develop and/or improve their migration governance. This paper focuses on indicators directly or indirectly related to the issue of migrants’ social protection. The paper does not analyse nor assess the effectiveness of the existing policies, programs or regulations, and does not discuss critical issues, such as the case of social protection for migrant workers in irregular migratory status, working in the informal economy and/or of internally displaced persons (IDPs), noting that there is a broader need to understand the social protection of migrants and populations in situations of elevated vulnerability.

4.2 MGI DATA COLLECTION

The MGI helps countries evaluate their migration governance structures in a process that is voluntary, consultative (governments are engaged through all stages of the process), and sensitive to local specificities. The MGI is not meant to rank countries on the design or implementation of migration policies, but rather to be a framework to help countries to assess the comprehensiveness of their migration policies, as well as to identify gaps and areas that could be strengthened. The MGI aims to advance conversations on migration governance by clarifying what “well-governed migration” might look like in the context of SDG Target 10.7.

The collection of MGI data consists of a desk review, complemented by a series of interviews with local experts and government representatives identified with the support of the IOM office in the participating country. Over several months, these data are reviewed by IOM in consultation with participating governments. The engagement of governments throughout the process allows MGI data to reflect the procedural and institutional aspects of migration governance in a comprehensive manner, while helping these governments familiarize themselves with the information, thus facilitating its potential use to inform future policy developments. The voluntary and consultative nature of the MGI process is one of its main added values in comparison with other data sets on migration governance (IOM, 2019a:10).

Each of the 99 questions includes a categorical response (often a binary yes/no score or yes/partially/no) and a detailed justification (accompanied by the corresponding references) of why the categorical response was chosen. These justifications also aim at capturing the different realities, challenges and opportunities related to migration in each participating country. The MGI dataset thus contains a combination of quantitative and qualitative data, allowing for an in-depth analysis of countries’ migration governance structures.

An affirmative answer generally implies that a policy, institution, or coordination mechanism is well-developed, meaning that it formally exists (backed up by a piece of legislation or a formal agreement), is consistently applied (meaning that its provisions are implemented in practice) and is regularly updated. A “partially” answer may mean that such a policy, institution or mechanism does not exist, but some ad hoc measures are implemented.
in practice, or that it exists but has become outdated or obsolete. Finally, a “no” means that neither of the latter conditions is fulfilled, and the corresponding area of migration governance has potential for further development.

4.3 DATA ANALYSIS APPROACH

This paper draws on the methodology and analytical approach established in *Migration Governance Indicators Data and the Global Compact for Safe, Orderly and Regular Migration: A Baseline Report* (IOM, 2022a). In this paper, MGI questions were mapped against the 23 Global Compact objectives. The mapping consisted of a systematic evaluation of the thematic proximity between each MGI question and the main commitment and/or one or more of the associated actions considered to be relevant policy instruments and best practices for each objective. Each MGI question was associated with only one objective.

Following this approach, this paper presents MGI data for 17 MGI questions that relate to eight of the 23 Global Compact for Migration objectives particularly relating to the theme of social protection. This paper does not aim to look at all relevant aspects of social protection, but only to highlight the aspects of social protection captured by MGI data. MGI data would thus need to be complemented with other sources of data to offer a full picture of global, regional and thematic trends in the context of social protection.

4.4 LIMITATIONS

Data presented in this paper is based on national-level MGI data collected between 2016 and 2023 for 100 countries that voluntarily conducted an MGI assessment and for which data are readily available as of December 2023. As the number of participating countries has increased from the Baseline Report published in March 2022, comparisons between the present summary statistics and the summary statistics from the Baseline Report is not possible. In addition, it should be noted that country participation in the MGI assessment varied across regions, and, as a result, regional statistics may not be representative of the reality in those regions. MGI data should not be taken as statistically representative of global and regional trends.

The quantitative part of this document presents the outcome of a descriptive analysis, and summary statistics are limited to the comparison of percentages across different data groupings and the identification of measures of central tendency (like the arithmetic mean). This means that the graphs and text presented never imply a causal relationship between variables. Another potential limitation is that the MGI analysis focuses on migration governance structures, with a limited assessment of how policies are implemented and no assessment of the outcome of each policy. In other words, the MGI can help assess if migration governance frameworks are in place for countries to manage migration well, but it does not assess how countries manage migration in practice.

4.5 INTENDED AUDIENCE

This paper seeks to inform the work of IOM staff at the global, regional and national level, particularly those who design, implement, monitor or evaluate programs and projects related with the issue of social protection of migrants. It also aims to support the work that IOM Regional Offices, Country Missions and Programs do around the world to deliver on the promise of migration and contribute to the achievement of the Sustainable Development Goals, the multiple interventions dedicated to reducing inequality in and among countries (Goal 10) and contributing to sustained, inclusive and sustainable economic growth (Goal 8) through safe labour migration pathways, sustainable livelihoods and decent work.

Finally, this paper can also complement the efforts of other UN Agencies, non-government, private sector, trade union, and diaspora organizations, and other key stakeholders that work to improve access to social protection for migrants.

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16 In analyzing the present data, “MGI countries” will refer to countries which participated in the MGI processes.
Each section of this chapter provides a brief description of the relevant Global Compact for Migration objective selected for the purpose of this paper, followed by an example of actions governments can take to advance social protection for migrant workers associated with each specific objective and an analysis of the MGI data thematically linked to each objective.

5.1 GLOBAL COMPACT FOR MIGRATION OBJECTIVE 5: ENHANCE AVAILABILITY AND FLEXIBILITY OF PATHWAYS FOR REGULAR MIGRATION

Social protection under objective 5 of the Global Compact, as highlighted in action 21(i), can be advanced by governments facilitating “access to procedures for family reunification for migrants at all skills levels through appropriate measures that promote the realization of the right to family life and the best interests of the child, including by reviewing and revising applicable requirements, such as on income, language proficiency, length of stay, work authorization, and access to social security and services”.

Globally, 18 per cent of MGI countries have a defined programme for managing inward labour immigration. Results differ significantly per region. About three quarters (73%) of the countries in Europe have a defined programme, whereas only 5 and 4 per cent have one in Africa and the Americas, respectively (Figure 2).

Figure 2. Does the country have a defined programme for managing labour immigration into the country?

Notes:
Based on data from 100 MGI countries.
The answer “partially” applies if there is some indication that an assessment of the labour market demand in the country has translated to migration policy in the past, or that this happens on an ad hoc basis.
Establishing dedicated institutions to implement migration policies is crucial for fostering labour mobility programs. For example, according to MGI data, countries with a dedicated agency responsible for enacting immigration policies tend to have labour immigration programs in a higher proportion compared to those without such an agency. In fact, none of the countries lacking a dedicated agency for immigration policy enactment have programs to manage labour immigration (Figure 3).

**Figure 3.** Does the country have a defined programme for managing labour immigration into the country?

![Graph showing the percentage of countries with and without a dedicated agency enacting immigration policy and having programmes to manage labour immigration.](image)

Notes:
Based on data from 100 MGI countries.
A Fisher's Exact Test was conducted to examine the relationship between the two binary variables. In the analyzed subset, a statistically significant association at the 10% significance level was found between having a dedicated agency enacting immigration policy and having a programme to manage labour immigration.

Bilateral labour agreements (BLAs) are one of the tools that countries can use to strengthen their labour migration policies. The majority (82%) of MGI countries have formal BLAs in place. Regionally, although the Americas and Asia Pacific have a share of countries with BLAs that is slightly above the global average, there are no substantial regional variations overall (Figure 4).

**Figure 4.** Does the country have formal bilateral labour agreements (BLAs) in place?

![Graph showing the percentage of countries with formal BLAs by region.](image)

Notes:
Based on data from 100 MGI countries.
• Globally, programmes for managing labour immigration are only in place in MGI countries that have a dedicated agency responsible for the enactment and practical implementation of an immigration policy.

• Most countries have formal BLAs, without much variation across regions.

Chihuahua, Mexico

The Mexico-Canada Seasonal Agricultural Workers Program (SAWP) is a safe, legal and orderly labour mobility alternative that supports agricultural day laborers who wish and qualify to work in Canada for seasons of up to eight months harvesting different agricultural products. In 2020, the State Employment Service ensured that safeguards are in place in the SAWP for people from Chihuahua going to Canada to guarantee that legal and safe labour standards are met, which were developed in conjunction with the Government of Canada. Find more information in Spanish on the website of the Chihuahua Secretaría del Trabajo y Previsión Social.

5.2 GLOBAL COMPACT FOR MIGRATION OBJECTIVE 6: FACILITATE FAIR AND ETHICAL RECRUITMENT AND SAFEGUARD CONDITIONS THAT ENSURE DECENT WORK.

“Governments” commit to review existing recruitment mechanisms to guarantee that they are fair and ethical, and to protect all migrant workers against all forms of exploitation and abuse in order to guarantee decent work and maximize the socioeconomic contributions of migrants in both their countries of origin and destination.

As outlined under action 22(g) of the Global Compact, to promote fair and ethical recruitment to enhance social protection, countries can adopt processes that “allow migrants to change employers and modify the conditions or length of their stay with minimal administrative burden, while promoting greater opportunities for decent work and respect for international human rights and labour law”.

Additionally, under action 22(i), in order to “provide migrant workers engaged in remunerated and contractual labour with the same labour rights and protections extended to all workers in the respective sector”, countries can protect and promote the “rights to just and favorable conditions of work, to equal pay for work of equal value, to freedom of peaceful assembly and association, and to the highest attainable standard of physical and mental health, including through wage protection mechanisms, social dialogue and membership in trade unions”.

Globally, slightly less than one third (31%) of MGI countries have measures to promote the ethical recruitment of migrant workers. An additional 35 per cent of countries have measures that do not explicitly focus on migrant workers or are limited to certain categories of migrants or those from certain countries of origin. A geographical disaggregation of results reveals large variations across regions (Figure 5).

Figure 5. Does the country have measures to promote the ethical recruitment of migrant workers?

- Yes
- Partially
- No

Global percentage of “yes” answers

Notes:
Based on data from 100 MGI countries. The answer “partially” applies if measures that promote ethical recruitment do not explicitly focus on migrant workers or are limited to certain categories of migrants or migrants from certain countries of origin.
The existence of a migration strategy defined in a programmatic document or manifesto signals a country’s efforts to enhance the coherence of migration governance structures. This, in turn, can lead to the development of dedicated labour measures, including those designed to protect migrant workers. For instance, MGI data shows that countries with a national migration strategy tend to develop measures to promote the ethical recruitment of migrant workers in a higher proportion as compared to those without such a strategy (Figure 6).

Countries can also strive to ensure decent work conditions for their nationals. Figure 7 shows that globally, 36 per cent of MGI countries have developed mechanisms to protect the rights of their nationals working abroad. An additional one third have developed mechanisms that are either limited only to nationals working abroad in certain countries of destination, confined to the provision of general consular services, or focusing solely on ethical recruitment without addressing the protection of the rights of those already working, or vice versa.

**Figure 6.** Percentage of countries with measures to promote the ethical recruitment of migrant workers, by existence of a defined migration strategy

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Global average of countries that have measures to promote ethical recruitment for migrant workers

Notes:
Based on data from 100 MGI countries. A Fisher’s Exact Test was conducted to examine the relationship between the two binary variables. In the analyzed subset, a statistically significant association at the 5% significance level was found between having a defined national migration strategy and having measures to promote the ethical recruitment of migrant workers.

**Figure 7.** Does the country have mechanisms to protect the rights of its nationals working abroad?

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Global percentage of “yes” answers

Notes:
Based on data from 96 MGI countries. The answer “partially” applies if these mechanisms are limited only to nationals working abroad in certain countries of destination, if they are limited to the provision of general consular services, or if these mechanisms focus only on ethical recruitment but not on the protection of the rights of those who are already working, or vice versa.
• Measures to promote the ethical recruitment of migrant workers are more often found in countries that have a national migration strategy defined in a programmatic document or manifesto.

• Around one third of countries have mechanisms in place to protect the rights of their nationals working abroad. Some countries have measures that are limited in scope, either in the types of services provided or in their application to certain countries of destination.

Cambodia

In January 2020, the Association of Cambodian Recruitment Agencies, and the Manpower Association of Cambodia collaborated with the Ministry of Labour and Vocational Training (MLVT) to develop the Code of Conduct for Cambodian Private Recruitment Agencies, which aims to promote and protect the rights of Cambodian migrant workers during the recruitment process.

5.3 GLOBAL COMPACT FOR MIGRATION OBJECTIVE 14: 
ENHANCE CONSULAR PROTECTION, ASSISTANCE, AND COOPERATION 
THROUGHOUT THE MIGRATION CYCLE

Governments commit to strengthen consular protection of and assistance to their nationals abroad, as well as consular cooperation between States, in order to better safeguard the rights and interests of all migrants at all times, and to build upon the functions of consular missions to enhance interactions between migrants and State authorities of countries of origin, transit and destination, in accordance with international law.

Action 30(d) of the Global Compact highlights that strengthening consular capacities “by providing training to consular officers on human rights-based, gender-responsive and child-sensitive actions”, can ensure countries are able to “identify, protect and assist their nationals abroad who are in a situation of vulnerability, including victims of human and labour rights violations or abuse, victims of crime, victims of trafficking in persons, migrants subject to smuggling under aggravating circumstances, and migrant workers exploited in the process of recruitment”.

Globally, 15 per cent of MGI countries have institutions to assist nationals residing abroad in more than 100 countries. A regional disaggregation shows that European countries tend to have a consular presence in a higher number of countries (Figure 8).

**Figure 8.** Does the country have institutions to assist nationals residing abroad?

<table>
<thead>
<tr>
<th>Region</th>
<th>In more than 100 countries</th>
<th>In between 50 and 100 countries</th>
<th>In less than 50 countries</th>
<th>Global percentage of “in more than 100 countries”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global</td>
<td>15%</td>
<td>3%</td>
<td>82%</td>
<td>3%</td>
</tr>
<tr>
<td>Africa</td>
<td>31%</td>
<td>32%</td>
<td>36%</td>
<td>32%</td>
</tr>
<tr>
<td>Americas</td>
<td>65%</td>
<td>45%</td>
<td>30%</td>
<td>56%</td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>46%</td>
<td>54%</td>
<td>3%</td>
<td>46%</td>
</tr>
<tr>
<td>Europe</td>
<td>12%</td>
<td>18%</td>
<td>70%</td>
<td>36%</td>
</tr>
</tbody>
</table>

Notes:
Based on data from 100 MGI countries.

Moreover, many countries have developed focalized measures to assist their nationals abroad. According to Figure 9, the majority (58%) of MGI countries have concrete measures to assist nationals living abroad in times of crisis.
Figure 9. Does the country have concrete measures in place to assist nationals living abroad in times of crisis?

Notes:
Based on data from 100 MGI countries. The answer “partially” applies when these measures are not in policy or law but are carried out on an ad hoc basis.

OBJECTIVE 14
TAKEAWAYS

• The majority of countries have institutions to assist nationals residing abroad in less than 50 countries.

• Countries tend to develop focalized measures to assist their nationals. The majority have concrete measures in place to assist their nationals abroad in times of crisis.

SELECTED EXAMPLES

Ireland

Ireland assists nationals living abroad in times of crisis through its consular assistance available at embassies and consulates. Such consular assistance includes support and engagement between overseas missions and the Irish abroad, work with local organizations that provide vital assistance to Irish citizens in distress abroad, and support measures that protect the dignity and well-being of Irish emigrants abroad, among other services. More information about the type of assistance provided abroad is available at the Department of Foreign Affairs website.

Kenya

The Government of Kenya appointed three labour attachés in Saudi Arabia, Qatar and the United Arab Emirates to protect the rights of Kenyan nationals working abroad. Their responsibilities include vetting potential employers, assisting in labour disputes, providing legal assistance on labour issues, ensuring the monitoring of the working conditions of migrant workers, and facilitating the repatriation of Kenyan workers when required.

5.4 GLOBAL COMPACT FOR MIGRATION OBJECTIVE 15: PROVIDE ACCESS TO BASIC SERVICES FOR MIGRANTS

[Governments] commit to ensure that all migrants, regardless of their migration status, can exercise their human rights through safe access to basic services. They also commit to strengthen migrant-inclusive service delivery systems, notwithstanding that nationals and regular migrants may be entitled to more comprehensive service provision, while ensuring that any differential treatment must be based on law, be proportionate and pursue a legitimate aim, in accordance with international human rights law.

In the context of social protection, action 31(a) of the Global Compact highlights that objective 15 can be advanced by enacting laws and taking measures “to ensure that service delivery does not amount to discrimination against migrants on the grounds of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, disability or other grounds irrespective of cases where differential provision of services based on migration status might apply”.

In addition, under action 31(e), countries may “incorporate the health needs of migrants into national and local healthcare policies and plans, such as by strengthening capacities for service provision, facilitating affordable and non-discriminatory access, reducing communication barriers, and training health-care providers on culturally sensitive service delivery, in order to promote the physical and mental health of migrants and communities overall, including by taking into consideration relevant recommendations from the World Health Organization Framework of Priorities and Guiding Principles to Promote the Health of Refugees and Migrants”.

Half of MGI countries have measures to grant all migrants access to government-funded health services, regardless of their migration status. A geographical disaggregation shows large variation across regions (Figure 10). For example, in European countries, the provision of health services is often contingent on migration status or limited to specific categories of migrants.

**Figure 10.** Does the country have measures to grant all migrants access to government-funded health services?

<table>
<thead>
<tr>
<th>Region</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Africa</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Americas</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>70%</td>
<td>30%</td>
</tr>
<tr>
<td>Europe</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Europe</td>
<td>82%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Notes:
Based on data from 100 MGI countries.

19 IOM, Morocco: IOM in collaboration with WHO and UNHCR worked with the Government of Morocco towards the realization of the Rabat Declaration, which was adopted on 13-15 June 2023. The event was co-hosted by the Kingdom of Morocco and took place during the high-level segment of the Third Global Consultation on the Health of Refugees and Migrants. It aims to promote the inclusion of refugees and migrants in national health systems as part of the global movement for universal health coverage, and work towards resilient and sustainable health emergency prevention, preparedness and response capacities. For further information visit: www.iom.int/news/rabat-declaration-adopted-improve-refugee-and-migrant-health.
Ensuring migrants’ access to social protection is integral to fostering societal equality, inclusion, and the realization of human rights. By guaranteeing safe access to essential services, countries signal their commitment to protecting and fulfilling the rights of migrants. For instance, according to MGI data, countries with measures to grant all migrants access to government-funded education services tend to grant all regular migrants equal access as nationals to social protection in a higher proportion compared to those not guaranteeing universal access to education services (Figure 11).

The commitment of countries to safeguard migrants’ rights can, in turn, translate into a more equal society. For example, countries that grant equal access to social protection to all regular migrants tend to exhibit higher levels of gender equality (Figure 12).20

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Figure 11. Percentage of countries granting all regular migrants access to social protection, by type of access to education services

![Figure 11](image1.png)

Notes:
Based on data from 99 MGI countries. A Fisher’s Exact Test was conducted to examine the relationship between the two binary variables. In the analyzed subset, a statistically significant association at the 5% significance level was found between granting all migrants access to education services and granting all regular migrants access to social protection.

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Figure 12. Comparison of Levels of Gender Equality, by type of access to social protection

![Figure 12](image2.png)

Notes:
Based on data from 84 MGI countries and UNPD 2019. The level of gender equality is the inverted version of the Gender Inequality Index (GII): 1-GII. A t-test was conducted to compare the mean (average) level of gender equality for two groups of countries:
- Group 1: countries that do not grant equal access to social protection to all regular migrants.
- Group 2: countries that grant equal access to social protection to all regular migrants.
In the analyzed subset, statistical evidence suggests that countries from Group 2 have a higher average level of gender equality compared to countries from Group 1 (p-value: 0.0547).

---

20 Levels of gender equality for this analysis were calculated using an inverted version of the Gender Inequality Index (GII). The GII is a composite measure reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment and the labour market. The GII ranges between 0 and 1. Higher GII values indicate higher inequalities between women and men and thus higher loss to human development. For more information see the UNDP Human Development Reports Website.
### Indonesia

Given the protracted refugee situation in Indonesia, beginning in 2021, IOM piloted a health service delivery model using a health insurance system in three cities, which has resulted in reduced out-of-pocket payments, improved treatment and outcomes, and less discrimination for the participants, according to an initial evaluation.

More information can be found on the IOM Indonesia webpage.

### Myanmar

As another example, in Myanmar, following cyclone Nargis in 2008, existing community-based health financing mechanisms in 60 villages in the Ayeyarwady Delta were given access to seed grants to establish “Village Health Funds” to enable communities to support emergency referrals of pregnant women and children to access healthcare. The main components of the scheme included a Revolving Fund, whereby village households provided financial contributions to the fund, and members could take out loans at low-interest rates for emergency health needs or for investment, and an Emergency Health Fund to be used for emergency referrals of maternal and child health conditions. A Fund Management Committee was set up in each village to manage the fund activities and eventually take full responsibility, and two years later, the majority were still operating.

More information on the programme can be found in the evaluation of the Village Health Funding mechanism in Mawlamyinegyun Township (2015).

<table>
<thead>
<tr>
<th>OBJECTIVE 15 TAKEAWAYS</th>
<th>SELECTED EXAMPLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>• In half of the 100 MGI countries, there are measures to grant all migrants access to government-funded health services, regardless of their migration status.</td>
<td></td>
</tr>
<tr>
<td>• Measures to grant all migrants access to government-funded health services are found in most countries in the Americas.</td>
<td></td>
</tr>
<tr>
<td><strong>Indonesia</strong></td>
<td></td>
</tr>
<tr>
<td>Given the protracted refugee situation in Indonesia, beginning in 2021, IOM piloted a health service delivery model using a health insurance system in three cities, which has resulted in reduced out-of-pocket payments, improved treatment and outcomes, and less discrimination for the participants, according to an initial evaluation.</td>
<td></td>
</tr>
<tr>
<td>More information can be found on the IOM Indonesia webpage.</td>
<td></td>
</tr>
<tr>
<td><strong>Myanmar</strong></td>
<td></td>
</tr>
<tr>
<td>As another example, in Myanmar, following cyclone Nargis in 2008, existing community-based health financing mechanisms in 60 villages in the Ayeyarwady Delta were given access to seed grants to establish “Village Health Funds” to enable communities to support emergency referrals of pregnant women and children to access healthcare. The main components of the scheme included a Revolving Fund, whereby village households provided financial contributions to the fund, and members could take out loans at low-interest rates for emergency health needs or for investment, and an Emergency Health Fund to be used for emergency referrals of maternal and child health conditions. A Fund Management Committee was set up in each village to manage the fund activities and eventually take full responsibility, and two years later, the majority were still operating.</td>
<td></td>
</tr>
<tr>
<td>More information on the programme can be found in the evaluation of the Village Health Funding mechanism in Mawlamyinegyun Township (2015).</td>
<td></td>
</tr>
</tbody>
</table>
5.5 GLOBAL COMPACT FOR MIGRATION OBJECTIVE 17: ELIMINATE ALL FORMS OF DISCRIMINATION AND PROMOTE EVIDENCE-BASED PUBLIC DISCOURSE TO SHAPE PERCEPTIONS OF MIGRATION

[Governments] commit to eliminate all forms of discrimination, condemn and counter expressions, acts and manifestations of racism, racial discrimination, violence, xenophobia and related intolerance against all migrants in conformity with international human rights law. We further commit to promote an open and evidence-based public discourse on migration and migrants in partnership with all parts of society, that generates a more realistic, humane and constructive perception in this regard. Governments also commit to protect freedom of expression in accordance with international law, recognizing that an open and free debate contributes to a comprehensive understanding of all aspects of migration.

Under action 33(d) of the Global Compact, social protection can be forwarded under this objective by establishing “mechanisms to prevent, detect and respond to racial, ethnic and religious profiling of migrants by public authorities, as well as systematic instances of intolerance, xenophobia, racism and all other multiple and intersecting forms of discrimination, in partnership with national human rights institutions, including by tracking and publishing trend analyses, and ensuring access to effective complaint and redress mechanisms”.

Less than one third (32%) of MGI countries have a policy or strategy to combat hate crimes, violence, xenophobia and discrimination against migrants (Figure 13). Moreover, efforts to combat discrimination should not be isolated. Rather, they should follow a coherent whole-of-government approach. For example, MGI countries that have formal horizontal (interministerial) coordination mechanisms on migration at the national level tend to have specific policies combating discrimination against migrants in a higher proportion than those without such coordination mechanisms (Figure 14).

Figure 13. Does the country have a policy or strategy to combat hate crimes, violence, xenophobia and discrimination against migrants?

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global</td>
<td>32%</td>
</tr>
<tr>
<td>Africa</td>
<td>24%</td>
</tr>
<tr>
<td>Americas</td>
<td>24%</td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>43%</td>
</tr>
<tr>
<td>Europe</td>
<td>57%</td>
</tr>
</tbody>
</table>

Notes:
Based on data from 82 MGI countries.
**Figure 14.** Percentage of countries with a policy or strategy to combat migrant discrimination, by existence of a horizontal coordination mechanism on migration

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Global average of countries that have a policy or strategy to combat migrant discrimination

Notes: Based on data from 82 MGI countries. A Fisher's Exact Test was conducted to examine the relationship between the two binary variables. In the analyzed subset, a statistically significant association at the 5% significance level was found between having formal horizontal coordination mechanisms on migration and having a policy or strategy to combat migrant discrimination.

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**OBJECTIVE 17 TAKEAWAYS**

- Most countries lack a policy or strategy to combat hate crimes, violence, xenophobia and discrimination against migrants.
- A policy or strategy to combat discrimination against migrants is more often found in countries that have interministerial coordination mechanisms on migration issues.

**SELECTED EXAMPLE**

**Uzbekistan**

In October 2020, Uzbekistan adopted the 2020–2022 National Action Plan for the implementation of the Concluding Observations and Recommendations of the United Nations Committee on the Elimination of Racial Discrimination. Following the Consideration of the Tenth and Twelfth Periodic Reports of the Republic of Uzbekistan on the implementation of the Provisions of the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD). The document details actions to address the recommendations from the United Nations Committee on the Elimination of Racial Discrimination, such as improving the collection of statistics on ethnicity, language, migrants and refugees, among others.

5.6 GLOBAL COMPACT FOR MIGRATION OBJECTIVE 20: 
PROMOTE FASTER, SAFER AND CHEAPER TRANSFER OF REMITTANCES AND FOSTER 
FINANCIAL INCLUSION OF MIGRANTS

(Governments) commit to promote faster, safer and cheaper remittances by further developing 
existing conducive policy and regulatory environments that enable competition, regulation 
and innovation on the remittance market and by providing gender-responsive programmes 
and instruments that enhance the financial inclusion of migrants and their families. Further, 
governments commit to optimize the transformative impact of remittances on the well-being 
of migrant workers and their families, as well as on the sustainable development of countries, 
while respecting that remittances constitute an important source of private capital and cannot 
be equated to other international financial flows, such as foreign direct investment, official 
development assistance or other public sources of financing for development.

Social protection under this objective, as per action 36(c), may be advanced by “harmoniz[ing] remittance market 
regulations and increase[ing] the interoperability of remittance infrastructure along corridors by ensuring that 
measures to combat illicit financial flows and money-laundering do not impede migrant remittances through 
undue, excessive or discriminatory policies”.

Furthermore, action 36(e) highlights that developing “innovative technological solutions for remittance transfer, 
such as mobile payments, digital tools or e-banking, to reduce costs, improve speed, enhance security, increase 
transfer through regular channels and open up gender responsive distribution channels to underserved populations, 
including persons in rural areas, persons with low levels of literacy and persons with disabilities” may enhance 
social protection. While action 36(h) highlights the need to design specific measures to ensure gender equality 
in the promotion of financial inclusion. It calls on governments to “enable literacy training and formal remittance 
transfer systems, as well as to open a bank account and own and manage financial assets, investments and 
businesses as means to address gender inequalities and foster their active participation in the economy”.

Globally, less than a third, (29%) of MGI countries have programmes to promote the financial inclusion of migrants 
and their families. In another 23 per cent of countries, measures to promote financial inclusion focus only on 
certain migrant categories or apply to the general population without an explicit focus on migrants (Figure 15).

Figure 15. Does the country 
have programmes to promote 
the financial inclusion of migrants 
and their families?

---

Table: Does the country have programmes to promote the financial inclusion of migrants and their families?

<table>
<thead>
<tr>
<th>Region</th>
<th>Yes</th>
<th>Partially</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global</td>
<td>29%</td>
<td>23%</td>
<td>48%</td>
</tr>
<tr>
<td>Africa</td>
<td>24%</td>
<td>26%</td>
<td>50%</td>
</tr>
<tr>
<td>Americas</td>
<td>33%</td>
<td>25%</td>
<td>42%</td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>29%</td>
<td>47%</td>
<td>43%</td>
</tr>
<tr>
<td>Europe</td>
<td>43%</td>
<td>0%</td>
<td>57%</td>
</tr>
</tbody>
</table>

Notes:
Based on data from 82 MGI countries.
The answer “partially” applies if the measures to promote financial inclusion focus only on certain migrants (e.g. only nationals working abroad) or if there are measures to promote the financial inclusion of the general population without an explicit focus on migrants.
Ethiopia

The Government of Ethiopia has promoted the financial inclusion of migrants through different strategic frameworks including the National Financial Inclusion Strategy (2016), the Growth and Transformation Plan II (2015/16–2019/20) and the Diaspora Policy (2006, revised in 2013). These plans include various strategies to support the development of the remittances market. More information on Ethiopia’s policies and plans is available at United Nations Ethiopia.

5.7 GLOBAL COMPACT FOR MIGRATION OBJECTIVE 22: ESTABLISH MECHANISMS FOR THE PORTABILITY OF SOCIAL SECURITY ENTITLEMENTS AND EARNED BENEFITS

[Governments] commit to assist migrant workers at all skills levels to have access to social protection in countries of destination and profit from the portability of applicable social security entitlements and earned benefits in their countries of origin or when they decide to take up work in another country.

Firstly, action 38(a) highlights that social protection may be advanced under this objective by establishing or maintaining “non-discriminatory national social protection systems, including social protection floors for nationals and migrants”, in line with the ILO Social Protection Floors Recommendation, 2012 (No. 202).

Another measure to forward social protection under objective 22 is for countries to “conclude reciprocal bilateral, regional or multilateral social security agreements on the portability of earned benefits for migrant workers at all skills levels, that refer to applicable social protection floors in the respective States and applicable social security entitlements and provisions, such as pensions, health care or other earned benefits, or integrate such provisions into other relevant agreements, such as those on long-term and temporary labour migration”, as per action 38(b).

Action 38(c) highlights that this may also include integrating “provisions on the portability of entitlements and earned benefits into national social security frameworks, designate focal points in countries of origin, transit and destination that facilitate portability requests from migrants, address the difficulties women and older persons can face in accessing social protection, and establish dedicated instruments, such as migrant welfare funds in countries of origin, that support migrant workers and their families”.

Less than one third (28%) of MGI countries provide all migrants with equal access as nationals to social protection, while 59 per cent of them provide this protection to only some categories of migrants. A regional disaggregation of MGI data shows that equal access to social protection for at least some migrant categories is guaranteed in all European countries (Figure 16).

Figure 16. What categories of migrants have equal access as nationals to social protection?

<table>
<thead>
<tr>
<th>Region</th>
<th>Global percentage of “yes” answers</th>
</tr>
</thead>
<tbody>
<tr>
<td>All of them</td>
<td>59%</td>
</tr>
<tr>
<td>Some categories</td>
<td>62%</td>
</tr>
<tr>
<td>None</td>
<td>52%</td>
</tr>
<tr>
<td>Global</td>
<td>41%</td>
</tr>
<tr>
<td>Africa</td>
<td>28%</td>
</tr>
<tr>
<td>Americas</td>
<td>22%</td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>8%</td>
</tr>
<tr>
<td>Europe</td>
<td>0%</td>
</tr>
</tbody>
</table>

Notes:
Based on data from 100 MGI countries. Some categories of migrants include long-term residents, residents on family reunification permits and/or certain categories of residents on temporary work permits.
International cooperation is needed to ensure the portability of entitlements and earned benefits. Globally, 70 per cent of MGI countries have international agreements on the portability of social security entitlements and earned benefits, including old-age pensions. Such agreements are in place in the majority of countries in all regions (Figure 17).

**Figure 17.** Does the government have agreements with other countries on the portability of social security entitlements and earned benefits?

Notes:
Based on data from 100 MGI countries.

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**OBJECTIVE 22 TAKEAWAYS**

- Less than one third (28%) of MGI countries provide all migrants with equal access as nationals to social protection.
- Equal access to social protection for at least some migrant categories is guaranteed in all MGI-assessed European countries.
- Seventy per cent of MGI countries have international agreements on the portability of social security entitlements and earned benefits.

**SELECTED EXAMPLE**

**CARICOM**

The Caribbean Community (CARICOM) Agreement on Social Security (1996) aims to harmonize social security legislations among CARICOM member States. The Agreement aims to protect the rights to benefits and ensure equal treatment when moving from one country to another for CARICOM nationals. Under the agreement, workers can receive, along with their dependents, social security benefits from the countries where they have worked.

Sources:
IOM, 2024. Migration Governance Indicators Profile 2024: Dominica (forthcoming)
5.8 GLOBAL COMPACT FOR MIGRATION OBJECTIVE 23: STRENGTHEN INTERNATIONAL COOPERATION AND GLOBAL PARTNERSHIPS FOR SAFE, ORDERLY AND REGULAR MIGRATION

[Governments] commit to support each other in the realization of the objectives and commitments laid out in this Global Compact through enhanced international cooperation, a revitalized global partnership and, in the spirit of solidarity, reaffirming the centrality of a comprehensive and integrated approach to facilitate safe, orderly and regular migration and recognizing that we are all countries of origin, transit and destination. [Governments] further commit to take joint action, in addressing the challenges faced by each country, to implement the Global Compact, underscoring the specific challenges faced in particular by African countries, least developed countries, landlocked developing countries, small island developing States and middle-income countries…

Regarding social protection, under action 39(e) of the Global Compact, countries can consider concluding “bilateral, regional or multilateral mutually beneficial, tailored and transparent partnerships, in line with international law, that develop targeted solutions to migration policy issues of common interest and address opportunities and challenges of migration in accordance with the Global Compact”.

The significant majority (78%) of MGI countries participate in bilateral migration negotiations or consultations with other countries, with European countries having the highest participation at 82 per cent and most regions falling close to the global average (Figure 18). Such negotiations may lead to agreements on issues ranging from the portability of social protections to labour mobility agreements that allow workers to travel more freely between countries for employment.

Figure 18. Does the country participate in bilateral migration negotiations or consultations with other countries?

However, while bilateral negotiations regarding migration are common, the percentage of countries that participate in regional agreements promoting labour mobility remains far lower. Globally, 61 per cent of MGI countries participate in regional labour mobility agreements. Such agreements are most common in MGI countries in Europe, followed closely by the Americas. Regional agreements for this purpose are least common in countries in the Asia-Pacific with 52 per cent of countries participating (Figure 19).
Burkina Faso

Employed migrant workers have the same access to the Burkina Faso social security system as citizens. Law No. 0099-2021/AN of 6 April 2021 on the Social Security Regime establishes family benefits, including maternity benefits, benefits for sickness and workplace accidents, as well as old-age and disability pensions. By virtue of Article 4, all employees, regardless of their nationality and other personal characteristics, are subject to the social security regime, as are university students and students in vocational training, including international students, as under Law No. 004-2021/AN of 6 April 2021 on the Social Security Applicable to Salaried Workers Assimilated in Burkina Faso.

This thematic paper recognized that the governance of labour migration poses opportunities and challenges for countries of origin, transit, and destination, migrant workers, employers and governments. One of the most relevant challenges is ensuring access to social protection systems for migrants.

Global frameworks, such as the 2030 Agenda for Sustainable Development, and recent reports on this matter highlight that access to social protection is key to maintaining adequate standards of living throughout the life cycle and to ending poverty.21 International migrants, as evidenced in numerous studies, are still poorly served by social protection systems.

With the aim of increasing the evidence base on social protection, this paper presented global, regional, and thematic trends that emerge from national-level MGI data from 100 countries, under a subset of eight of the 23 Global Compact for Migration objectives.

MGI data analyzed in this paper confirmed that, in most of the regions, international migrants are at a substantial risk of exclusion from social protection systems because they are either ineligible or not effectively covered. Often, eligibility is linked to migratory status, determined by the policies, laws and regulations that define the rights, entitlements, and responsibilities of different categories of migrants in the country of destination.

According to the analysis conducted in this paper, bilateral labour agreements (BLAs) continue to be one of the tools that countries can use to strengthen their labour migration policies, and hence improving access to social protection for migrants. Despite this, globally, two out of three MGI countries still do not have measures to promote the ethical recruitment of migrant workers. MGI data shows that countries with a national migration strategy tend to develop measures to promote the ethical recruitment of migrant workers in a higher proportion as compared to those without such a strategy.

There are still challenges to assist nationals residing abroad. Regional disaggregation shows European countries tend to have a consular presence in more countries. However, the majority (58%) of MGI countries have concrete measures to assist nationals living abroad in times of crisis.

Access to health services continues to be linked to migration status. Only half of MGI countries have measures to grant all migrants access to government-funded health services, regardless of their migration status. Data shown in this paper suggests that countries that grant equal access to social protection to all regular migrants tend to exhibit higher levels of gender equality.

Apart from access to health services, there are other policy areas in which countries can work to foster better social protection for migrants, including, the design and implementation of policies or strategies to combat hate crimes, violence, xenophobia and discrimination against migrants; programmes to promote the financial inclusion of migrants and their families, and provide all migrants with equal access as nationals to social protection.

It is important to recognize that globally, 70 per cent of MGI countries have international agreements on the portability of social security entitlements and earned benefits, including old-age pensions. Without effective policies in place to address the unique challenges faced by migrants, international commitments to implement social protection systems and measures for all will remain unfulfilled.

6.1 AVENUES FOR FUTURE ACTION

Despite efforts made by the MGI countries to advance social protection for migrants, the data collected and analyzed in this paper help to recommend the following avenues for future action:

- Systematize innovative social protection measures for migrants and IDPs, in collaboration with civil society organizations, other UN Agencies, international financial institutions and banks, and the private sector.

Promote (and evaluate) bilateral and multilateral arrangements to ensure enhanced social protection for migrants in accordance with international norms and guidelines, including in coordination with private employers, in line with the United Nations Guiding Principles on Business and Human Rights.

Provide up to date data to support the negotiation and implementation of bilateral and multilateral social security agreements and bilateral labour migration agreements, in accordance with global and regional frameworks.

Expand welfare support and contributory social insurance arrangements to their workers and families abroad and supporting informal social protection arrangements where appropriate and feasible.

During times of crisis, ensure strong horizontal and vertical coordination between national, subnational and local or community authorities to ensure that social protection schemes are accessible to all.

Explore innovative data sources to evaluate the effectiveness and impact of existing programs and policies aimed at improving social protection for migrants.
# LIST OF KEY SOURCES

**INTERNATIONAL LABOUR ORGANISATION**

- 2014  Fair Migration: Setting an ILO Agenda.
- 2016  Guiding Principles on the Access of Refugees and Other Forcibly Displaced Persons to the Labour Market.
- 2017  International Labour Conference Resolution and Conclusions on Fair and Effective Labour Migration Governance and its follow-up Plan of Action.
- 2018  Guidelines Concerning Statistics of International Labour Migration.
- 2019  General Principles and Operational Guidelines for Fair Recruitment.
- 2021a Extending social protection to migrant workers, refugees and their families. A guide for policymakers and practitioners.

**INTERNATIONAL ORGANISATION FOR MIGRATION**

- 2019b Glossary on Migration.
- 2019c Migration Governance Indicators Profile 2019: Ethiopia.
- 2020  Migration Governance Indicators Profile 2020 Belize.
- 2021a Indicadores de Gobernanza de la Migración a Nivel Local Perfil 2020: Estado de Chihuahua.
- 2021b Migration Governance Indicators Profile 2021: Ireland.
- 2021c Migration Governance Indicators Profile 2021: Kingdom of Cambodia.
- 2022a Migration Governance Indicators Data and the Global Compact for Safe, Orderly and Regular Migration: A Baseline Report.
- 2022b Migration Governance Indicators Profile 2021: Burkina Faso.
- 2022c Migration Governance Indicators Profile 2022: Republic of Uzbekistan.
- 2023  Enhancing social protection for migrants and populations in situations of vulnerability, including internally displaced persons. Standing Committee on Programs and Finance.
- 2024  Migration Governance Indicators Profile 2024: Dominica (forthcoming).

**INTERNATIONAL TRADE UNION CONFEDERATION**


**UNITED NATIONS DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS**


**UNITED NATION NETWORK ON MIGRATION**


**UNITED NATIONS WOMEN**

ANNEXES

ANNEX I: LIST OF MGI COUNTRIES COVERED IN THIS DOCUMENT

1. Albania  34. Germany  68. North Macedonia
3. Argentina  36. Grenada  70. Panama
5. Azerbaijan  38. Guinea  72. Paraguay
7. Bangladesh  40. Guyana  74. Philippines
8. Belize  41. Haiti  75. Portugal
9. Bolivia (Plurinational State of)  42. Honduras  76. Republic of Korea
10. Botswana  43. Iraq  77. Republic of Moldova
11. Brazil  44. Ireland  78. Rwanda
12. Burkina Faso  45. Italy  79. Saint Lucia
14. Cambodia  47. Kazakhstan  81. Serbia
15. Cameroon  48. Kenya  82. Seychelles
16. Canada  49. Kuwait  83. Sierra Leone
18. Chad  51. Lesotho  85. Sri Lanka
19. Chile  52. Liberia  86. Suriname
22. Costa Rica  55. Mali  89. Thailand
24. Democratic Republic of the Congo  57. Mauritania  91. Trinidad and Tobago
25. Djibouti  58. Mauritius  92. Turkey
27. Dominican Republic  60. Mongolia  94. Uganda
30. Eswatini  63. Namibia  97. Uzbekistan
31. Ethiopia  64. Nepal  98. Vanuatu
33. Gambia (The)  66. Niger  100. Zimbabwe

67. Nigeria
ANNEX II: GLOBAL INSTRUMENTS RELATED TO LABOUR MIGRATION

- Convention on the Elimination of All Forms of Discrimination Against Women, 1979 (CEDAW)
- Convention on the Rights of the Child, 1989 (CRC)
- Equality of Treatment (Social Security) Convention, 1962 (No. 118)
- International Convention on Elimination of All Forms of Racial Discrimination, 1965 (ICERD)
- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, 1990 (ICRMW)
- International Covenant on Civil and Political Rights, 1966a (ICCPR)
- International Covenant on Economic, Social and Cultural Rights, 1966b (ICESCR)
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
- Migration for Employment Convention, 1949 (No. 97)
- The 2004 International Labour Conference’s Resolution and Conclusions Concerning a Fair Deal for Migrant Workers in a Global Economy and its Follow-up Plan of Action
- The ILO/World Bank 2018 Guidelines on Measuring Recruitment Costs
- The ILO’s 2014 Fair Migration Agenda
- The ILO’s 2016 General Principles and Operational Guidelines for Fair Recruitment
- The ILO’s 2016 Guiding Principles on the Access of Refugees and Other Forcibly Displaced Persons to the Labour Market
- The ILO’s 2017 International Labour Conference’s Resolution and Conclusions on Fair and Effective Labour Migration Governance and its follow-up Plan of Action.
- The ILO’s 2018 Guidelines Concerning Statistics of International Labour Migration
- Universal Declaration of Human Rights, 1948 (UDHR)

Note: This list is not exhaustive.