



A powerful
and balanced
voice for business



Partnering with the Private Sector in the Implementation of the Global Compact for Migration: A Business Perspective ¹

The international business community welcomes the multilateral efforts undertaken by the United Nations and its Member States to adopt a non-binding instrument with the aim to further strengthen cooperation in managing migration. The Global Compact for Migration (GCM) calls for enhanced partnership with the private sector.

This paper which proposes the parameters of that partnership is based on the “[IOE Policy Paper on Labour Migration](#)”, launched at the GFMD Summit in December 2018.

Business and governments all have a stake in frameworks for safe, orderly and regular migration that:

- **Ensures well-functioning labour markets.** Regular labour mobility fosters innovation, productivity and entrepreneurship, and is essential to economic growth and development.
- **Fosters skills mobility.** Increasingly, business models demand the frequent movement of personnel among countries and the cross-border recruitment of talent. Skills shortages are expensive and counter-productive, especially but not only for developing economies.
- **Promote responsible recruitment practises** to protects labour migrants from abuses. Fair and ethical recruitment services both serve business needs and work to protect vulnerable migrants.
- **Helps to combat the negative public perceptions** of migration that are generated in response to irregular migration.

¹ The GFMD Business Mechanism is the private sector track of the Global Forum on Migration and Development (GFMD). It represents a business network coordinated by the International Organisation of Employers (IOE), the largest network of the private sector in the world, with more than 150 business and employer organisation members across 140 countries.

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What business asks of governments

- **Clear, transparent and efficient national immigration laws and policies** that permit the movement of workers when and where they are needed. Overly complex or too cumbersome systems hinder compliance with national laws and make it difficult for businesses to recruit individuals with the necessary skills and for individuals to advance their careers and to support their families.
- **Internal coherence, communication, and cooperation among government departments** in order to avoid delays and inconsistencies in the processing of immigration applications.
- **Consultation with business.** Companies are frequent users of national migration systems. Their experience with the practical workings of immigration laws, procedures and policies, knowledge of labour market needs and staffing trends, and the relative ease or difficulty of obtaining work permits in a given jurisdiction can be communicated to governments to benefit both the private sector and local economies.

How business can support governments

- **By contributing its experience and knowledge of best practices through consultations with governments.** The best practices that have been developed in the areas of skills mobility, skills recognition, and skills development can serve as important references and resources.
 - **By continuing to support fair and ethical recruitment initiatives and promoting appropriate regulatory framework for the employment industry under effective rule of law.** Companies alone cannot enforce regulations, but they can support governments in doing so.
 - **By working to change negative narratives.** Migration, when managed well, can be a vehicle for fulfilling personal aspirations; balancing labour supply and demand; sparking innovation; transferring and spreading skills. Companies can be a positive voice.
- ➔ **Very concretely**, with a view to assisting the governments to achieve the objectives of the GCM and to have an impact on the ground at local and regional levels, the Business Mechanism will:
- Host local/regional workshops to foster dialogue between businesses and national/regional authorities to find together the best solutions;
 - Conduct research to inform the debate with facts and figures;
 - Inform the GCM Review Conferences with the business perspective.