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***UNITED NATIONS ASSOCIATION, UK CONFERENCE:
MIGRANT WORKERS, WHO BENEFITS?
“Debating the UN Convention on the Rights of Migrant Workers and Their
Families***

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DEFENDING DIGNITY: THE CENTRALITY OF INTERNATIONAL STANDARDS FOR MIGRATION POLICY

Introduction

To put this discussion in context, let me start by outlining the main challenges migration presents for governance and social cohesion around the world.

At the beginning of the 21st Century, the total number of persons living outside of their countries of origin worldwide was estimated at 175 million, two and a half percent of the world's population. ILO counts some **120 million as migrant workers and their families**. As of 1995, there were more than 20 million in Africa, some 30 million across Europe –East and West--, 18 million in North America, 12 million in Central and South America, 9 million in the Middle East, and 7 million in South and East Asia.¹

Under contemporary globalization, international labour mobility has increased, while levels of exploitation and deregulation have accelerated. Lack of legal protection for migrant workers heightens their attractiveness as instruments of “maintaining competitiveness” because they are obliged to work in situations where decent work conditions are not enforced. Irregular migrants are especially vulnerable because the threat of apprehension and deportation thwarts unionizing and exposure of dangerous working conditions.

Current practices regarding labour migration represent fundamental policy dilemmas for States, social partners, and civil society. Many States have placed increasingly strict barriers on legal entry of labour migrants, yet appear to tolerate the presence of large numbers of irregular migrants, especially those working in low-paid sectors lacking offer of national workers. Sectors employing irregular workers are usually those where little or no regulatory activity upholds minimum safety, health and working conditions that should ensure “decent work.” The absence of regulation reinforces employment of irregular migrant workers in substandard conditions, and provides incentive for shifting capital and employment from formal to informal economic activity.

¹ International Labour Office, *Migrant Workers*, International Labour Conference 87th Session, Geneva, 1999, Report III: 4.

Whether deliberate or not, increasing application of restrictive policies has corresponded in many countries to increasing vilification of migrants – foreigners – in press, political discourse and public sentiments. The association of migrants and migration phenomena with criminality and now, terrorism appear to be reinforced by usage of terminology of *illegal migrants* and language of *combating illegal migration*. In this context, increased occurrence of discrimination and outright violence reported in all regions –including here in the UK-- is clearly more than mere coincidence.

Democratic governance depends on the rule of law; governance of migration and requisite regulation of the labour market are viable only to the extent they derive from a legislative foundation in turn based on sound international standards.

If the rule of law and democracy are to be strengthened under economic and social conditions of globalization, regulation of migration and of the labour market must be strengthened. Just as international refugee standards have become a universal guide for national policy and practice, the complementary existing international instruments for migration should serve as coherent global guidance for both national and international migration policies. Based on these norms and long experience, ILO experience proposes five key elements for viable and comprehensive standards-based national policy.

The role of social partner and civil society organizations in promoting comprehensive, sustainable and standards-based approaches to migration by governments is essential. ILO calls on all States that haven't done so to adopt and ratify ILO Conventions Nos. 97 and 143, and the 1990 UN Convention on Migration Workers. These instruments together constitute an *“International Charter of Migration”*.

1. Globalization and Mobility

Growing economic interdependence of states has been a widely acknowledged component of globalisation. However, the immediate effects on global population movements have been far less easy to determine. As a recent ILO study put it, **“The evidence points to a likely worsening of migration pressures in many parts of the world....** Processes integral to globalization have intensified the disruptive effects of modernization and capitalist development.”² Many developing countries face serious social and economic dislocation associated with persistent poverty, growing unemployment, loss of traditional trading patterns, and what has been termed a “growing crisis of economic security.”

The anticipated growth in the trade of goods and foreign direct investment will not be able to significantly reduce the propensity to migrate in most countries. Rather, both the continued demand for low- and high-skilled foreign labour as well as the vast differences in living standards will continue to structure the direction of migration flows and will not be sufficient to replace the movement of people.

In a number of countries, accelerated trade is replacing or undercutting domestic industrial and agricultural production with cheap imports, but at the expense of many jobs in those sectors. For example, a ton of corn to Callao, Peru or ton of rice to Manila can now be delivered more cheaply than what local, small-scale labour-intensive production costs. It is argued that the efficiency of mechanized large-scale agribusiness lowers food costs. However, growing a ton of corn occupied several farmers and labourers in Peru, and supported their families; similarly with rice farming in the Philippines.

² Peter Stalker: *Workers without Frontiers – the impact of globalisation on international migration*. ILO. Geneva 2000.

Structural Adjustment Programs (SAPs) imposed reductions in government spending, state budgets and state subsidies. Reductions also meant significant reductions in government employment including professionals as well as skilled and unskilled workers. Data seems to indicate that job creation by private sector in many countries affected by SAPs has not matched the numbers rendered unemployed by downsizing governments. In some countries, it has lagged behind. As well, in many countries, structural adjustment conditions included the termination of government subsidies or food price supports that also indirectly supported employment in agriculture, food processing and distribution.

All of these factors mean migration pressures are increasing as possibilities for employment and economic survival at home disappear.

But **demand for migrant labour** is hardly declining. While many traditional migrant-receiving countries adopted restrictive immigration policies in the last two decades, a growing competition for highly educated specialists in expanding service sectors has resulted in a significant **rise in skilled labour migration** in recent years. Serious labour shortages in the area of information and communication technologies have prompted a number of countries to launch recruitment strategies for highly qualified immigrants.

Simultaneously, the global effort to fill shunned “3-D jobs” and acquire economic competitiveness through high productivity produces a **continuous demand for cheap and low-skilled migrant labour** in many sectors of the world economy.

Demographic trends and ageing work forces in many industrialized countries suggest that immigration will be an increasingly important option to address, for example, the fact that older work forces tend to be less innovative, less flexible and less adaptable to technological change. Declining birth rates in many industrialized countries have led some governments to consider “replacement migration” as one policy option.³

I note that these demand questions have two distinct sides. Recent comparative ILO research⁴ confirms that some developing countries continued to lose 10-30% of qualified manpower through “**brain drain**”. This clearly has negative effects on productivity and economic growth. However, findings also point to a number of potentially positive side-effects: precious foreign exchange through **worker remittances**, new skills brought by returning migrants and migration-induced ‘brain exchanges’ between countries that expand possibilities for the transfer of knowledge or technology.

2. Exploitation of Migrants

It is often said that, **migrant labour fills the “three-D” jobs: dirty, dangerous and difficult**. Migrant labour has long been utilized in developed and under-developed economies as a low cost means to sustain economic enterprises and sometimes, entire sectors that are only marginally viable or competitive. Today, migrant labour continues to be used in many countries to ensure low cost provision of agricultural produce, to provide domestic service, to ensure low cost construction labour, and to provide services in the “sex industry”.

³ UN Population Division: *Replacement Migration – Is it a solution to Declining and Ageing Populations?* New York, March 2000.

⁴ B. L. Lowell & A. M. Findlay: *Migration of Highly skilled Persons from Developing Countries – Impact and Policy Responses, Synthesis Report*, ILO. Geneva. August 2001.

Migrants without authorization for entry and or employment are usually at the margin of protection by workplace safety, health, minimum wage and other standards; they often are employed in sectors where such standards are non-existent, non-applicable or simply not respected or enforced.

As the International Confederation of Free Trade Unions (ICFTU) highlights, organizing migrants and immigrants into unions or organizations to defend their interests and rights is often extremely difficult. When it is not considered illegal under national laws, organizing --especially of those without proper status-- is easily intimidated and disrupted by the threat or actual practice of deportation.⁵

And, in theory at least, irregular migrants are removable from the host country when domestic unemployment rises and/or when rising political tensions prompt the targeting of scapegoats.

In sum, migrants continue to be used and abused as an ample source of very flexible and cheap labour.

Discrimination and Xenophobia

Today almost every nation is a country of origin, of transit, of destination; many are all three. Virtually every country has become or is fast becoming multi-cultural, multi-ethnic, multi-racial, multi-lingual and multi-religious.

At the same time, **virtually every country appears to be experiencing increasing manifestations of hostility and violence against non-nationals**-- migrants, refugees, immigrants, even sometimes students and tourists. This is certainly not a phenomena particular to this country.

While racism generally implies distinction based on difference in physical characteristics, such as skin coloration, hair type, facial features, etc, xenophobia denotes behaviour specifically based on the perception that the other is foreign to or originates from outside the community or nation. As an African sociologist puts it, xenophobia is "an attitudinal orientation of hostility against non-natives in a given population."⁶ Another definition: "*Xenophobia* describes attitudes, prejudices and behaviour that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity."⁷

An especially frightening aspect is a surge in official and public associations of migrants and migration with criminality. These include frequent news reports that attribute both particular incidences and general rising crime rates to foreigners or immigrants, putting immigration control in the same category as crime, arms and drug control, and the generalized use of the terminology of *illegal migrant* or *illegal alien*. Legally and semantically, **the term *illegal migrant* is an aximoron** -- a contradiction-- from any reading of human rights values. It contradicts the spirit, if not directly violates the letter, of the Universal Declaration of Human Rights, which clearly establishes in Article Six that every **person** has the right to recognition before the law, and in Article 7, that every person has the right to due process.

As seems to be the case here, national policy debates are often shaped --or distorted--by the extent to which migration is primarily posed as a threat to internal stability or security.

⁵ see for example, Linard, Andre: *Migration and Globalisation - the New Slaves*. International Confederation of Free Trade Unions. Brussels. July 1998

⁶ Boehnke, Klaude, cited in Akokpari and Matlosa: *International Migration, Xenophobia and Policy Challenges for Regional Integration in Southern Africa*. Pretoria, July 2001.

⁷ Declaration on Racism, Discrimination, Xenophobia and Related Intolerance against Migrants and Trafficked Persons. Asia-Pacific NGO Meeting for the World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance. Teheran, Iran. 18 February 2001

3. Essential Policy Elements

The long experience of ILO constituents in this field lead us to suggest several components of national and regional policy on migration that every State and its social partners must address:

1) A standards-based foundation for comprehensive national migration policies and practices.

The point of establishing legal rights and policy standards is to ensure social legitimacy and accountability, which can only be ensured by a foundation in the rule of law. Social legitimacy –and public cooperation—for migration policy is not established by force. As the contrasting experience of dictatorships and democracies demonstrate, the legitimacy of law enforcement and of the State itself comes of its association with justice, human dignity and democratic values.

The two ILO Conventions on migration for employment and the 1990 International Convention on migrant workers provide a broad legal framework for migration policies in nearly all main aspects, one of which is protecting basic rights of all migrants⁸. A total of 69 different States have now ratified and/or signed one or more of these three complementary standards. Eleven European Union member countries –including the United Kingdom-- ratified one or both of the ILO Conventions.

2) An informed and transparent labour migration admissions system

designed to respond to measured, legitimate needs, taking into account domestic labour concerns as well. Such a system must rely on regular **labour market assessments** to identify and respond to current and emerging needs for workers, high and low skilled. ILO research underlines this as a fundamental starting point: legal labour migration channels contribute to both reducing trafficking in children and women and the smuggling of migrants⁹.

3) Enforcement of minimum national employment conditions norms in all sectors of activity

to prevent exploitation of migrants, to criminalize the abuse of persons that facilitates trafficking, and to discourage irregular employment. This involves enactment of clear national minimum standards for protection of workers, national and migrant, in employment, where those do not exist. ILO Conventions on such aspects as occupational safety and health, against forced labour, and on discrimination provide minimum international norms for national legislation. A necessary complement is **monitoring and inspection** in such areas as agriculture, domestic work, sex industry and other sectors of ‘irregular’ employment, in particular to identify and prevent exploitation of children and to detect and stop forced labour, as well as to uphold minimal decent work conditions.

4) Challenging discrimination and xenophobia

The World Conference Against Racism and Xenophobia last year in Durban recognized discrimination and xenophobia against non-nationals as one of the major social and political challenges of our time. Over 40 paragraphs of text related to migration and xenophobia were elaborated and adopted by delegates of 160 countries at the recent World Conference in Durban. This text taken together comprises a comprehensive and viable plan of action to combat discrimination and xenophobia against migrants at national, regional and global levels.

The main points of this program are essential to national approaches:

⁸ These are: the ILO Migration for Employment Convention #97 of 1949, ratified by 42 countries, the ILO Migrant Workers (Supplementary Provisions) Convention #143 of 1975, ratified by 18 countries; and the 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, ratified by 19 countries and signed by 11 others. Texts and related information available respectively on the ILO website, at www.ilo.org/ilolex, and on that of the Office of the UN High Commissioner for Human Rights, www.unhchr.ch

⁹ ILO; Mekong Sub-Regional Project to Combat Trafficking in Children and Women, *Legal Labour Migration and Labour Markets: Alternatives to Substitute for Trafficking in Children and Women*, p.1.

Strengthen the rule of law by adoption in national law of relevant international standards to protect rights of non-nationals.

Make racist and xenophobic discrimination, behaviour and action unacceptable and illegal.

Elaborate administrative measures and procedures to ensure full implementation of legislation, and accountability of all government officials.

Establish independent national human rights/anti-discrimination monitoring bodies with power to (i) monitor and enforce anti-discrimination legislation; and (ii) receive and act upon individual complaints.

Promote respect for diversity and multicultural interaction.

Encourage communications media to emphasize positive images of diversity and of migration

Incorporate multi-cultural and diversity training in educational curricula.

Mobilize civil society cooperation.

5) Institutional mechanisms and practical measures

to ensure inter-departmental coordination within governments and consultation with social partners and concerned civil society bodies, public advocacy and awareness raising, supervision of recruitment, administration of admissions, training of public service and law enforcement officials, recognition of educational equivalencies, provision of social and health services, rights restoration and recovery for victims of trafficking, and numerous other aspects of managing labour migration.

The feminization of migration and predominance of abuse of women migrants require elaboration of **gender sensitive migration policies** which recognize gender equality as integral to the process of policy making, planning and programme delivery at all levels, focussing not only on providing equal treatment, but on ensuring equal outcomes.

6) Development aid, trade, and investment policies

Growing economic disparities across the world will not diminish unless and until concerted attention is directed at redressing economic, trade and development disadvantages that are the legacy of colonialism, concentrations of power, lack of democratic traditions and weaknesses in legal and administrative mechanisms. Migration implications must be taken into account; some policy initiatives can be formulated at a regional level; others require evolving regional strategies of engaging industrialized countries in changing terms of aid, trade and relationships.

7) Possibilities for labour mobility, especially in regional integration

Freedom of labour to move geographically, transfer jobs and change employers is essential to ensuring the most productive use of labour, including both skilled and less-skilled migrants. The challenge today is to provide mechanisms for more optimal allocation of labour in larger labour markets: **freer movement of labour within regional economic cooperation areas** is an essential factor in achieving economic and social integration; a factor well established in the European Union.

4. The International Conventions on Migration

It is increasingly evident that migration policy and practice can only be viable and effective when based on a firm foundation of legal norms, and thus operate under the rule of law

ILO Conventions

Two international conventions elaborated through ILO provide a basic essential framework for national legislation and practice on managing labour migration. These instruments stipulate that States actively facilitate fair recruitment practices and transparent consultation with their social partners, reaffirm non-discrimination and establish a principle of equality of treatment between nationals and regular migrant workers in access to social security, conditions of work, remuneration and trade union membership. Accompanying Recommendations provide important policy guidelines, including a model for bilateral migration agreements.

The **ILO Migration for Employment Convention**, of 1949 (**No. 97**) provides the foundations for equal treatment between nationals and regular migrants in areas such as recruitment procedures, living and working conditions, access to justice, tax and social security regulations. It sets out details for contract conditions, the participation of migrants in job training or promotion and deals with provisions for family reunification and appeals against unjustified termination of employment or expulsion, and other measures to regulate the entire migration process. 42 States have ratified this instrument, *including the United Kingdom* and twelve others in Europe: Belgium, Bosnia-Herzegovina, Cyprus, France, Germany, Italy, Netherlands, Norway, Portugal, Slovenia, Spain, and the Federation of Yugoslavia.

The **Migrant Workers (Supplementary Provisions) Convention**, 1975 (**No. 143**) was elaborated at a time when concern about irregular migration was growing. It sets requirements for respect of rights of migrants with an irregular status, while providing for measures to end clandestine trafficking and to penalize employers of irregular migrants. It is ratified by nine European countries: Bosnia-Herzegovina, Cyprus, Italy, Norway, Portugal, San Marino, Slovakia, Sweden and the Federation of Yugoslavia.

The **1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families** which is expected to enter into force imminently, is based on concepts and language drawn from the two ILO Conventions. It extends considerably the legal framework for migration, treatment of migrants, and prevention of exploitation and irregular migration.

For the record, ILO experts participated actively in the drafting of the 1990 UN Convention. The content of ILO Conventions 97 on Migration for Employment and 143 (supplemental provisions) formed the basis for drafting the UN Convention, which expanded and extended recognition of economic, social, cultural and civil rights of migrant workers rights. ILO has participated in the Global Campaign effort launched in 1998 to promote wider ratification, led by a Steering Committee that also includes IOM, the Office of the UN High Commissioner for Human Rights, UNESCO, the International Confederation of Free Trade Unions (ICFTU), Public Services International, and several international church, migrant and human rights NGOs.

These three Conventions together provide a comprehensive “values-based” definition and legal basis for national policy and practice regarding non-national migrant workers and their family members. They thus serve as tools to encourage States to establish or improve national legislation in harmony with international standards. They are not simply human rights instruments. Numerous provisions in each add up to a comprehensive agenda for national policy and for consultation and cooperation among States on labour migration policy formulation, exchange of information, providing information to migrants, orderly return and reintegration, etc.

Seven points indicate the importance of this complementary set of three Conventions:

1 They establish a comprehensive “values-based” definition and legal basis for national policy and practice regarding non-national migrant workers and their family members. They thus serve as tools to encourage States to establish or improve national legislation in harmony with international standards.

2 They lay out a comprehensive agenda for national policy and for consultation and cooperation among States on labour migration policy formulation, exchange of information, providing information to migrants, orderly return and reintegration, etc. In particular, Section 5 of the 1990 International Convention provides in 8 articles a clear agenda for international inter-State consultation and cooperation on managing international migration.

3 The 1990 Convention establishes that migrant workers are more than labourers or economic entities; they are social entities with families and accordingly have rights. It thus reinforces the principles in ILO migrant

worker Conventions on equality of treatment with nationals of states of employment in a number of legal, political, economic, social and cultural areas.

4 The three instruments include provisions intended to prevent and eliminate exploitation of migrants, thus reinforcing the agenda of '*decent work*' for all, promoted by the ILO.

5. The 1990 Convention expands on the earlier ILO instruments to fully resolve the lacuna of protection for non-national migrant workers and members of their families in irregular status and in informal work by providing norms for national legislation of receiving states and their own states of origin, including minimum protections for undocumented or unauthorized migrant workers.

6 While these Conventions address migrant workers and family members, implementation of their provisions would provide a significant measure of protection for other migrants in vulnerable situations, such as victims of trafficking.

7 The extensive, detailed and complementary texts of these three instruments provides specific normative language that can be incorporated directly into national legislation, reducing ambiguities in interpretation and implementation across diverse political, legal and cultural contexts.

5. The Challenge for Social Partners and Civil Society

In the last few years, controlling or managing migration has become an expressed priority for many governments. New legislation affecting migration has been established or proposed in dozens of countries worldwide. In a number of countries, migration management responsibilities have been shifted from labour ministries to interior or home affairs ministries, thus transforming contexts for policy elaboration from that of labour market regulation to that of policing and national security. To the vast extent that migration is about work, ministries of labour/employment must retain a central role in administration of migrant worker policies, because labour migration inevitably has direct implications on labour market regulation, conditions of work and other areas of their competence.

Reference to social dialogue – consultation with social partners – is regrettably absent in many migration policy initiatives, with serious consequences. To the extent that an increasingly large and important sector of the working class is managed outside normative protections, outside social dialogue and outside labour market institutions, it contributes to accelerated deregulation of labour markets as well as to deterioration of labour-employer-State relations overall.

The predominance given to migration control is both root and reflection of fundamental impediments to rationally and effectively addressing international migration. Migration, regular and irregular, has, does and will continue as inexorably as the economic forces at work in a globalized economy. The international community – sometimes reluctantly –acknowledges the need to manage and regulate movements of capital, goods, technology, services, information, etc., whether through formal means or “market mechanisms.” It is manifestly contradictory when this logic is denied application to migration.

Promoting an agenda of migration control may be a useful vehicle to capture political attention and budgetary resources. However, when pursued to the detriment of other considerations, that focus inevitably subordinates fundamental humanitarian and human rights considerations as well as economic and developmental factors to secondary roles.

The debate on migration in the UK would be well served by focusing attention on migrants as human beings, and on the contributions they made and will continue to make in this country. It is essential that all migrants be recognized as persons, and that responses in the UK reflect international standards in protection of basic human rights.

The rule of law and respect for universal notions of human rights are the essential foundation for democracy and social peace. Adherence to basic international human rights standards, addressing labour market needs and composition, elaboration of anti-discrimination legislation and implementation of appropriate practices are shared responsibilities among government, social partners, civil society and migrants themselves.

Here in the UK as elsewhere, much of the concrete attention to migrants, including protection of their rights and dignity, is given by the day-to-day work of local, national and regional civil society organizations. A survey of NGO activity in migration was conducted under the auspices of the UN Commission on Population and Development in 1997.¹⁰ More than 100 NGOs in all regions of the world provided data, demonstrating that NGOs world-wide provide direct services to migrants, some complementing their service activities with public education and policy advocacy with local and national government.

The trade union movement in a number of countries –particularly the UK-- has made enormous strides in recent years. Major policy shifts followed by extensive organizing drives among migrant workers have taken place in recent years by mainstream trade unions and national confederations across Europe, as well as in the Americas and Asia. National confederations in Argentina, Belgium, Canada, France, Germany, Ireland, Italy, Korea, Portugal, Spain, the UK and the USA – among others – have full-time national staff for migrant worker organizing and anti-discrimination issues; all are active in policy advocacy for improved protection of rights and decent work conditions for migrants.

However, only active, effective and targeted mobilization of social partner and civil society organizations can have any hope of challenging the immense economic and political interests that perceive benefits from current policy directions.

A recent example of what can be accomplished is the comprehensive and viable program of action to combat xenophobia and discrimination against migrants adopted at the World Conference Against Racism in Durban in 2001, referred to above. This result derived from concerted and coordinated work among literally hundreds of NGOs and trade unions, working together in a unitary NGO caucus¹¹ and a parallel trade union caucus¹². As well, a complementary international agency group further strengthened input and advocacy¹³. The now successful Global Campaign for Entry Into Force of the 1990 International Convention

¹⁰ UN Commission on Population and Development: *Activities of intergovernmental and non-governmental organizations in the area of international migration; Report of the Secretary General*. New York, 1997. UN document E/CN.9/1997/5.

¹¹ See “Proposed Elements for a Program of Action Against Xenophobia” at www.migrantwatch.org/WCAR

¹² The ICFTU facilitated and coordinated much of the worker input to this process. See the ICFTU Report on WCAR.

¹³ ILO, the OHCHR and IOM jointly produced a working paper for the Conference, entitled *Racism, Discrimination and Xenophobia and International Migration*, which summarized relevant experience and policy recommendations.

on migrants rights¹⁴, led by a Steering Committee comprised of a unique alliance of international agencies and international NGOs¹⁵ is another example of what concerted joint efforts can achieve, even if with very few financial resources.

A Concluding Suggestion

Only active and concerted engagement by social partners and civil society in this country, together with concerned national institutions-- will generate the credible and sustained awareness raising and advocacy that can achieve protection and decent working conditions for foreign and national workers alike.

I suggest that organization of a campaign coalition effort in this country could raise attention to the rights and equality dimensions, and catalyse an alternative formulation to a control based –and unviable in the long run—national policy.

Perhaps some of the organizations represented here, such as the Joint Council for the Welfare of Immigrants, the United Nations Association as well as trade unions and migrant groups, could formulate a national coalition structure –perhaps reflecting the broad inter-sectoral and inter-agency composition of the International Steering Committee and the Italian national committee for promotion of migrants rights. Doing so would certainly set a pole for a new approach to migration in the UK –as is already happening in Ireland, Italy, and elsewhere.

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¹⁴ Passage of national legislation for a twentieth ratification was announced on 10 December 2002; the actual deposits at the UN of the twentieth ratification by Guatemala and the twenty-first by El Salvador took place on 14 March 2003.

¹⁵ Steering Committee members: December 18 network, Human Rights Watch, International Catholic Migration Commission, International Confederation of Free Trade Unions (ICFTU), International Labour Office (ILO), International Movement Against All Forms of Discrimination and Racism, International Organization for Migration (IOM), Migrants Forum in Asia, Migrants Rights International, Office of the High Commissioner for Human Rights (OHCHR), Public Services International, United Nations Educational, Scientific and Cultural Organization (UNESCO), Women’s International League for Peace and Freedom, World Council of Churches