



Migration in Aruba: the past and the future

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Introduction

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Content



1. ARUBA'S History

- a) The story of Captain Rodger*
- b) Well structured, harmonious society*

2. That was then, this is now

3. Employers perspective

4. What drives immigration

5. The Aruba migration process

6. The current situation

7. Aruba's Future/Best Practice

1. ARUBA'S HISTORY

- a) The story of Captain Rodger
- b) Well structured, harmonious society



Aruba, NA

Lago Colony

1956

2. That was then, this is now



- 110.000 Population
- 1 in 4 not born in Aruba
- Growing grey economy
- Level playing field
- Shortage of specific labor

3. Employers perspective





Skills mobility

- A well-designed migration system
- Migrants bring skills that mitigate gaps in native workforces
- They help business compete, innovate, and expand

Innovations for migrants and refugees access to labor markets

- Seismic demographic shifts
- Challenges



Irregular migration



- High numbers of irregular economic migrants can signal a disconnect between migration policies on one side and labor market dynamics in receiving countries on the other

Responsible recruitment

- The criteria for fair and ethical recruitment are well established in various multi-stakeholder initiatives
- Rights of workers are not violated
- Accountable recruiters





Entrepreneurship

- Entrepreneurship, can offer several benefits for both the sending and receiving country, while simultaneously easing pressures on labor markets



4. What drives immigration

- Economic Improvement
- Lack of opportunities in developing countries
- New opportunities in other countries
- Education and social stability
- Technology and business development

5. The Aruba migration process



- 110.000 Population
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- Shortage of specific labor

6. The current situation





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“Within governments there are often inconsistencies or differing rules /policies that have the effect of preventing effective migration of workers. Oftentimes the interests of ministries of labor and ministries of immigration conflict thereby effectively preventing entry of foreign workers into a country.”





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“Companies report that they cannot find skills locally, as they open new Markets. Predictability and agility are needed to maintain compliance”





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7. Aruba's Future / Best Practice





Skills mobility

Recommendations:

- 1) Adopt migration policies that are timely and flexible to accommodate new and longstanding business models, but also predictable and transparent so that employers can effectively manage compliance.
- 2) Ensure employers are partners in identifying skills gaps and establishing frameworks for assessing foreign qualifications. Policies should avoid narrow qualification requirements and skills definitions, trusting employers to identify the most-qualified candidate.
- 3) Adopt migration policies that foster family unity by creating accessible pathways for accompanying family to obtain work authorization.
- 4) Provide sustainable assistance to employer organizations to communicate the benefits of labor migration and how migrants apply their skills to enrich the local economy and the community.

Innovations for migrants and refugees access to labor markets

Recommendations:

- 1) Lower information barriers that businesses face in accessing qualified migrant talent.
- 2) Train migrants so that employers can more effectively benefit from their contributions to the labor market.
- 3) Harmonize certification processes and improve methods for assessments and skills-recognition processes to facilitate efficient hiring.



Irregular migration 2

Recommendations:

- 1) Establish a humane but credible enforcement mechanism as a counterpoint to a comprehensive essential worker program that meet labor shortages.
- 2) Enact national laws that ensure the protection of this vulnerable unlawful group of migrants.
- 3) Develop solutions to support the domestic labor market in providing workers with the necessary spectrum of skills

Responsible recruitment

Recommendations:

- 1) Ensure that national law is compatible with the elements of fair and ethical recruitment to help prevent human trafficking and forced labor, taking note of existing tools including ILO's fair recruitment initiative, as well as the code of conduct of the World Employment Confederation, and take into consideration the principles enshrined in ILO Convention on Private Employment Agencies, 1997 (No. 181).
- 2) Consider the merits of bilateral arrangements between sending and receiving countries to ensure the rights of migrant workers.

Entrepreneurship

Recommendations:

- 1) Gather data on migrant entrepreneurship to enable design of policies that can remove hindrances in the process of starting-up and enhance success rates of migrant-founded firms.
- 2) Supplement policies to incentivize and facilitate entry of new migrant entrepreneurs with targeted strategies for countering challenges that limit migrant entrepreneurs' ability to start and grow their business.
- 3) Ensure that existing support mechanisms are visible to the target group and are communicated clearly to become more accessible for migrant entrepreneurs.

