



## **The inclusion of migrants in the labor market: A private sector commitment to transparent, effective, and humane migration policies**

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In Colombia, the number of migrants has increased exponentially in recent years leading authorities to taking public policy measures at the national level to achieve the regularization and integration of the migrant population, especially from Venezuela. According to the [National Report on Inclusive Employment 2021-2022<sup>1</sup>](#), as of February 2022, there were a total of 2,477,588 people from Venezuela (a 34.5% increase compared to 2021) living in Colombia. Of this population, at least two million people arrived in the country facing risks and vulnerabilities at different stages of migration.

In the country, the migrant population in an irregular situation exceeds 56% (Migration Colombia, 2020), and in most cases, migrants do not have a passport or documentation that certifies their training or educational level. This explains their high participation in informal economies and the intense mobility that occurs between Colombian cities and departments.

In this context, the private sector has an important role in promoting migration strategies consistent with the Global Compact for Safe, Orderly and Regular Migration (GCM) and the Sustainable Development Goals (SDGs). Employers, led by the International Organization of Employers (IOE), have focused the strategies and support provided to governments and institutions on the implementation of the objectives 5, 6 and 18 of the GCM, on regular pathways, recruitment and decent work, and skills development and recognition.

Within this framework, the National Association of Colombian Entrepreneurs (ANDI) actively participates in regional and national tripartite dialogues promoted by governments for the development of public policies on migration. We encourage the development of adequate migration policies that consider the economic prospects and needs of the labor market. To this end, we have developed an [inclusive competitiveness strategy to promote the labor inclusion of the migrant population](#). Since 2015, ANDI has supported companies

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<sup>1</sup> Initiative of Fundación ANDI, Fundación Corona and ACIDI-VOCA using figures from Colombia Migration.

based in Colombia to include migrants in vulnerable conditions in their value chain and has identified two means by which the private sector can do so:

1) **Inclusive procurement:** we support and encourage companies to make their operational (non-strategic) purchases through migrant ventures, using the directory created by ANDI and called [“Se le tiene” Migrantes](#) which lists more than 200 companies located in Colombia, working in the fields of cafeteria, catering, advertising material or corporate gifts, and that have been established by or benefit to the migrant population.

2) **Inclusive employment:** we advise companies in identifying how prepared they are to hire vulnerable populations and how they can improve their employment processes by using diagnostic tools, and by proposing a workplan focused on strengthening the activities before, during and after the recruitment of migrants.

ANDI and its affiliated companies are convinced that a successful process of linking the migrant population to formal and stable jobs depends on the opportunities for access to education that migrants have. Therefore, we support processes for the development of educational transformation projects in Colombia, which promote the integration of migrant children and young people into educational institutions, analyzing cross-cutting components linked to education and culture.

Finally, we believe that the [10 guiding principles](#) of the Global Compact for Migration, particularly the principle focused on the potential of migration to achieve the Sustainable Development Goals, can help drive actions focused on creating opportunities and identifying benefits that result from migration. These principles encourage changing perceptions about migration. It is necessary to comprehend this phenomenon differently: migration is not a problem, but an opportunity to be more competitive by integrating a population that can help grow the economy and fully contribute to sustainable development in all countries.



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