



## Session VI

Keeping up with expectations  
What role for government and  
recruitment agencies?

Setting up gender sensitive pre-departure  
training and orientation



# Objectives and structure of the session

## **Main purpose of the session:**

- To identify the main challenges in the design and delivery of adequate, gender sensitive, pre-departure training.
- To provide participants with concrete examples and tools for improvement of pre-departure training and to encourage them to identify what steps different actors could take in this direction

## **Session Structure:**

- Presentation followed by group work



## **Normative framework on Pre-departure information and training**

- ***MLF on labour Migration, Principle 12)***
- ***ILO Recommendation 188, Art 8 (b).***
- ***“Recommended Guidelines for Migrant Recruitment Policy and Practice in the Greater Mekong Sub-Region”***. Guidelines 2.5 and 2.6
- ***Relevant national legislation***



## Presentation of national findings on pre-departure information and training

- Insert relevant national data and findings, from ILO research or others



## **Pre-departure information and training (Cdt.)**

- **Lack of, incomplete or inaccurate pre-departure information might have an impact:**
  - On the migrant's decision to migrate
  - On the migrant's expectations about the work abroad (often unrealistic)
  - On the migrant's performance at the workplace
  - On the length of the stay at destination (run-away phenomenon)
  - On the situation upon return (debts, difficult reintegration, re-migration, etc)
  - Eventually, on the degree of satisfaction of employers and
  - Ultimately, on the attractiveness of formal recruitment to potential migrants and on the effectiveness and viability of the recruitment business.



## Pre-departure information and training (Cdt.)

- **Some reasons for its inadequacy:**
  - Lack of human and financial resources of recruitment agencies
  - Insufficient knowledge and understanding of training needs of the target beneficiaries, including the specific needs of women and men,
  - Inadequacy of public support to definition and design of specific training curricula
  - Scarce efficiency of the supervisory mechanisms
- ✓ ***Cooperation and partnership between public and private recruitment systems can have the advantage of maximising the quality of training and reducing costs***



## **Building a curriculum for pre-departure training: a group work**

Read instructions and work together on an outline for a possible pre-departure training curriculum, including:

- Identified training needs
- Objectives of the training
- Proposed contents of the training (be sector specific)
- Proposed training format and materials
- Necessary resources (financial and human resources)
- Identified challenges and possible solutions