

► Advancing Fair and Safe Labour Migration

January 2025

► At a glance



Partners

Ministry of Overseas Pakistanis and Human Resource Development (MoPHRD), Provincial Labour Departments, Employers' and Workers' Organizations.



Donors

German Federal Ministry for Economic Cooperation and Development (BMZ), Co-Funded by the European Union (EU)



Duration

June 2025 – June 2026.



Target Beneficiaries

Aspirant individual migrant workers, returnee migrant workers, women migrant workers, government officials, recruitment agencies, trade unions and employers.



Geographical Focus

Pakistan

► Background

Labour migration is a strategic pillar of Pakistan's economy, with over 9 million Pakistanis working abroad. Weak regulation of recruitment processes, high migration costs, and limited institutional coordination continue to expose workers to exploitation and irregular migration. Women remain severely underrepresented (at around 0.4 percent), reflecting structural barriers and limited access to safe, skills-based migration pathways.

The project will support the implementation of the National Emigration and Welfare Policy 2024 by strengthening legal and policy frameworks in line with international labour standards. It will enhance institutional capacity and coordination to promote fair and ethical recruitment and improve oversight of recruitment agencies. The project will also expand safe, skills-based and gender-responsive migration pathways, with a particular focus on increasing women's participation and reducing exploitation and irregular migration.

► Objective

The objective of the project is to create safe, legal, and inclusive migration pathways for Pakistani workers by strengthening governance, aligning recruitment and migration practices with international labour standards, and enhancing stakeholder capacity to ensure fair recruitment, protection, and welfare, focusing on women and marginalized groups.

► Main activities

The project is structured around the following two strategic components, with a set of interlinked outputs that contribute to improved migration governance and worker protection:

Component 1: Strengthening Legal and Policy Frameworks for Safe and Ethical Migration

Output 1.1: Legislation

Support the revision and updating of national migration legislation to align with international labour standards, with a focus on regulating private employment agencies, promoting ethical recruitment, and ensuring safe and regular migration pathways.

Output 1.2: Guidelines

Develop and promote harmonised national guidelines for fair and ethical recruitment, including transparent recruitment fees, access to information, and effective grievance mechanisms.

Output 1.3: Capacity development

Enhance the understanding and application of updated legal and policy frameworks among government officials, recruitment agencies, and other stakeholders.

Component 2: Capacity Building and Programmatic Interventions

Output 2.1: Training

Strengthen the capacity of government institutions, recruitment agencies, employers, and civil society organisations on fair recruitment, decent work, and labour migration governance.

Output 2.2: Skills and mobility

Expand the National Skills Passport (NSP) to include high-demand trades in destination countries, with a specific focus on improving women's access to overseas employment in the care economy, healthcare, IT, and green sectors.

Output 2.3: Awareness

Implement targeted awareness-raising initiatives for migrant workers and their families on safe migration, rights at work, and the risks associated with irregular migration.

Output 2.4: Coordination

Improve coordination among government agencies, social partners, civil society organisations, and international organisations to protect migrant workers' rights abroad and support return and reintegration.



Migrant workers at a construction site. Photo: Shutterstock

► Expected Outcome

The intervention will focus on the following two outcomes of support:

- Strengthened legal and policy frameworks, that promote fair and ethical recruitment and safe migration standards.
- Improved migration governance through enhanced institutional and stakeholder capacity, increased awareness, and strengthened collaboration to promote fair and ethical recruitment practices and safe migration pathways.



Migrant sanitation workers carrying out street cleaning work. Photo: Shutterstock

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