

Best Practices on Labour Mobility and Social Inclusion

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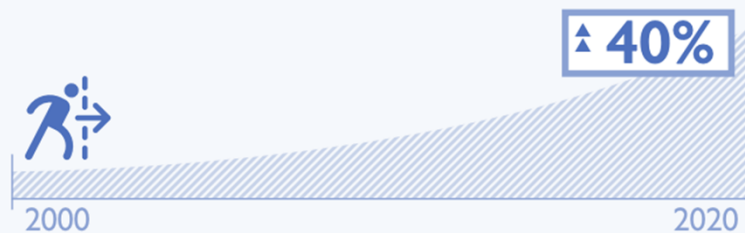
Overview

- Migration in Asia and the Pacific
- Challenges faced by migrant workers
- IOM Pacific Strategy (2022-2026)
- Good Practices:
 - ✓ Ethical and fair recruitment
 - ✓ Migrant training & orientation
 - ✓ Reintegration of migrant workers
- Recommendations
- Further resources



Migration in Asia and the Pacific

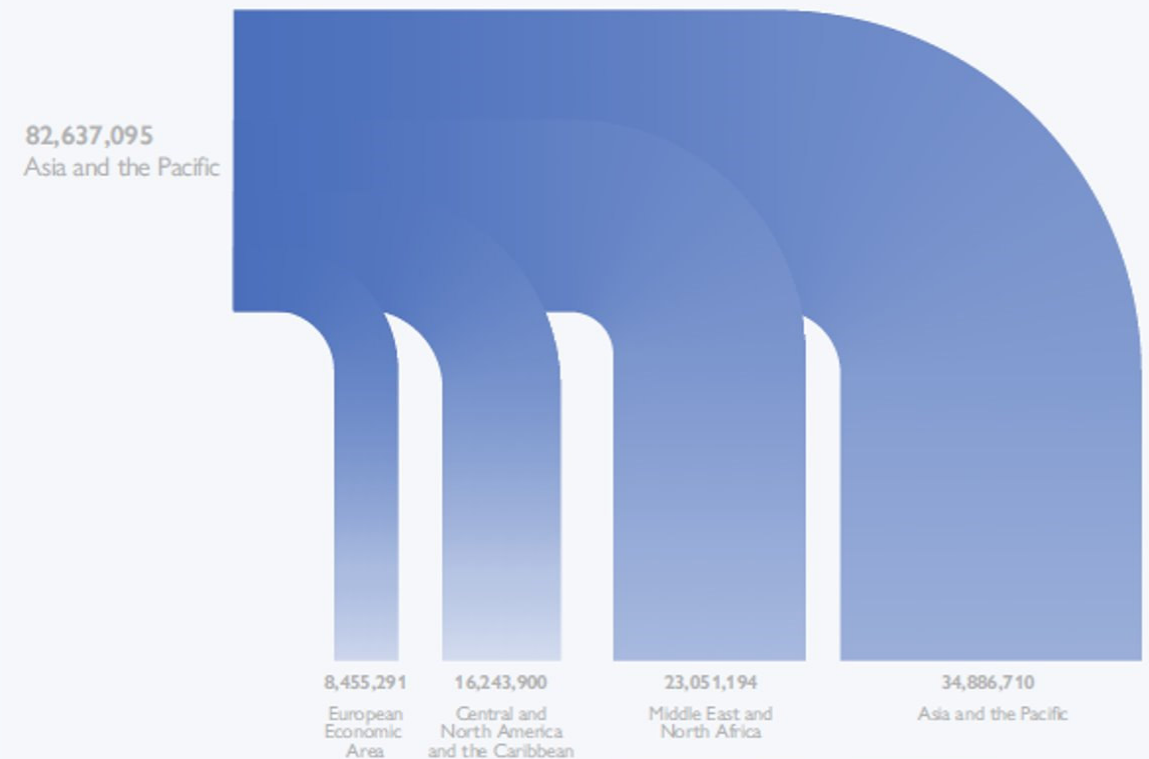
RISING MIGRANT STOCK



REMITTANCES

42% of global remittances sent to Asia and the Pacific

MIGRATION FLOWS FROM ASIA AND THE PACIFIC BY MID-2020



Labour migration in Asia and the Pacific

LABOUR MIGRATION STOCK

24 MILLION

migrant workers in the region

14.2%

of all migrant workers worldwide

39% of migrant workers are women

FORMS OF MIGRATION

Temporary labour migration as the dominant form of migration

Labour migration is the dominant form of international migration in the region – 63% of working-age international migrants are labour migrants

SECTORS OF EMPLOYMENT



Agriculture



Manufacturing



Construction



Hospitality



Domestic and cleaning services

Source: [IOM Asia-Pacific Migration Data Report 2021](#)

Risk factors faced by migrant workers



Recruitment

- Recruitment fees and related costs and debt bondage
- Lack of transparency and deception
- Lack of freedom of choice

Employment

- Decent work deficits and exploitation
- Discrimination, harassment and abuse
- Poor living conditions
- Irregular migration status and fear of deportation

Return and Reintegration

- Indebtedness and pressure to remigrate
- Unemployment
- Lack of skills recognition
- Stigmatization

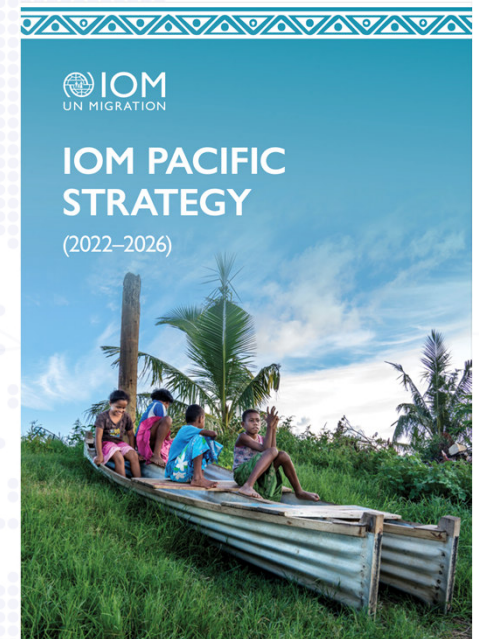
IOM Pacific Strategy 2022-2026

3 thematic pillars:

- 1) Resilience to climate change and disaster related human mobility
- 2) Labour mobility and human development
- 3) Governance for border management and migrant protection

Labour Mobility:

- Improve regional and national **labour mobility governance** and coordination systems
- Strengthen **pre-departure assistance** and **reintegration support** to labour migrants
- Enhance the impact of **diaspora communities** and their **remittances** on sustainable development



[IOM Pacific Strategy Link](#)

Good practices: Ethical and fair recruitment

What is Ethical Recruitment?

- ✓ Complies with the law
- ✓ Protects the human rights of workers
- ✓ Fair and transparent for workers, labour recruiters and employers

Employer Pays Principle

- Endorsed by the [Leadership Group for Responsible Recruitment](#), a collaboration between leading companies and expert organisations
- Increasingly adopted by major brands and retailers around the world
- Growing consensus at the global level that costs and fees related to the recruitment of migrant workers should not be paid by the worker



The Employer Pays Principle

No worker should pay for a job - the costs of recruitment should be borne not by the worker but by the employer.

Strengthening **ethical recruitment practices** and helping **eliminate recruitment fees** help address human trafficking, debt bondage and forced labour

Example: IRIS Ethical Recruitment

IRIS is a global multi-stakeholder initiative, created by IOM, that supports governments, civil society, the private sector and recruiters to establish ethical recruitment as a norm in cross-border labour migration.



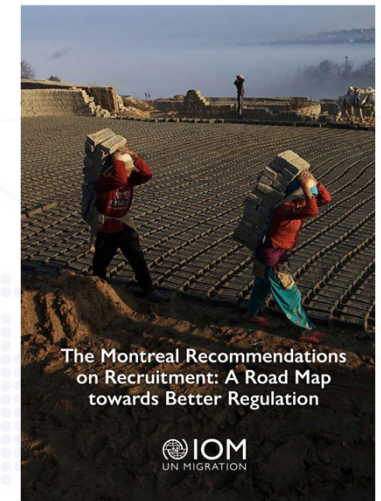
[IRIS website](#)

Montreal Recommendation

- In 2019, participants of the Global Conference on the Regulation of International Recruitment in Montreal, Canada, articulated 55 recommendations to improve the regulation of international recruitment in 9 principal areas

Global Policy Network on Recruitment

- In 2020, IOM launched the Global Policy Network on Recruitment, as a step forward to the Montreal Recommendations on Recruitment
- A Member State-driven collaboration brings together **policy makers, regulators** and **leaders** to discuss key challenges related to cross-border recruitment and co-develop solutions to recruitment-related challenges



[Montreal Recommendations](#)

Good practices: Migrant training & orientation

Importance of Migrant Training / Orientation

- Provision of information to mitigate the risks that migrant workers face over the course of the labour migration cycle, as well as to promote ethical recruitment, skills development and social protection
- Empower migrant workers and contribute to their overall well-being and that of their families

1. Pre-Employment Orientation

- Equips migrant workers with information to support **well-informed decision-making** processes on foreign employment

3. Post-Arrival Orientation:

- Provides newly arrived migrant workers with information regarding national **labour laws, sociocultural norms and practices, workplace ethics**



2. Pre-Departure Orientation

- Provides information on the upcoming journey, adjustment period and how to **access support and assistance**

4. Pre-Return Orientation

- Prepares returning migrant workers with useful information to support their **access to social protection schemes and skills development opportunities**

Example: Famili I Redi program in Vanuatu

What is 'Famili I Redi'?

- A 5-day **pre-departure workshop** to support labour migrants and their families departing Vanuatu for Australia, aiming to address issues related to **family separation and financial management** faced by migrant workers
- Organized in partnership with Department of Labour and Employment Services and World Vision, reaching over 400 participants

During the workshop participants learn:

- Maintaining healthy family relationships, communicating with children while overseas, gender-based violence prevention and family financial management (e.g. budgeting, savings, entrepreneurship upon reintegration)

Future Plan:

- Develop and pilot family-focused reintegration workshops in Vanuatu
- Work with regional partners to scale Famili I Redi outside of Vanuatu



[Watch the video to learn more](#)

Good practices: Reintegration

Economic Dimension

- Enables migrants to re-enter the economic life and sustain livelihoods

Social Dimension

- Ensures their access to public services and infrastructure, e.g. access to health, education, housing, justice and social protection schemes

Psychosocial Dimension

- Facilitates the development of personal support networks and their access to civil society structures
- Re-engagement with the way of living of the society



Individual Level

- Addresses the specific needs and vulnerabilities of individual migrants with flexibility
- E.g. Follow-up on individual cases

Community Level

- Responds to the needs and concerns of communities to which migrants return
- E.g. Social networks, joint initiatives, partnerships

Structural Level

- Promotes continuity of assistance and adequate local public services provided to returned migrants
- E.g. Engagement with local and national authorities

Example: Reintegration Strategy in Tuvalu

Tuvalu Labour Migrants Reintegration Strategy

Overview:

- A strategy developed in 2022 to guide programmes and interventions to provide **economic, social and psychosocial support** in enhancing the sustainable reintegration of returning labour migrants in Tuvalu

Objectives:

- Strengthening the capacity of Tuvaluans to participate in labour mobility and **limiting the negative social impacts** of their absence
- **Harnessing the skills** the Tuvaluans gain abroad for the country's economic and social development
- Enabling returning migrants to build **sustainable livelihoods** in Tuvalu



[Tuvalu LMRS Link](#)

Recommendations

- Strengthen regional and national **labour migration governance** to create cheaper, safer and less complex regular labour migration pathways
- Promote **ethical /fair recruitment and protection of migrant workers** throughout the migration cycle
- Provide comprehensive **pre-departure training** to migrants and their families, as well as **reintegration support**
- Further support **skills development** trainings for migrant workers and encourage sustainable investment from employers
- Promote faster, safer and cheaper **transfer of remittances** and foster **financial inclusion** of migrants



Further Resources

- [IOM Asia-Pacific Migration Data Report 2021](#)
- [IOM Pacific Strategy \(2022-2026\)](#)
- [Migrant Worker Guidelines for Employers](#)
- [E-learning course](#): Introduction to the Management of Fair and Ethical Recruitment and Employment of Migrant Workers
- [IRIS Website](#): Ethical Recruitment
- [The Montreal Recommendations on Recruitment](#): A Road Map towards Better Regulation
- [CREST Website](#): Corporate Responsibility in Eliminating Slavery and Trafficking
- [Famili I Redi Programme](#) in Vanuatu (Video)
- [Reintegration Handbook](#) - Practical guidance on the design, implementation and monitoring of reintegration assistance

Thank you!

For more information, please contact:
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<https://roasiapacific.iom.int/labour-migration>

