

ASEAN GUIDELINES ON EFFECTIVE RETURN AND REINTEGRATION OF MIGRANT WORKERS



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ASEAN GUIDELINES ON EFFECTIVE RETURN AND REINTEGRATION OF MIGRANT WORKERS

The ASEAN Secretariat
Jakarta

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Abbreviations

ACMW	ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
ACTIP	ASEAN Convention against Trafficking in Persons Especially Women and Children
AFML	ASEAN Forum on Migrant Labour
ASEAN	Association of Southeast Asian Nations
ASEAN Consensus	ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, 2007
Cebu Declaration	ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, 2007
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
GCM	Global Compact on Safe, Orderly and Regular Migration
ICRMW	International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
ILO	International Labour Organization
SDGs	Sustainable Development Goals
UN	United Nations

I. INTRODUCTION

Overall context

1. The Association of Southeast Asian Nations (ASEAN) represents a regional labour market with millions of migrant workers moving within the region and beyond. The bulk of the workers on the move are low-skilled workers migrating as temporary workers on short duration contracts. Thus, return migration to countries of origin in any given year can be substantial. In the absence of a comprehensive framework of support services, return migrant workers may experience a variety of challenges affecting their capacity to reintegrate with their home communities, to cope with psychosocial challenges, to find sustainable livelihood opportunities, or to reintegrate into the labour market. The lack of adequate reintegration policies and options constitutes a loss to migrant workers, their communities and society as a whole.
2. ASEAN migration instruments have included commitments by ASEAN Member States on return and reintegration. The focus of these instruments is primarily on the responsibilities of Sending States.

2.1. Article 13 of the 2007 ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (hereafter referred to as “Cebu Declaration”) commits Sending States to:

“Set up policies and procedures to facilitate aspects of migration of workers, including recruitment, preparation for deployment overseas and protection of the migrant workers when abroad as well as repatriation and re-integration to the countries of origin.”

Article 16 of the Cebu Declaration commits ASEAN to:

“Establish and implement human resource development programmes and reintegration programmes for migrant workers in their countries of origin.”

2.2. Article 26 of the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (hereafter referred to as the “ASEAN Consensus”) states:

“The Sending State will develop a comprehensive reintegration

programme for returned migrant workers and their families as well as an employment programme for returned migrant workers taking into account their skills obtained overseas.”

In addition, Article 28 of the ASEAN Consensus provides that:

“The Sending State will ensure the right of returned migrant workers to establish association, participate in policy making and programmes affecting migrant workers, and to access services for returned migrant workers and their family members in accordance with the national laws, regulations and policies of the Sending States.”

3. Most meetings of the ASEAN Forum on Migrant Labour (AFML), especially the 4th AFML, have made a number of recommendations on return and reintegration. The 4th AFML (held on 24-25 October 2011 in Bali, Indonesia) specifically called for setting up “ASEAN Guidelines on Effective Return and Reintegration” (Recommendation No.14).

4. The 4th AFML Recommendation was followed up by a project in the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) Work Plan 2016-2020 led by Indonesia. The ASEAN Workshop on Reintegration Programmes for Returning Migrant Workers was convened by Indonesia during 27–28 August 2019 in Yogyakarta¹ to develop the outline of the ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers (hereafter referred to as the “Guidelines”). The outline was reviewed and agreed by the governments, employers’ organisations, workers’ organisations and civil society organisations at the Workshop.
5. The aforementioned ASEAN Workshop on Reintegration Programmes for Returning Migrant Workers endorsed the elaboration of the Guidelines. The adopted revised outline of the Guidelines was based on inputs of governments, employers’ organisations, workers’ organisations and civil society organisations at the Workshop.

1 This workshop was organised by the Ministry of Manpower, Government of Indonesia with the support of the ASEAN Secretariat and the International Labour Organization (ILO) TRIANGLE in ASEAN programme – a partnership between the Australian Department of Foreign Affairs and Trade (DFAT), Global Affairs Canada (GAC), and the ILO.

6. The Guidelines focus on the main principles, actionable commitments, and good practices related to return and reintegration. It is supported by the background paper, “Return and Reintegration of Migrant Workers with Special Focus on ASEAN Member States” circulated at the Workshop.

II. OBJECTIVES OF THE GUIDELINES

7. The following are the objectives of the Guidelines:
 - 7.1. Elaborate a set of guiding principles for ASEAN Member States on policies, institutional mechanisms, and programmes and services required for ensuring effective and sustainable return and reintegration of migrant workers in line with international and ILO standards, and ASEAN Consensus principles, subject to prevailing national laws, regulations and policies of ASEAN Member States;
 - 7.2. Act as a guide to ASEAN Member States and all concerned stakeholders for elaboration of comprehensive sustainable reintegration policies, strategies and action frameworks at the national, bilateral and regional levels;

- 7.3. Strengthen partnerships among ASEAN Member States in return and reintegration policies and strategies;
- 7.4. Continuously and proactively encourage governments, employers' organisations, workers' organisations, and civil society and other stakeholders to incorporate these guidelines in return and reintegration efforts.

III. INTENDED USERS AND STAKEHOLDERS

8. The Guidelines aim to serve as guiding principles for the major stakeholders in return and reintegration in ASEAN Member States, notably:
 - governments of ASEAN Member States at central and local levels;
 - employers' organisations;
 - workers' organisations;
 - migrant workers and their families;
 - civil society organisations;
 - private employment agencies/private recruitment agencies;
 - private sector (including small and medium enterprises) and employers in Sending and Receiving States;

- ASEAN Dialogue Partners; and
- development partners (e.g., donors).

IV. SOURCES AND REFERENCES OF THE GUIDELINES

9. The following instruments and sources are considered particularly useful for drawing upon and elaborating the Guidelines and in their subsequent implementation by ASEAN Member States and concerned stakeholders.

9.1. ASEAN instruments:

- ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, 2007 (Cebu Declaration);
- ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, 2017 (ASEAN Consensus);
- ASEAN Declaration on Strengthening Social Protection and the Regional Framework and Action Plan;
- ASEAN Convention against Trafficking in Persons Especially Women and Children (ACTIP);
- ASEAN Human Rights Declaration;
- ASEAN Charter;

- ASEAN Community Vision 2025;
- ASEAN Guidelines for Corporate Social Responsibility for Labour;
- Recommendations of the ASEAN Forum on Migrant Labour (AFML).

9.2. UN and ILO human rights instruments especially relevant to migrant workers:

- Universal Declaration of Human Rights;
- Convention on the Elimination of All forms of Discrimination Against Women (CEDAW);
- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICRMW);
- ILO core labour standards relating to freedom of association, forced labour, child labour, and discrimination.

9.3. Relevant ILO labour standards and non-binding frameworks:

- ILO Migration for Employment Convention (Revised), 1949 (No. 97);
- ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143);
- ILO Recruitment Agencies Convention, 1997 (No. 181);

- ILO Domestic Workers Convention, 2011 (No. 189);
- ILO Work in Fishing Convention, 2007 (No. 188);
- All other ILO labour standards relating to employment, including standards on social security, conditions of work, employment policy, labour inspection, occupational safety and health (OSH), etc.;
- ILO Multilateral Framework on Labour Migration;
- ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs;
- ILO Decent Work Agenda;
- ILO Centenary Declaration for the Future of Work;
- The Bali Declaration, adopted at the 16th Asia and the Pacific Regional Meeting in Bali, Indonesia on 9 December 2016.

9.4. Global development and migration frameworks:

- UN 2030 Agenda for Sustainable Development, and the Sustainable Development Goals (SDGs);

- 2018 Global Compact on Safe, Orderly and Regular Migration (GCM);
- 2011 UN Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework.

V. GENERAL GUIDING PRINCIPLES

10. It is standard practice to elaborate general principles before spelling out the operational guidelines for action on which they are based. The general principles are drawn from various sources – such as international instruments, ILO standards and frameworks, global and ASEAN frameworks – identified in Section IV. The general guiding principles below serve as the common framework and foundation for the Guidelines and contributory strategies spelled out in Sections VI and VII. Respect for observance of general principles ensures the consistency and policy coherence of various measures highlighted under the Guidelines. The Guidelines represent effective operational measures and interventions that can be developed within the overarching framework of international and regional standards.

V.I. Rights-based

11. All policies and programmes should be rights-based in the sense of respecting the human and labour rights of women and men migrant workers and their families and in line with international and ASEAN instruments. General principle 4 of the ASEAN Human Rights Declaration states:

“The rights of women, children, the elderly, persons with disabilities, migrant workers, and vulnerable and marginalised groups are an inalienable, integral and indivisible part of human rights and fundamental freedoms.”

12. The first general principle of the 2007 Cebu Declaration reads:

“Both the receiving states and sending states shall strengthen the political, economic and social pillars of the ASEAN Community by promoting the full potential and dignity of migrant workers in a climate of freedom, equity, and stability in accordance with the laws, regulations, and policies of respective ASEAN Member Countries.”

The ASEAN Consensus commits ASEAN Member States to uphold the fundamental rights and dignity of migrant workers and ensure their fair treatment at the workplace.²

13. The 4th AFML recommended: “Ensure that return and repatriation programmes are effective, sustainable, and rights based, and with the involvement of tripartite partners and civil society organizations.”
14. Ratification of international migrant worker instruments would further strengthen the commitment for effective governance of migration and promotion and protection of migrant rights. The cardinal principles of these instruments are equal treatment and equal opportunity and non-discrimination. The Philippines has ratified all three international migrant worker conventions and the ILO Domestic Worker Convention, 2011 (No. 189), while Indonesia has ratified the International Convention on the Protection of the Rights of all Migrant Workers and Their Families. The Sabah

² Article 7 of the ASEAN Consensus provides that “‘fair treatment’ refers to just and reasonable treatment applied to migrant workers in the workplace with respect to working conditions, safety, and access to recourse in the event of employment subject to the prevailing national laws, regulations and policies of the Receiving State.”

State of Malaysia has ratified the ILO Migration for Employment Convention (Revised), 1949 (No. 97). All ASEAN Member States have ratified a number UN human rights instruments and ILO core conventions and other conventions.

V.2. Principle of fair treatment

15. Freedom from discrimination is a fundamental human right and is an essential part of promoting decent work that allows workers to develop their potential to the full. ILO instruments prohibit any “distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.”³ The Universal Declaration of Human Rights and the core international human rights treaties provide a broad framework for non-discrimination and protection of the human rights of all human beings, including migrants, both regular and irregular, and their rights at work. Therefore, migrant workers should be accorded fair treatment in both Receiving States and Sending States.

³ ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

16. The key to the success of promoting non-discriminatory return and reintegration and fair treatment in the labour market is the active involvement of workers' organisations, employers' organisations, migrant workers and their organisations, and other stakeholders, including private recruitment agency associations.

V.3. Recognition of different categories of returned workers and their needs

17. Migrants return under different conditions and for various reasons, such as: successful completion of their migration objectives or targets; retirement; lack of success and poor integration in destination countries; expiry of temporary work contracts; family reasons; conditions in the home country have improved since departure; and deportations, among others. In the temporary migration cycle predominant in Asian and Middle Eastern countries, migrant workers must return to the origin country when the contract ends. Some migrant workers are better prepared for reintegration with minimum State assistance, while some may return in distress situations requiring special attention.

Thus, their different needs must be built into reintegration programmes.

18. Sending and Receiving States should promote conditions for migrants to return voluntarily out of their own choice since it contributes to better return preparedness and gives them greater freedom to plan their reintegration efforts.

V.4. Targeted support for vulnerable groups

19. All stakeholders must address the risks faced by different migrants and their vulnerability. Migrants may find themselves in vulnerable situations and needing protection and assistance at various points during their journey - in transit, upon arrival at their destination, during employment in a new country, and on return to the home country. In general, women migrant workers, particularly domestic workers, and migrants in informal or irregular positions may be highly vulnerable and subject to abuse and exploitation. Different stakeholders, including government agencies with specific mandates, may have competencies to anticipate, address, and respond to their needs.

V.5. Gender-sensitive and gender-responsive

20. Gender sensitivity means being aware of the different needs, roles, and responsibilities of women and men, and their implications for differential access and control over resources and benefits. Gender responsiveness goes beyond diagnosis and awareness of gender disparities to articulate policies, action and initiatives to address and redress gender-based inequalities.
21. Given that women and men migrant workers may experience different issues and problems throughout the migration cycle, ASEAN policy makers and other stakeholders should attempt to mainstream gender consideration into all interventions related to return and reintegration. Article 1(e) of the ASEAN Consensus provides that ASEAN Member States will act in accordance with the principle to uphold fair treatment of migrant workers in relation to gender, among others. Recommendation 19 of the 5th AFML has called for gender-sensitive reintegration, among others.

V.6. *Community focus*

22. Migrants generally originate from and often return to their home communities. Facilitating reintegration, therefore, requires programmes to focus on both returned workers and the communities of origin to which they return. Such communities may lack sufficient resources, services and infrastructure to support migrants. If migrants receive assistance to the exclusion of members of host communities, perceptions relating to preferential treatment may create or exacerbate tensions. The 2018 GCM urges countries to “identify and address the needs of the communities to which migrants return by including respective provisions in national and local development strategies, infrastructure planning, budget allocations and other relevant policy decisions and cooperating with local authorities and relevant stakeholders.”

V.7. *Transparency and integrity*

23. Transparency and integrity are core values that all reintegration programmes should incorporate. In general, transparency implies openness, communication and accountability. Policies and regulations relating to return and

reintegration should be clearly spelled out so that migrants can easily understand these policies and procedures in both Receiving States and Sending States. Returned workers and their families should have full access to the information they need, including services and programmes available to them. Integrity refers to the practice of adhering and maintaining strong moral principles such as honesty and freedom from corruption. Good integrity systems built into programmes of support may prevent corruption and misuse of resources. These attributes also lead to accountability on the part of programme administrators.

V.8. Representation of voice of migrant workers

24. Quite often, returned migrant workers have no say in policies and programmes designed for them in Sending States. All interventions should, therefore, be based on views of returned workers through consultation with and participation of returned migrant workers and their associations. Returned migrant workers should be encouraged to form their own associations as

a matter of priority in line with Article 28 of the ASEAN Consensus, which states:

“The Sending State will ensure the right of the returned migrant workers to establish associations, participate in policy making and programmes affecting migrant workers.”

V.9. Multi-stakeholder participation

25. In designing and implementing reintegration policies and programmes, multi-stakeholder cooperation should be promoted to ensure success involving the central government and local governments, social partners, civil society, migrant workers, returned migrant workers, migrant workers' associations, recruitment agencies, the private sector and other concerned agencies, and consular staff, especially labour attaches. Private-public partnerships, including organisations of communities of nationals settled abroad (diaspora), can partly address the issue of resource constraints for reintegration.

V.10. Principle of shared responsibility between origin and destination countries

26. The Preamble of the ASEAN Consensus states: “CONFIRMING the shared and balanced responsibilities of the Receiving and Sending ASEAN Member States to protect and promote the rights of migrant workers and members of their families in the entire migration process.”
27. Sending State embassies, especially labour attaches, have a major role to play in promoting dialogue and collaborative efforts between Sending States and Receiving States. Article 16 of the ASEAN Guidelines for Corporate Social Responsibility on Labour also commits all enterprises to promote migrant rights and decent working conditions.

V.11. Evidence-based

28. Return and reintegration planning and services should be based on solid evidence generated through registration and survey information on the profile of migrant workers and returned migrant workers by age, sex, skills, occupations abroad, legal migratory status, reasons for return, return preparedness, and their locations and

geographic distribution, among others. In all data collection exercises, it is important to respect the privacy of the workers and confidentiality of the data gathered.

29. The evidence base also helps assess the relative emphasis to be placed on different dimensions of reintegration – economic, social, psychosocial and cultural. While some returned workers may need only limited support in the form of information, workers forced to return or prematurely return, deported persons, and victims of trafficking and abuse need more targeted support services.

VI. ASEAN GUIDELINES ON EFFECTIVE RETURN AND REINTEGRATION OF MIGRANT WORKERS

VI.1. Regulatory Framework

VI.1.1. Development and improvement of the overall legal and policy framework and institutional mechanisms

30. Each Sending State should prepare a comprehensive report of the status of the return and reintegration of migrant workers, issues and challenges, and existing policies and practices

and their gaps. The report will also serve to highlight gaps in the legal and policy framework and institutional mechanisms.

31. Based on the review, Sending States should take steps to improve the policy and legal framework and institutional mechanisms. The ASEAN Consensus called upon Sending States to develop “a comprehensive reintegration programme for returned migrant workers and their families as well as an employment programme for returned migrant workers.” Return and reintegration policies must be coordinated with existing economic, employment, labour market and labour migration policies of the countries to ensure policy coherence. Reintegration policies must be developed as a component of national employment and migration policies.
32. An important prerequisite is the establishment of a multi-stakeholder coordination mechanism for policy coherence. This would require identification of responsible ministries and institutions. An inter-ministerial task force with a lead ministry or agency as the focal point should be established. This committee may be replicated at regional and local levels as required.

33. For broad-based consultations, the Sending State should establish a multi-stakeholder coordination mechanism consisting of: representatives of government; social partners; civil society organisations, including migrant and community-based organisations; private employment agencies; the research community; and media at the national, regional and local levels. On a priority basis, mechanisms for consultation, referral and delivery of services with all concerned stakeholders should be established or strengthened.
34. The Sending State and the Receiving State should collaborate in facilitating access to justice and remedies for migrant workers across borders, exploring portability of social security entitlements, as applicable, and facilitating settlement of outstanding wages and other claims even after migrant workers have returned to the Sending State.
35. This collaboration is also essential in resolving the cases of migrant workers who become undocumented due to no fault of their own, as mentioned in Article 56 of the ASEAN Consensus.

36. Bilateral agreements and memoranda of understanding should include specific commitments and provisions on return and reintegration support by both parties in agreement to facilitate effective return and reintegration.

VI.1.2. Return process: Steps for effective return from the standpoint of the Sending State

37. Sending States should collaborate with Receiving States to ensure the safe and dignified return of their citizens.
38. Labour attaches and consular missions should collaborate with employers and recruitment agencies and facilitate the safe and dignified return of migrant workers in the Receiving State.
39. Employers should facilitate the return journey of migrant workers on the expiration of their employment in accordance with the employment contract and the laws and regulations of the Receiving State. Workers should not be penalised for lapses on the part of employers in obtaining required permissions and approvals.

40. The Sending State and the community should welcome returned migrant workers and provide them arrival services.
41. Returning migrant workers should be encouraged to register with the central and local authorities on their return to facilitate access to support services, as well as to contribute their skills and resources to the community and society as needed.

VI.1.3. Information and databases on returned workers

42. Policy makers in both Sending and Receiving States should collaborate to improve the collection and analysis of age- and sex-disaggregated return migration data and share as needed. In all data collection exercises, it is important to respect the privacy of the workers and confidentiality of the data gathered.
43. The Sending State should give priority to developing an information hub/database of returning migrant workers through registration in collaboration with other concerned ministries/agencies, national statistical offices, consular services, recruitment agencies, employers, trade

unions, civil society and Receiving States, as needed. The information hub/database should aim to include new skills acquired by migrant workers in the destination countries that can be shared with other government agencies or private companies for possible employment in the Sending State, while also respecting privacy concerns. A mechanism for monitoring return migration should be developed jointly with immigration authorities and with the support of national statistical offices.

44. ASEAN Member States may seek support from the ILO to improve and expand the ASEAN labour migration database to cover inflows and stocks of returned migrant workers more comprehensively in collaboration with both Sending and Receiving States.
45. The Sending States should consider supplementing quantitative databases with periodic specialised sample surveys that would generate useful qualitative information on the profiles, skills and competencies, experiences, and perspectives of returned workers for targeting services and support as well as monitoring their impact. Both Sending and

Receiving States may consider the inclusion of a labour migration module in their regular labour force surveys, at least periodically, to generate useful profile information on migrant workers and returned migrant workers. The ILO may extend its expertise and support for such exercises.

46. Recruitment agencies should be encouraged to regularly maintain records of migrant workers they have placed in overseas employment and monitor and report on the safe and dignified return of those workers to the Embassy of the Sending State and to the Government of the Sending State. The latter should periodically review performance of recruitment agencies in this regard, and advise recruitment agencies based on practical and feasible measures and per the policies of each Sending State.

VI.1.4. Assessment of needs of returned migrant workers

47. In view of the different needs of different types of returned migrant workers, Sending States should carry out a needs assessment of these workers, especially at local levels. This should cover economic, social, psychosocial and health needs.

Assessment of needs, whenever possible, may be done in the destination countries by the labour attachés/welfare officers/embassy/consulate and shall be forwarded to the concerned agencies in the Sending State to better facilitate any needed intervention. Based on the specific needs, the responsible agencies could be identified. Some workers may be returned to the Sending State based on medical screening in the Receiving State. Some returned workers facing physical or mental disabilities/injuries and trauma issues may initially need rehabilitation and care to be handled by health and social welfare authorities and non-governmental organisations. Those migrants aspiring for economic reintegration may be looking for access to livelihoods, skills training or reskilling, self-employment in business, technical support and advice, and labour market insertion. These are best handled by ministries of labour and employment. Men and women returning workers also may have different needs and career plans.

VI.2. Economic reintegration

48. In line with Article 26 of the ASEAN Consensus, the Sending State needs to develop an

employment and livelihood programme for returned migrant workers with consideration of skills gained overseas and existing good practices in ASEAN and beyond. This programme must be developed within the framework of the national development plan (if it exists) and strategies and national employment policy.

49. For this purpose, public employment services at central and local levels need to be proactive in carrying out assessments of local labour demands, identifying promising sectors for employment and enterprise growth, identifying skills gaps, and providing job counselling, job matching, and labour market insertion based on skills of returned workers. Steps may be taken to strengthen the capacity of employment services to meet the additional demands. Public-private partnerships (local business and industry) also can contribute in this area in the form of skills training, seed funding and job placement opportunities.
50. Sending States should make arrangements for recognition and certification of skills acquired abroad, and for recognition and certification of prior learning using public and accredited private

skills providers in line with national and ASEAN qualifications frameworks. Recognition of prior learning is a process of identifying, documenting, assessing and certifying formal, informal and non-formal learning outcomes against standards used in formal education and training. Thus, recognition of prior learning provides pathways for returned migrant workers to acquire recognition of their skills without going through a formal education or training programme, which can facilitate their insertion in the labour market. Sending States may cooperate with Receiving States to exchange information on skills of migrant workers. Short training programmes may be arranged for workers to prepare for skills assessments or to upgrade their skills. Information on such programmes need to be accessible to the returned workers.

51. Whether they plan to go into paid employment or self-employment, returned workers and their families need basic training in financial awareness and literacy, entrepreneurship, and livelihood programmes. These can be arranged through civil society organisations, community-based organisations, and the private sector, with

possible support from development partners and international organisations where necessary.

52. Labour market insertion should be promoted for returning migrant workers who want to take up paid employment in line with their skills. Job fairs may be arranged to match skills of migrant workers with the needs of private sector enterprises and employers. Employers' organisations and chambers of commerce can act as facilitators in this process. Sending States should consider partnerships with private companies to employ returned migrant workers as part of their workforce.
53. Sending States should promote livelihood and entrepreneurship development programmes for returning migrant workers and their families interested in self-employment options.
54. Sending States should consider promoting migrant entrepreneurship and enterprise development support, including as follows:
 - Returned workers may be provided with basic training in entrepreneurship using the ILO Start and Improve Your Business modules. These can be adapted to specific local situations.

- Facilitation of returnee access to existing credit and loan services may be needed as financial institutions may be reluctant to lend to those without assets or capital. This can include government-backed microloan schemes and encouragement of responsible microfinance lending. Returnees may also use savings and remittances to back up credit from these institutions.
- Returned migrant workers who choose to start their own business may be supported with business tools/kits.
- Sending States may encourage the formation of group cooperatives to operate businesses or enterprises, which spread the risks and help to mobilise more resources. This approach can especially benefit vulnerable groups for reintegration purposes.
- Continuous business development support is needed for migrant enterprises. Technical and management support at the local level should be mobilised for this purpose. The ILO Start Your Own Business and Expand Your Business tools will be useful in this context.

55. Sending States should consider developing attractive options for investment by returned workers and policies for financial inclusion. Since all returning workers may not be interested in becoming entrepreneurs, it is important to provide them with options for their savings and investments in the form of attractive financial products, such as fixed deposits, bonds, and other instruments.

VI.3. Social and cultural reintegration

56. Sending States and other stakeholders must facilitate and promote the social and cultural reintegration of returned workers into their families, communities and society as a whole. Depending on the length of stay abroad, the problems and insecurities faced, and associated stigmas, migrant workers may experience considerable challenges in social reintegration. Some returned workers may face stigma and discrimination in their own communities and families because of their failed migration experience, loss of family assets on return due to indebtedness, or forced return or removal from destination countries. Migrant women may experience additional stigma when their

migration may be associated with possible sexual abuse. These migrant workers need special counselling and psychosocial support through government agencies, social networks, and activities of civil society organisations and community-based organisations. Returned workers can form networks of peer groups for mutual support as well as join community-based organisations for further support.

57. Returned workers bring back social capital in the form of contacts and networks, and new ideas and values through exposure to overseas environments. They must be encouraged to contribute to the local economy and society based on their social capital.

VI.4. Social protection

58. Returned migrant workers and their family members should be provided with access to social protection (including healthcare) by the Sending State in line with available national systems. They should also join and support any community-based social protection mechanisms as available. Where possible, the collaboration of Receiving States should be sought to recover social security contributions of migrant workers

made in those countries, or to promote portability of social security contributions in line with the ASEAN Declaration on Strengthening Social Protection and the related Regional Framework and Action Plan.

VII. CONDUCTIVE AND CONTRIBUTORY STRATEGIES FOR THE SUCCESS OF REINTEGRATION PROGRAMME

VII.1. Overall economic, political and social environment

59. Sending States should promote growth of the economy while maintaining a stable political and social environment to provide incentives to encourage return of migrant workers and the diaspora, and their engagement in local social and economic development through investments and skills transfers.

VII.2. Pre-departure processes

60. Since the pre-departure phase critically determines the terms and conditions of work abroad for temporary migrant workers, and their return preparedness, Sending States and other stakeholders should ensure fair recruitment

processes so that workers leave incurring minimum costs and carry no debt burdens.

61. A pre-departure training should raise workers' awareness of situations, applicable laws and regulations, customs and traditions of the Receiving State so that migrant workers can make informed choices about working abroad. Sending States, in close coordination with Receiving States, will organise pre-departure orientation/education programmes.
62. A comprehensive pre-departure briefing needs to be arranged to ensure effective return preparedness for migrant workers. It should cover modules on: awareness raising on regular migration channels and information on fair recruitment options; financial literacy, including remittances and savings plans; and challenges and opportunities in eventual return and reintegration, and related information sources. Migrant workers also may be encouraged to draw up reintegration plans for their eventual return during this orientation.

VII.3. Post-arrival and during employment abroad

- *Ensuring for better return preparedness*
63. The Sending States should cooperate with Receiving States, where appropriate, to ensure better return preparedness of the migrant worker, in line with national labour laws and relevant international standards.
- *Post-arrival information and counselling to be provided by consular officials*
64. Consular officials may arrange post-arrival orientation sessions for incoming workers. Where possible, the support of employers' organisations in Receiving States may be obtained. The post-arrival orientation modules developed under the Abu Dhabi Dialogue could be used in such orientations. They cover: briefings on the work environment culture and living conditions; awareness of rights and obligations under the labour laws and the employment contract, and other host country legislation; financial awareness on wage protection, savings and remittance practices; health management; access to dispute settlement and justice; and

remedies in cases of distress and crisis situations – all during employment in the Receiving States.

65. Consular officials should keep records of workers employed in their countries and provide them counselling on better return preparedness as needed. They should also disseminate information on available opportunities and options on return. The Sending State focal agencies and public employment services should be in close touch with consular officials to provide relevant information.

- *Promote social integration of migrant workers*

66. Whether permanent or temporary, migrant workers need to be provided with basic social integration opportunities in the Receiving State. Since most temporary workers move without their families, it is important for them to be linked to associations of their diaspora (usually of skilled workers), where they exist. Peer network groups may also be formed for mutual support. Trade unions and civil society organisations can extend support to migrant workers for better protection and integration. Consular officials have a major role in this regard. In cases where the Receiving States allow integration of migrant workers in

their country, needed support and facilitation must also be identified/included in the current bilateral agreements and/or memorandums of understanding.

- *Skills recognition and certification arrangements and return-related skills training*
67. Most migrant workers acquire skills on their jobs in the Receiving States. As a good practice, employers and other entities – whether public or private – could explore providing testimonials or certificates of skills including employment history, experiences gained and language skills to the workers on completion of their work contracts on a voluntary, pilot basis. Consular officials may collaborate with the employers and the Receiving State counterparts to promote such practice.
68. Receiving States should consider promoting return-related skill trainings by employers, civil society organisations or consular services. A good practice observed in this context is the Happy Return Programme of the Republic of Korea, under which workers due to return are provided additional skills unrelated to their main area of work at government expense before return. Non-

governmental organisations could also provide relevant trainings and certificates to returning workers to facilitate their reintegration in the home country.

- *Ensuring social protection and portability of social security entitlements*
69. Both Receiving States and Sending States should give priority to enhancing the coverage of social protection. The commitments in the ASEAN Declaration on Strengthening Social Protection and the related Regional Framework and Action Plan should be respected and implemented. The projects and activities included in the Action Plan (2018-2025) to Implement the ASEAN Consensus to promote the social protection of migrant workers should be implemented on a priority basis.
- *Information on return process and reintegration programmes and opportunities*
70. The focal agency in the Sending State and consular services in the Receiving State should coordinate between themselves and other relevant stakeholders to provide information on the return process and reintegration

opportunities to outgoing migrant workers and potential returning workers.

- *Facilitation of settlement of outstanding wages and other claims of returning migrant workers*

71. The settlement of outstanding wages and other claims of returning migrant workers is supported by Article 43 of the ASEAN Consensus:

“The Receiving State will protect the employment rights of migrant workers during repatriation including ensuring the compliance with the applicable/ relevant repatriation processes of the Receiving State upon termination of employment contract/work pass.”

Returning and returned workers should, thus, be able to recover their outstanding wages and settle other claims during or after return.

VIII. CAPACITY-BUILDING OF IMPLEMENTING ORGANISATIONS AND PARTNERS

72. Since reintegration programmes are not common in ASEAN Member States, it is important to build the capacity of the relevant stakeholders to provide services and undertake their monitoring

and evaluation. The priority persons for training in this context are: officials of the Government of the Sending State at both the central and local levels, including officials of public employment services; communities of returned migrants; social partners; private business associations; and civil society organisations. While civil society organisations and community-based organisations undertake limited programmes for returned workers, their work is fragmented and small-scale due to capacity and resource constraints. There should be a training needs assessment in different areas of reintegration assistance, such as psychosocial assistance, trauma counselling, livelihood programmes and entrepreneurship training. Given limited resources, emphasis may be given to trainings of trainers, who in turn can train others. Respect for human and labour rights of all migrant workers and special issues concerning women migrant workers should be an integral part of any capacity-building programme.

73. Assistance may be sought from competent local agencies and international development partners for capacity-building efforts. The United Nations Network on Migration to support the

GCM has a capacity-building mechanism to assist countries in achieving GCM migration objectives where reintegration also features. This mechanism could be explored by ASEAN Member States.

IX. RESOURCE MOBILISATION FOR REINTEGRATION

74. The Sending States should undertake responsibility for mobilising resources for their existing or planned comprehensive reintegration and employment programmes through building partnerships with various stakeholders.
75. Most Sending States operate migrant welfare funds based on registration fees collected from outgoing migrant workers. The funds accumulated in these may be transparently and judiciously used for partly supporting sustainable return and reintegration programmes for the welfare of all migrant workers.
76. Migrant workers usually transfer remittances for their families and communities to prepare for return. These are private funds of migrant workers and their families, and it is up to them to decide on contributing to building

community infrastructure. Both Receiving States and Sending States should collaborate with key stakeholders, such as banks and money transfer organisations, to assess the possibility of lowering transaction costs of remittances and advising migrant workers on cheaper formal methods of channelling remittances. At the same time, financial literacy programmes for migrant workers and their families will ensure that they make informed decisions in spending their remittances.

77. Public-private partnerships should also be encouraged at national, regional, district and village levels. Government agencies, financial institutions, employers, private enterprises, chambers of commerce, civil society organisations, community-based organisations and migrant workers can join hands for implementing reintegration programmes. This also requires engaging diaspora communities.
78. Reintegration efforts should be brought to the attention of international organisations, development partners, the United Nations Network on Migration, and ASEAN Dialogue Partners for any support they can organise in

the form of technical assistance or finance. Reintegration should not be considered in isolation but as part of longer-term development assistance programmes to Sending States, which may eventually contribute to migration by choice.

79. The GCM has set up a Start-up Fund for Safe, Orderly and Regular Migration (also referred to as Migration Multi-Partner Trust Fund). It is expected to help provide seed funding for projects and foster greater cooperation in pursuit of well-managed migration policies. ASEAN Member States may explore whether they can tap it for reintegration efforts.

X. IMPLEMENTATION AND MONITORING AND EVALUATION OF THE ASEAN GUIDELINES

80. The Guidelines should be widely disseminated to intended users and stakeholders, and to the public in general. Publicity should be given through different media, including press releases, television, radio and social media, on the launch of the Guidelines. ASEAN Member States are encouraged to translate the Guidelines into local languages for wider dissemination.

81. The use of the Guidelines is voluntary. However, ASEAN Member States are encouraged to use the Guidelines widely in improving their national return and reintegration programmes to be effective, comprehensive and sustainable. In the utilisation of the Guidelines, ASEAN Member States are encouraged to coordinate and collaborate with stakeholders, such as relevant agencies of Sending and Receiving States, labour attaches, migrant workers' associations, civil society organisations, employers' organisations, workers' organisations and relevant stakeholders.
82. The implementation of the Guidelines should be coordinated with implementation of the overall migration and employment strategies of the countries, relevant regional commitments, including the ASEAN Consensus, and relevant international commitments, including those under the UN 2030 Agenda for Sustainable Development and the SDGs as well as the GCM.
83. Monitoring, periodic review, and evaluation of the status of implementation of the Guidelines should be carried out by tripartite partners and other stakeholders to ensure respect for the Guidelines in national and ASEAN policies. The

ASEAN Secretariat may also provide support and advice on monitoring and evaluation processes.

Annex 1: Glossary of key terms with definitions

1. ASEAN

Association of Southeast Asian Nations, consisting of the following 10 Member States: Brunei Darussalam, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam.

2. Receiving State

ASEAN Member State that hosts a migrant worker.⁴

The more commonly used terms are “Country of Destination,” “State of Destination,” or “State of Employment”.⁵

4 ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, 2017, Article 6.

5 ASEAN: *Compendium on Migrant Workers' Education and Safe Migration Programmes* (Jakarta, ASEAN Secretariat, 2017).

3. Sending State

ASEAN Member State of which the migrant worker is a national.⁶

The more commonly used terms are “Country of Origin”, “State of Origin” or “Origin Country”.

4. Tripartism and tripartite partners

Tripartism is defined by the ILO as “the interaction of government, employers and workers (through their representatives) as equal and independent partners to seek solutions to issues of common concern”⁷. In other words, tripartism refers to the involvement of employers’ and workers’ organisations, alongside the government, on an equal footing, in decision-making. It also does not mean that the responsibilities of the three parties are the same. Each side has a clear role and function to fulfil.⁸

6 ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, 2017, Article 5.

7 ILO: “ILO Thesaurus”, <https://metadata.ilo.org/thesaurus.html>.

8 ILO: *National tripartite social dialogue: An ILO guide for improved governance, Social Dialogue and Tripartism Unit, Governance and Tripartism Department (Geneva, 2013)*.

5. Employers' organisations

Any organisation of employers for furthering and defending the interests of employers.⁹

6. Workers' organisations

Any organisation of workers for furthering and defending the interests of workers.¹⁰

Organisation of employees, usually associated beyond the confines of one enterprise, established for protecting or improving, through collective action, the economic and social status of its members.¹¹

7. Civil society organisations

Broad collectivity (grouping) of non-governmental and social and civic institutions or associations which are (more or less) formally organised and which seek to reinforce or alter existing rules, norms and/or social structures.

9 ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Article 10.

10 Ibid.

11 ILO: "ILO Thesaurus", <https://metadata.ilo.org/thesaurus.html>.

Includes non-governmental organisations, trade unions, academic institutions, citizen groups, professional associations, voluntary associations, etc.¹²

8. Migrant worker

The ASEAN Consensus defines a migrant worker as follows:

'Migrant worker' refers to a person who is to be engaged or employed, is engaged or employed, or has recently been engaged or employed in a remunerated activity in a State of which he or she is not a national.

This definition is consistent with the definition of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW):

'Migrant worker' is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.

¹² Ibid.

9. Documented migrant worker and undocumented migrant worker

The ASEAN Consensus defines only the term “undocumented migrant worker” as follows:

‘Undocumented migrant worker’ is a person who fails to comply with the conditions provided for him or her to legally enter the Receiving State and to stay legally for the duration of employment pursuant to the applicable laws, regulations and policies of the Receiving State. This definition includes a migrant worker who has recently been in employment but is no longer legally employed in a remunerated activity.

10. Reintegration

There is no universally agreed upon definition of the concept of reintegration. The Return Migration and Development Platform (RDP) of the European University Institute (which carried out analytical and empirical studies of return and reintegration in different regions) defines reintegration as: “Process through which a return migrant participates in the social, cultural, economic, and political life of the country of origin.” Unlike return migration, reintegration is a multi-dimensional concept that is not easily measurable. It can be observed at several levels:

individual; family; community; economy; and society. The United Nations High Commissioner for Refugees (UNHCR) 2004 *Handbook for Repatriation and Reintegration Activities* states that “the ‘end state’ of reintegration is the universal enjoyment of full political, civil, economic, social and cultural rights”.¹³

11. Re-migration

Migrant workers who returned to the country of origin may decide to migrate again soon after return for various reasons, such as seeking better prospects, failure or lack of interest in reintegration, or to meet debt burdens through overseas earnings, among others.

12. Return migration

Return is a catch-all term that can apply to a whole range of situations, but in general it refers to the return of migrant workers from a country of destination back to the country of origin. The *ASEAN Compendium on Migrant Workers' Education and Safe Migration Programmes* has the following definition: “Return: in a general

¹³ UNHCR: *Handbook for Repatriation and Reintegration Activities* (Geneva, 2004), p. 7.

sense, the act or process of going back to the country of origin. There are subcategories of return which can describe the way the return is implemented; for example, voluntary, forced, assisted and spontaneous returns.”¹⁴

According to the United Nations Statistical Division, return migrants are “persons returning to their country of citizenship after having been international migrants (whether short-term or long-term) in another country and who are intending to stay in their own country for at least a year.”¹⁵ While this definition identifies the home country with nationality, some argue that it is better to use the country of birth as the criterion for identifying returning migrants because those who were naturalised in countries of destination may be left out.¹⁶ Migrants may also move to a third country/countries before returning the country of origin.

14 ASEAN: *Compendium on Migrant Workers' Education and Safe Migration Programmes* (Jakarta, ASEAN Secretariat, 2017).

15 United Nations Statistical Division: *Recommendations on Statistics of International Migration: Revision 1, Statistical Papers Series M, No. 58, Rev. 1* (New York, 1998), p. 94.

16 Organisation for Economic Co-operation and Development (OECD): “Return Migration: A New Perspective”, in OECD: *International Migration Outlook* (Paris, 2008).

The 2018 ILO Guidelines on International Migration Statistics state: “return international migrant workers are defined as all current residents of the country who were previously international migrant workers in another country or countries. ... the... minimum duration of labour attachment abroad for a person to be considered as a return international migrant worker [should] be relatively short, such as 6 months.”¹⁷

13. Effective return and reintegration

From the viewpoint of a Sending State, effective return means that their migrant workers return in a safe and dignified manner after achieving their migration objectives overseas.

Effective reintegration means returned workers have successfully integrated back into their families, communities, the economy and society following return. It also means that the returned workers have achieved economic, social and cultural reintegration in the home country.

¹⁷ ILO: Guidelines Concerning Statistics of International Labour Migration, ICLS/20/2018/Guidelines, 20th International Conference of Labour Statisticians, Geneva, Oct. 2018, pp. 8–9.

14. Returned migrant workers

Migrant workers who have arrived in the country of origin after employment overseas.

15. Returning migrant workers

Migrant workers who are in the process of return to the country of origin after employment overseas.

16. Circular migration

Circular migration refers to temporary movements of a repetitive character (either formally or informally) across borders, usually for work, involving the same migrants. By definition, all circular migration is temporary migration. Circular migration, thus, means repeat migration, and it overlaps also with the concept of return migration, as return is part of the circular movement.

17. Sustainable reintegration

Sustainable reintegration has traditionally been interpreted as a situation where migrant workers stay in the country of origin for an extended period of time without attempting to re-migrate because they have adapted themselves well

to the local community, economy and society. Sustainable reintegration should, however, not mean that returned migrant workers will always remain in the home country without attempting to re-migrate at a subsequent stage.

Annex 2: Brief listing of selected ASEAN and international promising practices

Good practice category	Examples	Key features	Sources
Reintegration provisions incorporated in national migration legislation and policy frameworks Guidelines (G)-6.1	<p>Philippines: National Reintegration Policy Framework</p> <p>Sri Lanka: Sub-policy and National Action Plan on Return and Reintegration of Migrant Workers (NAPPR), 2015</p>	<p>1995 Migrant Workers and Overseas Filipinos Act made supporting returning migrants part of the Philippines' policy priorities. The law spelled out services for return and reintegration.</p> <p>Good provisions related to its comprehensive approach and the process of development of the policy and action plan; prior research on returned workers; piloting initiatives and drawing lessons, and stakeholder consultations.</p> <p>The sub-policy framework covers five areas:</p> <ol style="list-style-type: none"> 1. social reintegration of returnees; 2. economic reintegration of returnees; 3. physical and psychological wellbeing of returnees and their family members; 	<p>Department of Labor and Employment, Government of the Philippines: "Reintegration Services for Overseas Filipino Workers", https://www.dole.gov.ph/reintegration-services-for-overseas-filipino-workers/</p> <p>Ministry of Foreign Employment, Government of Sri Lanka. Sub Policy and National Action Plan on Return and Reintegration of Migrant Workers (Colombo, 2015), https://www.ilo.org/colombo/whatwedo/publications/WCMS_497323/lang-en/index.htm</p> <p>ILO: <i>Return and Reintegration of Migrant Workers with Special Focus on ASEAN Member States</i>, Background Paper</p>

Good practice category	Examples	Key features	Sources
		<p>4. civil and political empowerment of migrant returnees; and</p> <p>5. effective management of return and reintegration process.</p> <p>The implementing agency, the Sri Lanka Bureau of Foreign Employment (SLBFE), has established a separate reintegration unit.</p>	<p>prepared for the ASEAN workshop on Reintegration Programmes for Returning Migrant Workers, Yogyakarta, 27-28 Aug. (Bangkok, 2019)</p>
	<p>Indonesia: Law 18/2017 of the Republic of Indonesia on Protection of Indonesian Migrant Workers</p>	<p>The Law states: "The State is obligated to improve the entire protection system for Indonesian migrant workers and their families which reflects the values of humanity and dignity as a nation before, during, and after working." Articles 24-28 state various forms of "Post-Employment Protection," and Articles 39-42 define the roles and responsibilities of the Government extending from the village level up to the Central Government in facilitating social and economic reintegration for returned migrant workers.</p>	

Good practice category	Examples	Key features	Sources
Skills training provided to returning migrant workers by Receiving State C-6.2 (para. 47)	Republic of Korea: The Happy Return Programme of the Employment Permit System (EPS)	The Happy Return Programme was launched in 2009 under the EPS to discourage overstay of EPS workers. Good features: <ul style="list-style-type: none"> · recognises successful reintegration as a shared responsibility; · provides vocational skills in addition to existing worker skills; and · supports returned workers to find jobs through job matching and job fairs. 	ILO: <i>Regional Guidelines on the Return and Reintegration of Migrant Workers Participating in the Employment Permit System of the Republic of Korea</i> (Bangkok, 2015).

Good practice category	Examples	Key features	Sources
<p>Decentralised migration services at local and village level Principle (P)-5.6; C-6.1.4; C-6.2</p>	<p>Indonesia: Migrant Workers' Village (Desmigratif)</p>	<p>A safe labour migration programme by the Indonesian Ministry of Manpower. It targets the home villages of migrant workers to improve services for prospective migrants, migrant families and returned workers through a migrant services centre, and support to returned workers and their families, e.g. community parenting.</p>	<p>ASEAN: <i>Compendium on Migrant Workers' Education and Safe Migration Programmes</i> (Jakarta, ASEAN Secretariat, 2017).</p>
	<p>Philippines: Assist WELL (Welfare, Employment, Legal and Livelihood) Programme</p>	<p>The "Assist WELL" Program is a package of reintegration assistance to address the welfare, employment, legal and livelihood needs of repatriated workers.</p>	<p>Department of Labor and Employment, Government of the Philippines: "Assist WELL (Welfare, Employment, Legal, Livelihood)", https://www.dole.gov.ph/assist-well-welfare-employment-legal-livelihood/</p>

Good practice category	Examples	Key features	Sources
<p>Dedicated reintegration institutions G-6.1.1</p>	<p>Philippines: National Centre for Reintegration of OFWs (Overseas Filipino Workers) (NCRO)</p>	<p>Established in 2007, the NCRO is now an agency under Overseas Workers Welfare Administration (OWWA) of the Department of Labor and Employment.</p> <p>Activities cover:</p> <ul style="list-style-type: none"> • counseling; • wage employment referral assistance; • enterprise development; • skills training and capability enhancement; and • assistance to distressed workers. <p>It partners with financial institutions, the Department of Trade and Industry, TESDA, and Philippine Overseas Labour Offices.</p>	<p>Department of Labor and Employment, Government of the Philippines: "Reintegration Services for Overseas Filipino Workers", https://www.dole.gov.ph/reintegration-services-for-overseas-filipino-workers/</p>

Good practice category	Examples	Key features	Sources
Skill certification and skills recognition of migrant workers C-7.3	Philippines: The Technical Education and Skills Development Authority (TESDA) Onsite Assessment Programme (TOAP), institutionalised in 2015	Aims to provide opportunity for the Overseas Filipino Workers (OFWs) to acquire certification or recognition of the level of their technical skills and knowledge. The goal is to enable OFWs to retain and improve their livelihood and careers, whether as employees or as entrepreneurs, through its certifications. TESDA also undertakes assessments overseas jointly with accredited local assessors.	Technical Education and Skills Development Authority (TESDA), Government of the Philippines: "TESDA Sets Onsite Assessment for OFWs", 19 Apr. 2017, http://www.tesdagov.ph/News/Details/17644

Good practice category	Examples	Key features	Sources
<p>Principle of solidarity with all returning migrants including deportees, those in irregular status and abused workers and provision of integrated services</p> <p>P-5.2; P-5.3; P-5.4; P-5.9;</p>	<p>Mexico: Somos Mexicanos (We Are Mexican)</p>	<p>Mexico's first national attempt to promote reintegration of return migrants with a multi-pronged approach coordinating the activities of major stakeholders. It provides post-arrival services for returned migrants to reintegrate and use their acquired skills. It provides:</p> <ul style="list-style-type: none"> • access to identification papers; • certification of qualifications abroad; • skills re-training, health benefits; • information on jobs and an online job portal; and • information on investment opportunities. <p>The Somos Mexicanos strategy is made up of a national coordination office, as well as 32 state links throughout the country. It is a comprehensive and inclusive programme (all migrants, irrespective of status).</p>	<p>R. Dominguez-Villegas: "Protection and Reintegration: Mexico Reforms Migration Agenda in an Increasingly Complex Era", in <i>Migration Information Source</i> 7 Mar 2019, https://www.migrationpolicy.org/article/protection-and-reintegration-mexico-reforms-migration-agenda</p>

Good practice category	Examples	Key features	Sources
	<p>Ecuador:</p> <p>Welcome Home Programme:</p> <p>For a voluntary, dignified and sustainable return</p> <p>(Plan Bienvenid@ a Casa: Por un regreso voluntario, digno y sostenible)</p>	<p>Started in 2007, a broad-based campaign to reach out to Ecuadorians overseas. It consists of three programmes:</p> <ol style="list-style-type: none"> 1. links programme; 2. incentives and orientation programme; and 3. return home programme. <p>A good feature is reaching out both to migrants overseas and those returning home. The third programme coordinates support to return migrants from more than 30 governmental institutions, including registration, certification and recognition of skills acquired abroad, and access to vocational training.</p>	<p>B.D. Jokisch: "Ecuador: From Mass Emigration to Return Migration?", in <i>Migration Information Source</i>, 24 Nov. 2014, https://www.migrationpolicy.org/article/ecuador-mass-emigration-return-migration</p> <p>S. Dolnickdec: "Ecuador Tries to Lure Emigrants Home", in <i>The New York Times</i>, 2 Dec. 2010, http://www.nytimes.com/2010/12/03/hyregion/03ecuador.html?_r=0</p>

Good practice category	Examples	Key features	Sources
<p>Turning pilot project components into legal regulation or framework C-6.1.1</p>	<p>Cabo Verde: Country of Origin Migrant Support Centre (CAMPO)</p>	<p>CAMPO started as a technical cooperation project in the area of migration that promoted regular mobility between Cabo Verde and the European Union (EU) through a mobility partnership. It provides free counseling services to persons from Cabo Verde planning to migrate to the EU, particularly to Portugal, and also reintegration information to returning migrants from the EU.</p> <p>An innovative feature is the incorporation of the CAMPO migrant support centres into the regular overseas labour administration of Cabo Verde with the end of the project, thus ensuring sustainability.</p> <p>With increasing returns of nationals from Europe recently, CAMPO has become more relevant, and places greater emphasis on reintegration and engaging the return diaspora for development.</p> <p>Another good feature is that it is supported by partners from both countries (i.e., Portugal and Cabo Verde).</p>	<p>IOM: "Cabo Verde", https://www.iom.int/countries/cabo-verde</p> <p>A.C. Suh and F. Rodrigues: <i>Manual for the Socio-Professional Reintegration of Cape Verdeans from the Netherlands</i> (Ministry of the Communities, undated), https://www.diaspora-centre.org/wp-content/uploads/2013/10/Manual-of-Reintegration-The-Netherlands-Cabo-Verde.pdf</p>

Good practice category	Examples	Key features	Sources
	Ethiopia: Reintegration Directive endorsed at the ministerial level in September 2018	This Directive has formalised a pilot Reintegration Package oriented to victim returnees. It provides a legal basis and comprehensive practical guide for the Government of Ethiopia and other stakeholders engaged in the reintegration of forced return and other returned persons in Ethiopia.	D. Lindgren, T. Uaumnauy, K. Emmons: <i>Baseline Survey: Improved Labour Migration Governance to Protect Migrant Workers and Combat Irregular Migration in Ethiopia Project</i> (Addis Ababa, ILO, 2018).
	Portugal: Paying migrants to return home – Regressar (Return) Scheme	Portugal's Government has reaffirmed that the country welcomes with "open arms" all emigrants. The good feature is the inclusiveness of the measure – it welcomes the return of all generations and all social classes. Population ageing and population decline, and rising demand for workers by industries triggered the new policy. It offers various incentives such as tax holidays and cash grants for relocation.	D. Elliot: "Portugal Wants Its Emigrants Back – So It's Paying Them to Return", 15 Aug. 2019 (World Economic Forum), https://www.weforum.org/agenda/2019/08/portugal-emigration-incentives-population/ The Portugal News: "Portugal Welcomes All Returning Emigrants With 'Open Arms'", 10 June 2019, https://www.theportugalnews.com/news/portugal-welcomes-all-returning-emigrants-with-open-arms/49853

Good practice category	Examples	Key features	Sources
Research on return migration feeding into policy planning P-5.1.1; G-6.1.3	Return Migration and Development Platform (RDP), Florence University Project	This represents pioneering research work on returned migrant workers based on field studies in Maghreb countries (Algeria, Morocco, and Tunisia). The main objective of the project was to understand the challenges linked to return migration and its impact on development. The Return Migration and Development Platform (RDP) combines a top-down with a bottom-up approach to return migration and reintegration. It is a platform for exchanges and knowledge-sharing about return migrants' realities.	<p>The Economist: "Portugal Tries to Lure Emigrants Back", 1 Aug. 2019, https://www.economist.com/finance-and-economics/2019/08/01/portugal-tries-to-lure-emigrants-back</p> <p>J.-P. Cassarino (ed.): <i>Reintegration and Development</i> (Florence, Robert Schuman Centre For Advanced Studies, European University Institute, 2014).</p>

Good practice category	Examples	Key features	Sources
	<p>Bangladesh: The Survey of Returning Bangladeshi Migrant Workers – 2015</p>	<p>A collaborative initiative of the Ministry of Expatriates' Welfare and Overseas Employment (MEWOE) with social partners, the Bangladesh Institute of Labour Studies (BILS), and the ILO. Assessed skills and entrepreneurship demand in the domestic economy with a view to effectively reintegrating workers into the labour market. A very good outcome of this study is the initiative by the Bangladesh Employers' Federation (BEF) to establish Help Desk Bangladesh for supporting returnees move back into economic activity.</p>	<p>S.R. Rashid and A.A. Ashraf: <i>A Framework of Services for Reintegration and Remigration of International Labour Migrants from Bangladesh</i> (Dhaka, IOM, 2018)</p>
	<p>ASEAN Trade Union Council (ATUC) Information System (ATIS) for migrant workers</p>	<p>ATIS is an online complaints mechanism and referral system promoted by ATUC with ILO assistance. It receives complaints and refers them to appropriate government agencies and ATUC partners for remedial action.</p>	<p>R. Mapalo: "Towards Decent Work for Migrant Workers: ATUC Initiatives", presentation, https://actrav-courses.itcilo.org/en/a3-58344/a3-58344-presentations/decent-work-for-migrant-workers-atuc-initiative/at_download/file</p>

Good practice category	Examples	Key features	Sources
Targeting returning women migrant workers P-5.5; P-5.4; P-5.1; G-6.1.4; G-6.3	Philippines: <i>Balik Pinay!</i> <i>Balik Hanapbuhay!</i> (Special Programme for Returning Women Migrant Workers, Philippines)	A training-cum-production/employment intervention intended to bring about improved socio-economic well-being of returning women OFWs. Provides a package of livelihood support/assistance intended to provide immediate relief to returning member OFWs (distressed/displaced) amounting to a maximum 20,000.00 pesos as start up or additional capital for a livelihood project.	ASEAN: <i>Compendium on Migrant Workers' Education and Safe Migration Programmes</i> (Jakarta, ASEAN Secretariat, 2017).

Good practice category	Examples	Key features	Sources
<p>Regional guidelines on the return and reintegration of migrant workers C-6.1.1; C-VIII</p>	<p>Regional guidelines on the return and reintegration of migrant workers participating in the EPS of the Republic of Korea. Launched in 2015</p>	<p>Aim is to establish a framework for EPS origin countries on policy responses, institutional mechanisms, and programmes or services required for the successful return and reintegration of migrant workers.</p> <p>The Guidelines cover the full temporary migration cycle of pre-departure, employment abroad, and return and reintegration. Future options on return (starting businesses, savings and investments, etc.) are covered from the pre-departure orientation phase. A national coordinating office in the origin country and databases of EPS workers are prerequisites of the programme. But monitoring and follow up of the system not clear.</p>	<p>ILO: <i>Regional Guidelines on the Return and Reintegration of Migrant Workers Participating in the Employment Permit System of the Republic of Korea</i> (Bangkok, 2015).</p>

Notes: References to relevant General Guiding Principles (P-) and Guidelines (G-) have been mentioned under each good practice as applicable. More detailed information can be found in: P. Wickramasekara: *Effective Return and Reintegration of Migrant Workers with Special Focus on ASEAN Member States* (Bangkok, ILO, 2019).



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