IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration, advance understanding of migration issues, encourage social and economic development through migration, and uphold the human dignity and well-being of migrants.
As the leading intergovernmental organization in the field of migration, IOM is increasingly called upon by its Member States to examine and respond to complex migration situations, including labour migration, integration, co-operation with diaspora and the links between development and migration.

The Labor Migration and Human Development Division (LHD), as part of the Department of Migration Management, provides technical expertise in areas including migration policy, administrative and operational practices and procedures, training and direct assistance. To assure that this expertise is applied, LHD specialists are posted to strategic locations globally as well as at IOM Headquarters.

Responsible and effective national governance requires today also the ability to manage migration issues comprehensively on national, bilateral, regional as well as multilateral levels. While the prevailing view is that labour migration has been mainly a positive force for development in countries of origin, transit and destination, labour migrants are often exposed to vulnerabilities which require institutional approaches. These may include increased regulation of international recruitment and the enhancement of national immigration laws to respond to labour market strategies, as well as applying effective integration measures to maximize migration outcomes and the provision of immediate assistance to labour migrants. Unregulated or poorly managed labour migration can have social, financial and political costs for individuals, societies and governments alike. Transparent and coherent approaches to migration management involve all countries in the migration continuum, which in turn help promote the positive impacts of migration and preserve its integrity as a natural social process. In support of IOM’s strategy, LHD activities are designed as partnerships, with the requesting government, private and public sector and other relevant interlocutors working closely with the LHD team to identify needs, determine priority areas, and shape and deliver interventions, as well as direct assistance at both policy and operational levels.

The LHD portfolio is steadily growing, with active projects worldwide valued at more than USD 144 million in 2012.

It is with great pleasure that I present to you the Annual Review for 2012 of the Labour Migration and Human Development Division, reflecting IOM activities globally through the course of 2012.

I hope the provided information and analysis will give you new insights into the complexities of labour migration and the nexus between migration and development.

Irena Vojackova-Sollorano
Director, Department of Migration Management
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<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>ADD</td>
<td>Abu Dhabi Dialogue</td>
</tr>
<tr>
<td>CARMP</td>
<td>Central Asia Regional Migration Programme</td>
</tr>
<tr>
<td>EC</td>
<td>European Commission</td>
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<tr>
<td>EU</td>
<td>European Union</td>
</tr>
<tr>
<td>FAO</td>
<td>Food and Agriculture Organization of the United Nations</td>
</tr>
<tr>
<td>GDP</td>
<td>gross domestic product</td>
</tr>
<tr>
<td>GFMD</td>
<td>Global Forum on Migration and Development</td>
</tr>
<tr>
<td>GMG</td>
<td>Global Migration Group</td>
</tr>
<tr>
<td>ICMPD</td>
<td>International Centre for Migration Policy Development</td>
</tr>
<tr>
<td>IDF</td>
<td>IOM Development Fund</td>
</tr>
<tr>
<td>IGO</td>
<td>inter-governmental organization</td>
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<tr>
<td>ILO</td>
<td>International Labour Organization</td>
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<tr>
<td>IOM</td>
<td>International Organization for Migration</td>
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<tr>
<td>JMDI</td>
<td>Joint Migration and Development Initiative</td>
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<tr>
<td>LHD</td>
<td>Labour Migration and Human Development Division</td>
</tr>
<tr>
<td>LINET</td>
<td>Independent Network of Labour Migration and Integration Experts</td>
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<tr>
<td>MARRI</td>
<td>Migration, Asylum, Refugees Regional Initiative</td>
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<tr>
<td>MDG</td>
<td>Millennium Development Goals</td>
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<tr>
<td>MIDA</td>
<td>Migration for Development in Africa</td>
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<tr>
<td>MIDWEB</td>
<td>Migration for Development in the Western Balkans</td>
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<tr>
<td>MPI</td>
<td>Migration Policy Institute</td>
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<tr>
<td>NGO</td>
<td>non-governmental organization</td>
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<tr>
<td>ODA</td>
<td>Official Development Assistance</td>
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<tr>
<td>OSCE</td>
<td>Organization for Security and Co-operation in Europe</td>
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<tr>
<td>RCP</td>
<td>regional consultative process</td>
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<tr>
<td>RTS</td>
<td>regional thematic specialist</td>
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<tr>
<td>SIMDC</td>
<td>Supporting the Implementation of the Migration and Development Component of the EU-Moldova Mobility Partnership</td>
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<tr>
<td>SME</td>
<td>small and medium enterprises</td>
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<tr>
<td>TRQN</td>
<td>Temporary Return of Qualified Nationals</td>
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<tr>
<td>UN</td>
<td>United Nations</td>
</tr>
<tr>
<td>UNDP</td>
<td>United Nations Development Programme</td>
</tr>
<tr>
<td>UNHCR</td>
<td>United Nations High Commissioner for Refugees</td>
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<tr>
<td>UNFPA</td>
<td>United Nations Population Fund</td>
</tr>
<tr>
<td>UNICEF</td>
<td>United Nations Children’s Fund</td>
</tr>
<tr>
<td>WIIW</td>
<td>Vienna Institute for International Economic Studies</td>
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</tbody>
</table>
by the numbers

LHD
Total Budget *
+ 144,283,892 USD

KEY PARTNERS

<table>
<thead>
<tr>
<th>UNDP</th>
<th>EC</th>
<th>INTER-AMERICAN DEVELOPMENT BANK</th>
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<tbody>
<tr>
<td>UNICEF</td>
<td>FAO</td>
<td>ASIAN DEVELOPMENT BANK</td>
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<td>ICMPD</td>
<td>AMERICAN BAR ASSOCIATION</td>
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<td>UNHCR</td>
<td>ILO</td>
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<td>UN WOMEN</td>
<td>ICHD</td>
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* Note: projects in which IOM acts solely as a fund administrator were excluded.
TOP DONORS *

AUSTRALIA  
BELGIUM  
CANADA  
EC  
FINLAND  
IOM - Development Fund  
ITALY  
JAPAN  
NETHERLANDS  
UN/IOs  
UK  
USA

177 projects active in 2012 *

- 49 Labour Migration
- 54 Migrant Training and Integration
- 74 Migration and Development
IOM’s LABOUR MIGRATION & HUMAN DEVELOPMENT DIVISION
2012 PARTNERS

76 Governments

More than 65 non-governemental organizations

27 IGOs / UN organizations

13 private donors

22 Universities and High schools
1.1 - Overview of labour migration and migration and development dynamics

The interest of IOM’s membership and other stakeholders in labour migration management remained very strong throughout 2012, as did the connections between labour migration and development. To deliver timely and effective programming and technical advice, the Division has increasingly been working in collaboration with other IOM Departments and regularly draw from the deepening pool of expertise and know-how in its Regional and Field Offices.

Large proportions of the world’s estimated 214 million international migrants¹ and 740 million internal migrants² have migrated as a result of a combination of economic disparities, demographic factors and environmental pressures. The social, demographic and economic trends that shape international labour migration flows are long term and IOM’s work in this area is very diversified, both thematically and geographically. As a result, the labour migration and migration and human development programming activities of the Organization have remained consistent despite temporary economic downturns.

In general, there are three themes included in the dialogue surrounding labour migration and its links to development. The first theme is that governments are increasingly recognizing the valuable contributions that migrants make to the countries where they live and work. In many cases this is due in part to the demographic and labour market trends that lead to shortfalls in the labour force at all skill levels. Greater awareness of these issues is helping open up the dialogue and discussion on migration generally, and labour migration management more specifically. This is occurring globally but also increasingly at the regional and subregional levels, where the majority of the world’s labour mobility takes place.

The second theme is that governments, development partners and the private sector are showing increasing interest in work related to engaging the diaspora and other transnational communities to enhance the benefits of migration for development, and this goes beyond remittances. While the benefit of remittances to millions of recipient households and communities cannot be overstated as a means of alleviating poverty and stimulating local economies, also of extremely important value to sustainable development are social remittances, the transfer of skills, knowledge and technology or the creation of diaspora networks between countries of origin and the countries that transnational communities live in.

The third theme is that migrant integration – both social and economic – continues to be a priority area for the many governments who recognize that integration is critical to successful migration management. The integration of migrants into the societies in which they live in is critical towards ensuring that the necessary conditions exist for them to be able to fully contribute to these societies, as well as to foster economic growth by bridging their countries of residence and origin. They are uniquely placed to adapt to, become part of and contribute to multiple communities. This, in turn, may lead to greater social cohesion, and further social and economic integration so that the benefits of migration can truly be maximized.

1.2 - Expertise and programming

Within the IOM Department of Migration Management, the Labour Migration and Human Development Division (LHD) is responsible for overseeing programme development of labour migration, migration and development, and migrant integration activities. The Division provides the Organization’s institutional approach in these thematic areas and operational guidance to the field offices. One of the principal objectives of the Division is to support the Organization’s field offices in addressing the unique individual needs of migrants, governments and civil society in relation to these three areas.

The inextricable links between these three areas of work require the integration of all their areas of specialisation and expertise within the Division so that it can provide comprehensive support and advice on labour migration and human development. Programming and guidance are provided in a holistic and integrated way, and so the lines between the individual units are often blurred.

The Division maintains a network of regional thematic specialists (RTSs) on labour migration and migration and development that are posted in each of the Organization’s eight regional offices.

Labour Migration and Human Development Division specialists at headquarters work closely with RTSs to provide labour migration and migration and development services internally to field offices and externally to the Organization’s members and partners.

The network also ensures the provision of high-quality and consistent advice globally. The Division also works closely with IOM’s Regional Offices to provide technical support and advice to regional and subregional bodies on the topic of labour migration and mobility.

Labour migration

The Division is the Organization’s focal point for guidance and technical support on labour migration, including facilitating the recruitment of temporary foreign workers and addressing related issues. LHD provides guidance and technical advice within IOM and to governments and partners on the regulation of labour migration, with the objective of promoting options for legal and safe migration for migrant workers, thus reducing their vulnerability. The work of LHD strengthens government efforts to protect migrants by enhancing the capacities of governments to manage labour migration flows and reduce irregular migration. LHD also facilitates bilateral discussions on labour recruitment and may be actively involved in the recruitment and placement of workers, subject to appropriate legal frameworks. Another important role of LHD is to monitor activities and developments in the area of labour migration and contribute to the organizational knowledge base by collecting lessons learned, identifying best practices related to labour migration and keeping abreast of trends.

Integration and migrant training

The Division is the Organization’s focal point for programmes involving working with governments of countries of destination and origin in supporting and empowering migrants prior to their departure and in promoting a harmonious coexistence between newcomers and host communities. This support allows migrants to adapt more rapidly and successfully to the day-to-day demands in their new environment and to use their skills not only in the economic sphere but also in social and cultural fields.
Other key functions of LHD are to establish and promote policy guidelines in the area of migrant integration, including cultural orientation and migrant training activities for refugees and other humanitarian cases (integrated into the IOM resettlement programme), temporary and permanent labour migrants and Member States’ family reunification programmes.

The work of LHD is focused on promoting a better understanding by migrants of their host communities and cultures, and educating receiving communities about migration and the valuable contributions migrants can make.

**Migration & development**

The Division is also the Organization’s focal point for migration and development programming, particularly in relation to capacity-building for migration and development, diaspora and return programmes (temporary and permanent return of qualified nationals), and remittances.

**1.3 - Multilateral dialogue**

International dialogue on issues concerning labour migration and migration and development occurs through various multilateral processes and forums, as well as within the United Nations system. Through the Department of International Cooperation and Partnerships (ICP), the Labour Migration and Human Development Division furnishes technical support for the Regional Consultative Processes on Migration that deal with labour migration and/or migration and development issues. Some of the work of the Organization in these areas is also carried out in collaboration with entities of the United Nations system to promote understanding and dialogue on migration and development within multilateral settings, regionally and globally, thereby informing policymakers and operational outcomes.

Labour migration and migration and development issues are also an important part of the Post-2015 Development Programme preparations, under the broader theme of population dynamics, which also includes the interrelated themes of demographics and urbanization. The Division works in close collaboration with ICP and the IOM Office of the Permanent Observer in New York on the coordination and inclusion of migration and development in the Post-2015 Development Programme discussions by providing technical support and input.

In the following chapters of this report, the work and programmes of the Division for 2012 are elaborated in more detail. Although the three thematic areas are presented separately, their work is very closely linked, as an integrated approach is required for implementing comprehensive solutions and programmes.
Labour Migration
2.1 - Overview of labour migration

International labour migration is defined as the movement of people from one country to another for the purpose of employment. Three factors fuel this kind of movement:

1) the “pull” of changing demographics and labour-market needs in many industrialized countries and emerging economies;

2) the “push” of population growth, unemployment and various economic, political and environmental crises in both advanced and developing economies; and

3) established transnational networks based on family, culture and historical relations between countries. Increasing numbers of people are working in a country other than their country of birth. The International Labour Organization estimates that half of the 214 million migrants worldwide are workers.

Many migrant workers are vulnerable and assume significant risks during the migration process, despite efforts to ensure their protection. In parts of the world, labour trafficking networks.

A large proportion of labour migration is irregular, abetted by a clandestine industry – often with links to

In response to this and concerns regarding the integrity of their immigration and labour market programmes, governments are increasingly looking for policy and programme solutions to better regulate and manage labour flows, and they are turning to IOM for technical support. This support includes building institutional capacity to facilitate international and intraregional labour migration and providing direct assistance to migrants. Although creating employment opportunities in the home country is preferred, a growing number of countries understand that migration is inevitable and, as a result, view international labour migration as an integral part of their national development and employment strategies.
When properly managed, labour migration has the potential to benefit migrants, their local communities, the migrants’ countries of origin and countries of destination, and their employers. Countries of origin benefit from labour migration because it relieves unemployment pressures and contributes to economic development through remittances, knowledge transfer and the creation of business and trade networks; for destination countries and their private sector employers facing labour shortages, orderly and well-managed labour migration can help fill labour market gaps and facilitate labour mobility.

**Best practices for collecting and sharing labour migration data for the improvement of labour market information systems**

2012 saw the culmination of a multi-year, six-country project (Colombia, Costa Rica, Ghana, Nicaragua, Senegal and Tunisia), assessing and building capacity to integrate migration information into labour market information systems (LMIS). The project included a comparative assessment of participants’ LMIS structures, pilot-project and capacity-building workshops in each country, and three international workshops to compare experiences and best practices. IOM Tunisia hosted the final international workshop with participants from each country. These participants identified next steps to ensure the sustainability of their partnerships, including the identification of national focal points for further engagement and establishment of a communications network for continued cooperation.
A lack of employment opportunities in the Armenian labour market drives many Armenians to look for work elsewhere. Migration processes are poorly regulated, however, and there is a lack of procedures for the selection of labour migrants and regulation of emigration, making the protection of migrants’ rights challenging. Through the IOM Development Fund, IOM provided the Government of Armenia technical assistance in the facilitation of foreign recruitment and circular migration, in addition to building institutional capacity to manage labour migration. As well as relieving unemployment and contributing to development through the channelling of remittances, this project encouraged the transfer of ‘know-how’ and the creation of business and trade networks. Stakeholder engagement with the Government helped to identify policy gaps and recommendations for structural reform, while discussions with Armenian diaspora groups abroad created a better understanding of their role in labour migration management. IOM facilitated negotiations to help Armenians who were looking to work abroad, and explored opportunities in Qatar, meeting with potential employers interested in highly qualified Armenian workers. Additionally, bilateral labour agreements are being negotiated with other countries (Kazakhstan, Italy and other EU Member States) to seek new opportunities for legal employment abroad, while protecting migrants by establishing clear procedures for recruitment and pre-departure orientation to inform them of the rights and risks associated with migration.
In 2012, key priorities related to labour migration included facilitating labour mobility to meet the needs of the private sector as the main driver of economic recovery and development, while fostering a better understanding of private and public sector interests in managing labour migration. The links between migration and employment were explored in the World Migration Report 2011, focusing on how attitudes towards migration in destination countries are strongly affected by the availability of jobs. The importance of migration in relieving economic and social tensions related to high unemployment – particularly youth unemployment – continued to be represented in IOM’s work; for example, technical assistance provided to the Government of Armenia to relieve unemployment and assist in the protection of its citizens during the migration process, and multiple projects specifically addressing youth unemployment, including one promoting regular migration options for Egyptian youth.

Since the end of 2011, IOM has supported the Italian Ministry of Labour in the creation of the International Labour Mobility Programme, an integrated system of labour mobility between Italy and its 15 most important countries of origin in the framework of existing bilateral agreements. Activities included the establishment of local Labour Coordination Offices in the target countries, the identification in those countries of private and public agencies able to select the most appropriate migration candidates for the Italian labour market and their connections with Italian employers, the delivery of consular services facilitating the migration process, pre-departure vocational training and the adaptation of cultural orientation curricula to the requirements of the Italian labour market. During 2012, Local Labour Coordination Offices were established and are currently operating in Albania, Sri Lanka, Moldova and Egypt.

IOM assists states in the protection of their citizens during the migration process.

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3.2 - IOM’s approach and programming

Providing effective protection and assistance to labour migrants and their families is a key focus of IOM’s labour migration programmes. As a transnational issue, labour migration is most effectively managed through well-formulated national policies, and bilateral and multilateral partnerships. Through its global network of more than 470 offices, IOM is able to bring together stakeholders to establish labour migration programmes and mechanisms that balance their various interests and address migrants’ needs. The network also encourages regional dialogue to promote multilateral partnerships among governments of the countries of origin and destination, dialogue that is often integrated into IOM projects.

During 2012 a total of 49 IOM labour migration projects were active worldwide; their total programmatic value was USD $30,662,474. Labour migration is also a component of dozens of other more comprehensive IOM migration management projects. Through labour migration projects, IOM supported the development of policies, legislation and administrative structures in numerous countries to promote efficient and effective labour migration flows.

In countries of origin, IOM worked with governments to promote safe labour migration practices for their nationals, explore training possibilities and help them regulate the recruitment of workers. IOM also assisted governments in their development of national labour migration strategies and helped them build institutional capacity to implement labour migration policies.

The IOM approach to international labour migration is to foster synergies between labour migration and development and to promote legal avenues for labour migration as an alternative to irregular migration. IOM facilitates the development of policies and programmes that are in the interests of migrants, communities in origin and destination countries, employers and governments by providing policy advice and helping them enhance their capacity to manage labour migration, educate and raise awareness, facilitate recruitment and initiate and maintain inter-State dialogue and cooperation.
Regional consultative processes on migration

Regional consultative processes on migration (RCPs) bring together representatives of states, international organizations and, in some cases, non-governmental organizations (NGOs) for informal and non-binding dialogue and information exchange on migration-related issues of common interest and concern. With increased south-south labour mobility, the Labour Migration and Human Development Division (LHD) of IOM’s Department of Migration Management has used these RCPs to work with member states in promoting intraregional labour mobility. For example, the division formulated a draft intra-African labour mobility agreement building on the road map developed during technical meetings of the Migration Dialogue for Southern Africa (MIDSA). The Division continued to offer expert and technical support to regional processes such as the Abu Dhabi Dialogue (engaging Asian countries of labour destination and origin), which held its second Ministerial Consultation in April 2012.

Other LHD contributions to intraregional migration included working with the Asian Development Bank on a background paper promoting safe labour migration to inform the 18th Greater Mekong Subregion (GMS) Ministerial Conference in Nanning in December 2012 and the concluding workshop for a six country project focusing on the improvement of labour market information systems in November 2012. The project spanned countries in North and West Africa and Latin America, and contributed significantly to the way that these systems incorporate migration data.

Ethical recruitment practices, facilitation of recruitment and temporary migration

Many countries require temporary foreign workers to meet labour market shortages that cannot be filled by the national labour force. By facilitating temporary migration that is fluid and organized, States can respond to their short-term labour needs, while maximizing the development impact of migration in countries and communities of origin. IOM is often approached by various private and public sector groups for guidance on international labour recruitment, and 2012 saw an increase in the type of engagement between LHD and the private sector.

When consulted, IOM promotes ethical labour recruitment practices and transparency in labour supply chains as part of a global movement towards increased corporate social responsibility. By taking a multi-stakeholder approach and by engaging with the private sector, governments and international organizations, IOM is addressing the problems associated with unethical labour recruitment and forced labour at a global level.

IOM works with member states in promoting intraregional labour mobility.
Monitoring recruitment agencies in Bangladesh

The Ministry of Expatriates’ Welfare and Overseas Employment (MoEWOE) of the Government of the People’s Republic of Bangladesh formed the Vigilance Task Force (VTF) in July 2010 to monitor the migration process and, specifically, the recruitment of labour migrants. VTF members are drawn from various ministries and government and policing agencies related to the migration process, the Bangladesh Association of International Recruitment Agencies (BAIRA), the Association of Travel Agencies in Bangladesh (ATAB) and IOM. IOM provided VTF members training on investigation and interrogation techniques and developed a grading system and drafted a monitoring checklist for the Government to use to monitor the recruitment process for overseas employment. A workshop on monitoring techniques and operation methods of the VTF was organized in July 2012.

During 2012 IOM worked with governments, the private sector and civil society groups through recruitment facilitation projects to place more than 2,000 workers globally to meet temporary and permanent labour market shortages. The focus of the Organization’s programming in this area is to ensure safe and more efficient migration that is fair, transparent and cost-effective, thereby ensuring the well-being of migrants throughout the process. The recruitment facilitation services of IOM can be broadly categorized in the following four phases:

1. Negotiation with an employer, including due diligence to ensure the trustworthiness and reliability of the employer. Recruitment criteria are developed that meet the needs of employers while being consistent with the applicable regulations of the governments of origin and destination. A legal framework is established between the employer, the governments concerned and IOM, detailing the responsibilities and obligations of all parties.

2. Implementation of the agreement(s) and recruitment-related activities, including outreach, eventual selection of potential candidates and the signing of employment contracts. During this phase, selected workers are assisted with their visa applications, health assessments and document verification. IOM prepares workers through skills and integration training – such as language training, skills upgrading, cultural orientation and information technology training – and by providing travel assistance.

3. Workers are helped to become integrated into their new working and living environment in the country of destination.

4. Workers are provided with return and reintegration assistance in their home country if they are not applying for permanent residence in their country of destination.

IOM promotes ethical recruitment practices and transparency in labour supply chains.

Group of migrant workers proceeding for boarding to Malaysia at ZIA in Dhaka, Bangladesh.
Recruitment facilitation of migrant workers from Mauritius, El Salvador and Honduras

The IOM Labour Migration Programme in Mauritius is implemented in the framework of a joint agreement among the Government of Mauritius, the Alliance Communautaire Fransaskoise and intermediaries and employers from Canada. It assists Mauritians seeking work abroad by matching them with job opportunities and supporting jobseekers and their families in making informed decisions regarding their future. By assisting workers in this process, IOM helps to prevent exploitation and maximizes labour migration benefits through expedited and sustained integration in the host country, transfer of remittances back to the homeland, and skills enhancement.

Similarly, IOM supports the governments of El Salvador and Honduras in facilitating temporary labour migration to Canada. This includes pre-selecting candidates, assisting workers in preparing their immigration applications, providing cultural and pre-employment orientation sessions, and making travel arrangements. These procedures enhance the socio-cultural and economic development of the workers and their families by ensuring respect for the rights and welfare of the workers and providing economic benefits to entire communities. In 2012, 135 workers were selected by Maple Leaf Foods in Brandon, Manitoba, and Lethbridge, Alberta, for two-year contracts.

Youth employment and migration

IOM has been partnering with governments and other local and international agencies since 2009 to develop and better align national strategies on youth employment and migration policies. In areas particularly vulnerable to high rates of emigration – much of it irregular – IOM has been working with national and local authorities to mitigate youth unemployment through the drafting of national action plans to target the needs of youth seeking to enter the labour market, to provide vocational training to enhance the their employability and to monitor migration impacts on the labour market. In 2012, IOM implemented such projects in various countries, including Albania, Bosnia Herzegovina, Costa Rica, Ecuador, Egypt, Serbia and Turkey.

IOM has also promoted the social and economic inclusion of young women through the creation of employment-generating activities, including the development of economic enterprises and increased civic participation of young women. Youth employment and migration strategies have also been implemented by IOM in countries of destination, such as Costa Rica, to assist young migrants in accessing education, health and employment services.
Integration & Migrant Training
Migrant integration, including the preparation and training of migrants, is a key component of a successful migration management system. Integration measures, starting with pre-departure orientation and migrant training, can play a critical role in ensuring the social, economic and human capital benefits of migration are maximized for everyone. Although the term “integration” can be understood differently depending upon the country and context, it can generally be defined as the process of mutual adaptation between receiving societies and new arrivals, both as individuals and as groups. A migrant integration policy framework entails the consideration of the rights and obligations of migrants and host societies, including access to the labour market, health services, social services and education, for both children and adults. Integration also implies a sense of obligation and respect for a core set of values that bind migrants and their host communities to a common purpose. Integration policies and support measures should not be limited to long-term migrants, but should also tackle the needs and challenges of shorter-term migration, including temporary workers.

Successful integration policies and support for migrant training can play a significant role in both empowering and enabling migrants to become active participants in the public life of the countries of destination and to improve their human capital. These measures support better labour market integration and promote economic growth, while preventing brain waste and combating xenophobia and social exclusion, which could lead to the marginalization of migrants and increased social tensions.

One of the main challenges of an effective integration policy is to ensure that it intersects with other major policy areas, including human and labour rights, equal opportunities and non-discrimination, employment and labour market, regional development, national security, social cohesion, public health, education, and naturalization and citizenship. Migrant admission policies also play a crucial role in defining the initial legal entitlements of migrants in the host society.
As such, the benefits of migration can be reinforced by comprehensive policies that support the social, economic, political and cultural inclusion of migrants in their new environment in countries of destination, and strategies to educate receiving communities on the positive contributions of migrants and the benefits of living and working in a culturally diverse setting. IOM works with a wide range of stakeholders, including various government agencies at national and local levels, employers, trade unions, educational institutions, media, migrant communities, and civil society, to address specific integration challenges, develop joint policy strategies and identify concrete support measures.

One of the first steps toward successful integration is to equip migrants with basic information about their country of destination and help them identify and develop the skills and attitudes needed to succeed in the new society. IOM does this through tailored training activities that focus on managing expectations, while also exploring behavioural changes needed for a successful and productive transition to the new environment. These activities may include identifying and contrasting values and attitudes of the country of origin with those of the destination country. This training helps migrants develop a better understanding of the conditions and expectations of the receiving society and the necessary steps they may need to undertake to successfully adapt to their new country. One trend in this field is the increased involvement of both countries of origin and countries of destination in the preparation process, linking pre-departure and post-arrival integration measures to create a cohesive training plan. Incorporating key messages that are identified in close consultation with receiving countries and that take into consideration the cultural, linguistic and socio-economic challenges specific groups may encounter upon arrival is critical to the success of pre-departure measures.

IOM has been carrying out migrant training over the past 60 years with the understanding that significant steps toward integration can be taken before the migrant arrives in the country of destination. IOM has worked with over one million migrants through targeted training programmes that prepare them to successfully navigate the complex systems they will encounter so that the migrants and their families are ultimately able to integrate into the receiving society and successfully live and work.

The Organization’s training programmes are carefully tailored and take into account the migrants’ social, linguistic, cultural and economic backgrounds, as well as the specific integration challenges they may face in the country of destination. Each year these programmes are offered to a wide range of migrants, including refugees and other humanitarian entrants, as well as migrant workers of various skill levels and durations of stay.
Annual Review 2012

IOM’S MIGRANT TRAINING SITES 2012

Total Migrant Training
42,513 Participants in 2012
18,458 Female / 24,059 Male
43% Female / 57% Male

Key to Migrant Training Map

AUSCO - Australian Cultural Orientation
COA - Canadian Orientation Abroad
CulTrain - Cultural Orientation Training for Unaccompanied Minors
DECO - Cultural Orientation Germany
ESTCO - Estonian Cultural Orientation
FAMCO-NL - Cultural Orientation for Asylum related Family Reunification to the Netherlands
FOETWA - Facilitating Overseas Employment of Thai Workers Abroad
ITALY TIN II - Tutti Inclusi and Nautilus II
JPCO - Orientation for Japan bound Refugees
NLCO II - Netherlands Cultural Orientation for Dossier Cases
NORCO - Norwegian Cultural Orientation
PDO-CAN - Pre-departure Orientation for Migrant Recruits bound for Canada
PDTLM - Training for Labour Migrants in East Africa Bound for the Gulf
SMP - Student Mobility Programme
SPARKLET - Supporting open and closed reception systems in Malta by Profiling, Action, Research, and Knowledge Transfer
SUSAP - Syracuse University Study Abroad Programme
UKCO - UK Pre-Departure Briefings
USCB - U.S. Consular Briefings
USCO - United States Cultural Orientation
3.2 - The IOM approach

The highly decentralized structure of IOM and its vast global reach allow for constructive exchanges between countries of origin and destination.

In addition, its neutrality and independence make IOM a suitable broker, serving new arrivals, established migrant communities and the societies of both countries of origin and destination. Effective integration policies for both temporary and permanent migrants need to be among the first priorities of a government’s migration agenda, as successful integration promotes security, stability, social harmony and prosperity.

Well-planned approaches to migrant integration to ensure that migrants foster economic growth by applying and further developing their human capital during their stay and create links with the host society, which in turn accepts and supports their presence. Such approaches are most effective when tailored to address the specific migration context, taking into account the migrants’ characteristics, the duration of their stay and the overall economic and societal trends in the receiving country.

Successful integration is a dynamic two-way process that involves the mutual adaptation of migrants and the host society based on principles of fundamental human rights, tolerance and non-discrimination. Migrants who integrate well in the receiving societies acquire new knowledge and skills, accumulate capital, achieve security of residence and can contribute to the development of their countries of origin.

The understanding of migration within a society and a society’s relationship with migrants is heavily influenced by the context of the individual countries, regions and communities involved. IOM draws from successful practices developed by national governments and builds on them for the benefit of other countries with similar goals. Most of these practices are from either European countries or traditional immigration countries, including Australia, Canada and the United States; however, given the growing importance of South–South migration, integration challenges are becoming increasingly relevant in other regions of the world, and IOM will have to adapt its integration strategies accordingly.

IOM views integration management as a comprehensive set of legal and policy measures that define the parameters of the migrants’ stay and involvement in the country of destination. These measures go beyond specific immigration support and extend to mainstreaming migration considerations in areas of economic and social governance. Specific considerations regarding the context of the destination country and relevant migration trends, as well as the political sensitivity of issues related to migrant integration, require a participatory approach to policymaking that is tailored to local needs and challenges. As such, IOM provides a platform for dialogue among the various stakeholders, and furnishes them with relevant evidence and international good practices to encourage the development and implementation of innovative solutions to migrant integration in various policy areas.
MIGRANT TRAINING STATISTICS 2012

Total Migrant Training Participants: 42,513

Gender: 43% female, 57% male

Beneficiaries:
69% resettlement-related
31% non-resettlement related

• 69% refugees and humanitarian entrants
• 22% labour migrants, skilled workers, live-in caregivers
• 9% family reunification, asylum seekers, unaccompanied minors, immigrants and students

Top ten training sites in 2012 by number of migrants trained
Nepal (12,380), Pakistan (6,173), Kenya (3,174), Philippines (2,595), Jordan (2,460), Thailand (2,413), Malta (1,938), Malaysia (1,718), Iraq (1,661), Egypt (1,488)

62 Nationalities Served
Afghan, American, Armenian, Bangladeshi, Batswana, Belarusian, Bhutanese, Burmese, Burundian, Chadian, Chinese, Colombian, Congolese (DRC and ROC), Egyptian, Eritrean, Ethiopian, Filipino, Gambian, Ghanaian, Guatemalan, Guinea-Bissauan, Guinean, Honduran, Indian, Iranian, Iraqi, Ivorian, Japanese, Kenyan, Kyrgyzstani, Lebanese, Liberian, Libyan, Malaysian, Malian, Mauritian, Moldovan, Moroccan, Myanmarese, Nepalese, Nigerian, Pakistani, Palestinian, Russian, Rwandan, Salvadoran, Senegalese, Sierra Leonean, Somali, Sri Lankan, Sudanese, Syrian, Taiwanese, Thai, Tibetan, Togolese, Ugandan, Ukrainian, Uzbek, Zimbabwean

52 Migrant Training Sites
Algeria, Austria, Azerbaijan, Belarus, Cameroon, China (Hong Kong), Colombia, Djibouti, Egypt, El Salvador, Eritrea, Estonia, Ethiopia, Georgia, Ghana, Guatemala, Guinea, Honduras, India, Iran, Iraq, Italy, Jordan, Kenya, Kyrgyzstan, Lebanon, Malawi, Malaysia, Malta, Mauritanian, Mauritius, Moldova, Morocco, Nepal, Pakistan, Philippines, Qatar, Romania, Russian Federation, Slovakia, Sri Lanka, Sudan, Syria, Tajikistan, Tanzania, Thailand, Trinidad and Tobago, Tunisia, Turkey, Uganda, Ukraine, Venezuela.
Programmes related to pre-departure and post-arrival migrant training reduce the overall social and financial costs of migration for all stakeholders by reducing the migrants’ dependence on social services and preparing the migrants for a new work and living environment. At its best, pre-departure and post-arrival training facilitates integration and enables individuals and families to become rapidly self-sufficient and productive members of the receiving society.

IOM develops curricula by working closely with governments, training institutions, civil society and migrants, regularly monitoring training conducted in the field or post-arrival, and evaluating the impact and relevance of such training. The Organization’s training methodology takes an interactive, learner-centred approach that accommodates the different learning styles of its clients, including both temporary and permanent migrants. The creation of meaningful and experiential learning opportunities encourages participation and empowers migrants. Providing an atmosphere of inclusion in which all participants are encouraged to actively take part fosters a greater sense of belonging.

The Migrant Training and Integration Unit holds regular internal experts’ meetings and conducts training of trainers to address key issues related to migrant training methodology and approaches, as well as to explore future opportunities in migrant training across departments and regions within the Organization.
3.3 - IOM programming

During 2012 a total of 54 migrant training and integration projects were funded to the value of $61,344,971.

IOM’s work in the area of migrant training and integration falls primarily into three areas:

- migrant training and pre-integration measures for resettlement and humanitarian cases;
- pre-departure orientation and information dissemination for labour migrants, including temporary workers; and
- post-arrival orientation for asylum seekers, unaccompanied minors, immigrants, students and other migrant categories.

Migrant training and integration support for resettlement cases

Migrant training activities include some of the Organization’s most developed and longest-running global projects and are primarily focused on the delivery of pre-departure cultural orientation for refugees and other humanitarian entrants. Beneficiaries of these migrant training and integration projects are those moving permanently under the specific entry programmes of the receiving (or resettlement) country. IOM pre-departure and cultural orientation programmes are part of a broader package of resettlement services carried out by various IOM departments, including health screening, case-processing, transportation and travel assistance. Pre-integration courses range in duration from one to five days or more, depending on the vulnerability and identified needs of the target population and specific requirements of the destination country. These courses aim to facilitate self-sufficiency and promote integration, while reducing culture shock.

In 2012, IOM worked with eight resettlement destination countries on pre-departure cultural orientation, Australia, Canada, the Netherlands, Norway, the United Kingdom and the United States, as well as emerging resettlement countries including Germany and Japan. Several of these programmes have been running on a multi-year basis, many for as long as 20 years. They are large-scale, serving thousands of migrants annually. In 2012, over 29,000 refugees and humanitarian entrants attended one of IOM’s pre-departure orientation courses provided in over 50 locations.
Training activities for migrant workers

The second main area of the Organization’s pre-departure orientation and training work is the support provided to labour migrants. Since many of these migrants are moving to a country of destination where they initially intend to stay only temporarily and where their priority goal is employment, their needs are quite specific and require a different approach from those of refugees and other humanitarian cases.

Labour migrants require a curriculum with objectives that are tailored to their unique needs to facilitate not only their transition to a new country but also their integration into a new workplace and labour market. As migrant workers should ideally be active participants in the economy from the outset, these courses are designed to equip them with some basic information and tools relevant to employment. This also means addressing cultural norms and traditions of the destination country and providing clear information about migrants’ rights, obligations and recourse channels when labour or employment disputes arise. By providing this type of training, IOM empowers migrant workers and helps to reduce their vulnerability to unfair treatment or abuse and exploitation— or even death in the most severe cases. While the number of participants in this area is smaller than in those attending trainings in a resettlement context, governments, employers and civil society increasingly regard pre-departure training for migrant workers as a valuable practice.

Some examples of labour migration programmes in which IOM is involved that also include pre-departure orientation are those designed for Central American and Mauritian workers bound for Canada; and Kenyan migrant workers bound for countries in the Gulf.

IOM empowers migrant workers and helps to reduce their vulnerability to unfair treatment or abuse and exploitation.
Integration programmes

Integration programming includes a host of activities designed to address migrants’ rights and obligations, support economic participation and social inclusion, combat xenophobia and discrimination, and highlight and promote the positive contributions of migrants to their new societies.

Integration activities can also take place in migrants’ countries of origin by equipping the migrants before they travel with easily accessible and accurate information in their own language about the destination country. In this regard, dissemination of information to migrants is an important part of the Organization’s work. Migrant Resource Centres (MRCs) have been used by IOM to effectively reach potential migrants and inform them about the migration process. These “one-stop-shop” centres offer a neutral space for potential migrants to obtain accurate information on legal migration procedures and the documentation required, as well as information related to their rights and obligations, right to health care services, and more; they also alert would-be migrants to the risks of irregular migration. MRCs use a variety of approaches, including individualized legal counselling and dedicated hotlines and websites that enable migrants to make informed choices related to their individual needs. For irregular migrants, MRCs provide information and advice about available services related to voluntary return and reintegration.

Migrant Support Centres

Migrant Support Centres aim to contribute to effective social, economic and cultural integration of third-country nationals through provision of services as legal counselling, labour and social counselling (including the provision of retraining courses), cooperation with migrant communities, language courses, capacity building of migrant communities, training sessions aiming at fostering participants’ intercultural competences, communication skills, knowledge on different aspects and benefits of migration as well as at sharing experiences in the field of intercultural communication.

Assistance for third country nationals in Romania

This project contributes to the integration of migrants legally residing in Romania by facilitating their access to employment, medical services and specific assistance for vulnerable migrants. Working in partnership and cooperation with local organizations, the project organizes vocational training and supplies information on access to medical services, psycho-social assistance and other rehabilitation measures for migrants with special needs. Through these relationships with relevant local organizations and programmes, the project collects and analyzes data on the profile and needs of the migrant beneficiaries it serves.

Cooperation with the countries of origin in providing pre-departure integration support services to migrants was highlighted as a priority area by the European Agenda for the Integration of Third-Country Nationals adopted in 2011. Currently IOM is involved in supporting several national governments from the EU in developing integration policies and specific measures for various categories of migrants.
The EU Resettlement Network

The EU Resettlement Network provides a platform to exchange information and expertise on resettlement priorities, processes from selection to integration of resettled refugees and practices including pre-departure cultural orientation programmes. It offers support, resources and solutions to interested parties, including governments and stakeholders, seeking to start, expand or improve resettlement programmes. The central tool for the network is the website (www.resettlement.eu), launched by IOM, UNHCR and ICMC with the support of the European Commission in early March 2012. The website is currently being expanded to include a resource library, a directory of resettlement policymakers and practitioners, online discussion groups, opportunities for online consultation, and mutual learning via an online community of practice.

IOM has also been active in developing targeted approaches to the integration of vulnerable groups, such as trafficked persons and unaccompanied migrants, as well as working on other priority areas, such as fostering civic participation, strengthening integration partnerships at the local level, and information provision to migrants. At the EU level, particular attention has been paid to improving the monitoring of integration outcomes through enhanced collection of data by Eurostat and regional technical-level discussion on data collection and interpretation.

For integration to succeed, dialogue and mutual adaptation between the receiving society and migrants should take place based on a common set of values. To help promote a successful relationship between migrants and the receiving society, IOM supports the development of measures encouraging the participation of migrants in public life, such as their inclusion in consultative bodies at both the national and local levels, fostering their engagement in civil society, and building the capacity of government and other stakeholders so that they can effectively involve migrants at all levels of the integration process. European Local Cooperation for Integration (ELCI) is a regional project aimed at involving European local and national authorities as well as migrant organizations in EU Member States in the two-way process of integration by shaping the strategies for integration developed by third-country nationals and host societies.

This objective is achieved by:

1) promoting knowledge and understanding of the role of migrant organizations in the integration process;
2) building and/or reinforcing platforms for dialogue amongst migrant associations and improving their role in the decision-making process as it relates to migrant integration; and
3) enhancing the capacity of relevant authorities to involve migrant organizations in their integration strategies at local levels.
Support to South African Government to strengthen communities of diversity and peace in Western Cape and Pretoria

The main goals of this project are to increase understanding and tolerance and reduce negative perceptions and tension between locals and migrants through the provision of educational workshops, information campaigns, and sports and cultural events. IOM, with an existing implementation partner, has been conducting these activities in sites within the Western Cape affected by xenophobic violence and tension. This project focuses on: a) increasing the cultural diversity awareness of students, school teachers, community leaders and others; b) identifying the needs and building the capacity of key stakeholders regarding cultural diversity; and c) identifying and establishing further community-based networks of peace monitors and mediators comprised of local municipalities, community-based organizations and youth to build the capacity to manage and resolve conflict in the targeted areas.

In relation to promoting migrants’ economic participation, IOM works in the field of recruitment, with employers, public and private intermediaries, as well as trade unions, to enable them to take positive action towards the inclusion of migrants in the labour market based on their skills and in accordance with labour standards. IOM has also worked closely with migrant leaders, including religious leaders, through inter-faith training designed to empower them in their integration. Providing civic education for religious representatives, through which core values of the host society are identified, is one means of strengthening the integration process. Another way to effectively empower religious leaders and to engage them as agents for positive change within their communities is to familiarize them with key information about rights, obligations, and legal and social issues in the host country, which can then in turn be disseminated to their congregations and communities. A project is currently being implemented in Germany to improve the integration of third-country nationals and to sensitize the host society to integration challenges.
IOM draws on experience gained from two previous integration projects that targeted religious diaspora leaders from non-EU third countries. These projects demonstrated the important role migrant religious leaders play in helping their fellow congregants integrate into their host society.

**Interreligious and interfaith cultural orientation courses for leaders of religious migrant communities in Germany - the REKORD project**

The REKORD project aims to improve the integration of third-country nationals in Germany and to sensitize the host society to their integration needs by strengthening 80 leaders of migrant religious communities in their role as multipliers and intermediaries between their religious communities and the host society. Supported by the Federal Office for Migration and Refugees, IOM implements multi-faith forums in four cities in Germany to impart basic societal and civic knowledge for leaders of religious multi-ethnic communities and to share knowledge on integration challenges and practical solutions. These forums aim to promote a greater understanding of core values and means of equal participation in Germany. As integration is a two-way process, the project makes a special effort to include the host society in the project activities. The four pilot forums sensitized public and private integration stakeholders on the needs of different migrant religious communities and established relations between religious leaders and political decision makers. Based on the ongoing assessment of the forums, a practical guideline will be developed to discuss interreligious and interfaith forums as instruments for integration at the municipality level and to provide a basis to initiate similar initiatives.

Programmes designed to promote social inclusion are implemented for a wide range of migrant beneficiaries, including youth, unaccompanied minors, asylum seekers and refugees. These programmes address issues of marginalization and explore ways to increase prospects for integration. One such project, currently being implemented in Italy, focuses on facilitating pathways out of social distress and exclusion for migrants in Sicily, specifically through enhancing their individual potential and resources with an aim towards testing social inclusion policies. This innovative project assessed the viability of having some of the more vulnerable migrants participate in a six-month training and internship placement with multinational companies with social responsibility policies. In coordination with local social and employment services and in close cooperation with humanitarian associations that provide assistance, shelter accommodation and referrals to destitute and vulnerable migrants, IOM worked to promote and test a model of empowerment and social inclusion that could be replicated in other contexts throughout Italy.

As explored in IOM’s World Migration Report 2011, both integration and reintegration efforts will inevitably be undermined unless migrants become active participants in the migration debate, rather than simply being the subject of debate. IOM supports these efforts through awareness-raising campaigns, and also through initiatives that enable more balanced and accurate reporting on migration issues and widen the scope of participants active in the public debate, such as training on new media tools for migrant journalists. To this end, a project in Estonia, Public Awareness Raising in Estonia – Refugees and Migrants, focuses on enhancing the tolerance and understanding of journalists, students and the general public of the current situation in Estonia regarding asylum seekers, refugees and migrants. The project focuses on improving the understanding among Estonians of the plight of specific migrant groups of diverse cultures and backgrounds. The project aims to place asylum and migration within the context of a wider discussion on human rights, cross-cultural understanding and mutual acceptance in order to arrive at a better overall understanding of the concept of asylum.
IOM also promotes integration by addressing gaps in education systems. By developing practical online resources and training sessions with experts in migrant education and second-language theory and practice, IOM can address specific needs of migrant children and youth, such as multicultural classroom settings. In some countries where migrant learners may have limited access to public education, IOM assists by facilitating educational opportunities for children who are transitioning into local school systems. An example of this is the programme implemented by IOM and the Government of Japan to use “bridging schools” designed to provide six months of free education to help migrant children learn Japanese and other key subjects, thus enabling them to transfer smoothly into Japanese schools. Through comprehensive reviews of learning materials and enhancements to second-language teaching methodologies, increased integration, mutual understanding and cultural exchange between migrants and host communities are promoted. In another project, Intercultural School in a Multicultural Society in Poland, the focus is on facilitating school integration by conducting workshops and seminars for Polish teachers working with migrants. Online courses on the cultures of the largest immigrant groups in Poland have been implemented and other educational tools are being developed. Intercultural classes are delivered to students and a national conference for representatives of universities with pedagogical faculties was held to promote the incorporation of curricular modules specific to the education of migrant children.
PLURAL+ is a youth video festival that has been an ongoing initiative of the IOM Special Liaison Office to the United Nations in New York and the UN Alliance of Civilizations. Each year, PLURAL+ invites young people aged between 9 and 25 to submit videos of one to five minutes in length. The videos share participants’ thoughts, experiences, questions and suggestions on migration, diversity, integration, identity, social cohesiveness and the human rights of migrants, highlighting their realities as well as their ideas on coexistence in diverse cultural and religious contexts.
Migration & Development
4.1- Overview

Migration and development are highly interdependent processes. Development is a dynamic process involving growth, advancement, empowerment and progress, with the goals of increasing human capabilities, enlarging the scope of human choices and creating a safe and secure environment where people can live with dignity and equality. During the development process, it is important that people’s productivity, creativity and choices are broadened and that opportunities are created, not only for the current generation, but also for future ones. International migration is the result of complex processes that occur in a context of globalization and deepening inequalities spurred by a lack of development. Migration can contribute to sustainable development and poverty reduction through the exchange of money, knowledge and ideas from the host country to the country of origin.

In 2006 the United Nations General Assembly (UNGA) held the first ever High Level Dialogue on International Migration and Development (HLD) which placed migration more squarely on the development agenda of States and other stakeholders. The second HLD will be held in 2013 and the UNGA has invited IOM to participate in the preparations. In April 2012 the UN Chief Executives Board asked IOM and the United Nations Population Fund to prepare, in collaboration with the interagency Global Migration Group, a set of draft outcomes and recommendations on migration in preparation for the 2013 HLD.

The 2006 HLD led to the establishment of the State-led “Global Forum on Migration and Development (GFMD). The Forum was conceived as a mechanism for informal, non-binding dialogue – outside of formal institutional structures – among governments, and between governments and other partners, including international organizations, NGOs, academia and the private sector. Governments have been meeting annually since 2007 within the framework of the GFMD. The sixth GFMD took place in Port Louis, Mauritius, from November 19 to 22, 2012, under the chairmanship of the Government of Mauritius and on the theme “Enhancing the human development of migrants and their contribution to the development of communities and states.”
Discussion topics included the importance of diaspora alliances as partners for development, labour mobility and skills development, and supporting national development through migration mainstreaming processes. The Division contributed to a background paper entitled “Beyond the Border Skills and Jobs for Human Development” which analysed various issues relating to the acquisition of skills by migrant workers and how these skills could be adequately recognized and used, both in countries of destination and on the migrants’ return to their countries of origin.

The effect that migration has on development needs to be assessed and taken into consideration in a country’s planning processes in order to maximise the benefits that migration may have. This process of mainstreaming migration should be carried out across various sectors of government. IOM is working on addressing this need in several countries, including in collaboration with the United Nations Development Programme and other partners. IOM is responding to the requests of Member States to assist with the elaboration of migration strategies at the national and local levels. The Division’s recently decentralized structure and increased expertise in the regional offices has facilitated greater fluidity in working as a partner with governmental and non-governmental entities.

Promotion of national capacities in migration management and the link with national development in Uruguay

This project was funded by the IOM Development Fund to contribute to the promotion of national capacities in Uruguay for managing migration, in line with its development plans. The project was implemented by the Directorate General of Consular Affairs of the Ministry of Foreign Affairs in Uruguay in collaboration with IOM. The project consisted of three components:

1) the implementation of a pilot project to allow the incorporation of migration to territorial development plans, in coordination with the initiatives undertaken by the national government;

2) providing technical support to the Sectorial Commission for Population for the territorial planning associated with large investments, resulting in a study entitled “The demographic impact of large investment projects in Uruguay,” focusing on Nueva Palmira y Fray Bentos;

3) the provision of technical inputs for the development of an active immigration policy, and the creation of a proposal for an immigration policy for Uruguay.
Diaspora members play an important role in the development of both their countries of origin and their countries of residence. The transnational nature of diaspora suggests that these people are crucial when it comes to connecting countries and communities and facilitating the transfer of resources between countries; however, the systematic application of these resources to sustainable development has been a considerable challenge for the international community. In response, governments, international organizations, civil society and the private sector have begun to put in place policies and programmes designed to facilitate the contributions that diaspora members make to their communities in both countries of residence and origin.

The scope and breadth of IOM’s diaspora-related programming is extensive, for example, placing experienced individuals in public administration sectors in countries that are recovering from a period of crisis, developing business enterprises that tap into the entrepreneurial potential of transnational communities, and establishing websites that provide transnational communities with cost comparisons on remittance transfer mechanisms. During 2012, IOM began mapping this extensive work by collating and analysing the outcomes of diaspora projects since 2001, which marks the point at which IOM’s Migration for Development in Africa (MIDA) and Temporary Return of Qualified Nationals (TRQN) programmes evolved into multifaceted models that enable diaspora members to invest their skills and resources back into their home countries. These programmes have become widely known among diaspora communities and development partners.

IOM in collaboration with the Migration Policy Institute developed a handbook entitled:

“Developing a Road Map for Engaging Diasporas in Development.”

This handbook presents a carefully selected menu of viable policy and programming options based on real life experiences from around the world.

**IVORY COAST / Project story:**

**Ehoulou Mea Ablan - Social Cooperative**

Suzanne used to manage her own tailor shop in Ivory Coast before working as caregiver for elderly people in Milan. As president of the Association Ehoulou (“Love” in Agni language) she organizes fund-raising initiatives to send school and health material to Kregbè, the association members’ community of origin in Eastern Ivory Coast.

With the support of IOM’s W-MIDA programme, Suzanne created an agricultural cooperative, whose membership is open to all the village inhabitants. Members (currently 230) share the use of tools and warehouses, as well as the transport service to sell their produce at the Abidjan market. They can also attend training courses managed by ANADER experts, which focus on the agricultural and poultry farming techniques which best suit local climate and soil, as well as on basic accounting and cooperative administration skills. Courses follow the agricultural cycles, as theoretical lessons are combined with practical application on the grounds at members’ disposal.

Door to door campaign in rural Bangladesh from where a large number of females migrate.
Migration and development have a complex and interrelated relationship: migration affects development and development affects migration. For example, development in a local area where there is a high level of migration out may lead to more job opportunities and decreased migration in the future (development affecting migration). On the other hand, the remittances sent home by migrants abroad may be used to create job opportunities in their home country (migration affecting development).

In relation to the Organization's migration and development work, the strategy of IOM, as approved by its Member States, requires that it should work:

- To contribute to the social and economic development of States through research, dialogue, design and implementation on migration-related programmes aimed at maximizing migrants’ benefits
- To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners

The Organization's approach addresses the root causes of migration by providing interventions in regions vulnerable to high rates of economically motivated migration. IOM also promotes the view that migration, if properly managed, can contribute to poverty alleviation and the growth and prosperity not only of individuals but also of countries of origin and countries of destination. Many of the Organization's programmes in this field relate to development and poverty alleviation in regions that have been recently affected by conflict, and IOM strives to strengthen the connection between migration and post-conflict reconstruction. The Organization works to provide return-friendly environments for displaced persons and to harness the resources of the diaspora for reconstruction projects, recognizing that socio-economic development is a determinant for sustainable peace.

IOM advises and works with the following stakeholders to maximise the positive relationship between migration and development:

- Governments, to enhance their capacity in policy areas so that migration can be mainstreamed into development planning and assist them in outreach mechanisms to communicate with their diaspora, and provide consular and other services to their nationals working abroad;
- Associations representing communities from where migrants originate, and communities that receive and host migrants, to create awareness of the positive benefits that migrants bring to these communities and reduce xenophobia and anti-migrant sentiment, assist countries of destination in developing integration measures, and highlight the dangers of travelling abroad irregularly to look for work; and
- Civil society organisations representing migrants, diaspora associations and migrants themselves, to facilitate the return of qualified diaspora members to invest their skills and knowledge in their countries of origin, and ensure that labour migrants are protected and have access to essential services in the country of destination.
4.3 - IOM programming

The Organization’s programming in the area of migration and development is constantly evolving, given that in many areas the international community is still piloting or testing approaches at the international and global levels. The Organization’s interventions tend to take a holistic approach, combining elements of diaspora engagement, community development and skills transfer.

**Community development**

Community development projects support and promote the economic and social development of migrants’ home communities in their countries of origin. Generally, community development projects are implemented to create alternatives to emigration in areas where there are high migration pressures through income-generating activities and creating employment opportunities, and improving the delivery of social programmes. Community development projects also focus on strengthening the capacity of national and local authorities and institutions and the skills and financial literacy of individuals so that these projects are sustainable. IOM also builds sustainable partnerships among institutions, authorities and individual entrepreneurs to promote the sustainable development of community initiatives, including through the diaspora.

The responses of governments to environmentally induced migration are also part of the community development portfolio of IOM’s Labour Migration and Human Development Division. The Organization’s work in this area is aimed at integrating environmental migration factors into the planning of national and local strategies to reduce the vulnerability of communities affected by climate change. IOM further implements pilot projects, predominantly in Asia and Africa, to assist communities in their adaptation to climate and environmental changes and to help communities build resiliency to those changes.

**IOM livelihood pilot project for internally displaced persons**

In Iraq IOM provided integration support for over 350 internally displaced persons (IDPs) and returnees around Baghdad. Upon assessing the skills and interests of the target population, the project developed training options in trades and farming, providing the necessary skills to beneficiaries. IOM also provided beneficiaries with business development training and in-kind grants to support the development of micro-businesses. In addition, the project delivered two community revitalization initiatives, developing infrastructure to support business development and livelihoods in the communities as a whole. In one community, a greenhouse was built to support farming, while in another, a reverse osmosis system was installed to improve water quality.
Remittances

The importance of remittances for the development of many countries of origin is unquestionable. The World Bank estimates that international remittances account for the second-largest financial flow to developing countries after foreign direct investment, and are three times the value of official development assistance. In some countries, remittances far exceed the value of any foreign investments and account for a significant portion of the national GDP. Consequently, the question of how to maximize their development potential has become more significant.

First and foremost, IOM recognizes that remittances are private funds, the use of which is under the discretion of the sender and the recipient. All IOM remittance activities are conceptualized in recognition of this fundamental premise.

The Organization’s activities include:

- Research of the remittance activities of diaspora communities, including the value, frequency and use of remittances, as well as their attitude towards investment and community development;
- Partnering with financial institutions to lower transfer costs and to advise governments on best practices (for example, making financial transfers through mobile phones);
- Comparing transfer channels and other relevant financial services available to diaspora communities so that they have better information and are able to increase their formal remittances; and
- Providing financial literacy training for senders and recipients of remittances, and raising awareness of financial services and investment opportunities.

Receiving remittances from a family member working abroad.
Diaspora programmes

IOM has been working closely with diaspora communities to engage them in development in their countries of origin since the 1970s. The resources of diaspora populations that flow across borders are immensely varied and range from skills, knowledge and ideas, to cultural capital, finances and trade links. IOM has specialized in implementing programmes that enable qualified nationals to undertake assignments with government structures, civil society and private institutions to facilitate the transfer of skills and knowledge acquired abroad back to the country of origin. The return of diaspora members to their countries of origin may not necessarily be long term. Assignments can be short term, possibly repeated, or may even occur on a virtual basis online.

Many of IOM’s diaspora programmes are funded through the IOM Development Fund at the request of Member States that have large diaspora communities abroad. Often one of the main activities of these projects is the undertaking of diaspora mapping surveys by IOM. These surveys look at the size, composition, attitudes, educational attainments, professional interests and needs of diaspora communities in one or several main destination countries. Survey and focus group discussion results are captured in a simple database that can be revised if further studies are carried out later.

The Guyana Diaspora Project (GUYD)

This IOM Development Fund sponsored project seeks to develop and facilitate a framework in which the skills, knowledge, goodwill and resources of Guyanese diaspora can be leveraged for the development of their homeland. The project draws on the advantages of globalization and the world’s highly sophisticated information technology infrastructures, which allow for the use of an online survey and database for mapping members of the Guyanese diaspora. Given the potential for widening the scope to reach and engage more members of the diaspora, GUYD staff members are actively promoting the project through some of the world’s most widely used social media platforms, such as Facebook, Twitter and LinkedIn. The data collected will shed light on topics such as location, skills, resources, experiences, priorities and expectations regarding the diaspora’s contributions to Guyana’s development.

The results help governments strengthen their linkages with the diaspora, build trust, devise outreach strategies and inform diaspora of policy development processes according to their specific needs, interests and attitudes. This profiling can also help in the development of skills and knowledge transfer programmes. In recent years, many governments have developed specific policies to better engage with their diaspora abroad and to mobilize the contributions of the diaspora to the development process back home. IOM facilitates this process by providing expert input and comparative examples, and supporting the networking and exchanges among governments. The intention is to build the capacity of the dedicated governmental institutions to fulfil their functions as government focal points for diaspora engagement. Strengthening the links between the diaspora and their home country is an area of growing importance to many governments, demonstrated by the fact that many governments worldwide have established specific ministries or agencies dealing exclusively with diaspora matters.
GHANA / Assignment story:

Clement Jafani Nabare

Before coming to Germany, Clement Jafani Nabare worked as a ‘general duty’ doctor (general medicine, surgery and administration) in Kintampo Hospital in the Brong-Ahafo region. “We encountered all kinds of cases and had to deal with the fact that there were hardly any urologists in Ghana. When I received a scholarship, I went to Rotenburg to train in urology, general surgery and urogynaecology.”

The lack of skilled health staff is Nabare’s main motivation to offer workshops for medical students, nurses and intermediate health care professionals in the North of Ghana. Since 2009, he has used all his vacation time to do so. “We all have to be prepared to sacrifice time, energy and money to make a difference in the long run. Bringing about change is never easy.”

In the workshops, he focuses on specialised – particularly urological – care. “The nurses and other professionals are now able to deal with simple problems and can provide pre- and post-operative care. Some of them can also pass on their new skills to colleagues. Whenever I return to Ghana, in the Tamale and Kintampo hospitals: they did not have a urology department, there was no nurse who knew how to take care of urology cases. But now this has definitely changed.”

Clement Jafani Nabare is very clear about the importance of the MIDA Ghana Health project: “The effect is huge; its impact cannot be just expressed in terms of money.” For other professionals contemplating to share their knowledge with colleagues in their home country, he has a word of encouragement: “This whole project makes me very happy. You should see me in Ghana, working with a big smile on my face.”

MIDA Ghana health project: A brain gain project for the health sector in Ghana

The MIDA Ghana health project aims to bridge the available resources of the Ghanaian diaspora and the needs, opportunities and policies of the health sector in Ghana. The main purpose of this project is to facilitate the temporary return to Ghana of Ghanaian health professionals from the diaspora residing in the Netherlands, United Kingdom, Germany and other EU countries for the benefit of local health institutions. The project is implemented by IOM in close cooperation with the Ministry of Health of Ghana and Ghanaian diaspora groups in Europe. The project was a considerable success: since 2006, over 30,000 health workers and students in Ghana have directly benefitted from capacity-building initiatives provided by over 150 Europe-based Ghanaian diaspora health professionals.
As part of this capacity-building and facilitation role, IOM supports governments in their outreach to diaspora associations, groups and individual members through the establishment of websites and sensitization training sessions. This is done in close collaboration with diaspora associations and embassies of the countries of origin in the destination countries. Although embassies are mandated to conduct outreach to diaspora communities and individual members, they often lack the capacity to do so effectively. Similarly, diaspora associations have the pivotal role of uniting and representing the various diaspora communities in a given country, but they often struggle because they lack capacity. IOM can help address such capacity gaps, thereby creating valuable linkages between government and non-government stakeholders. Outreach activities help to build trust among diaspora groups and create open and transparent communication channels that foster dialogue between governments and diaspora communities. Outreach is also an essential element in the establishment of skills transfer programmes.

IOM’s Migration for Development in Africa (MIDA) and Temporary Return of Qualified Nationals (TRQN) programmes have become well known amongst diaspora communities. These programmes reach out to highly qualified diaspora members, often in the sectors of health, education or specific technical professions, and programme implementation is tailored to the needs of the government in question. In this context, IOM provides a full range of services, including outreach, selection, matching, placement, compensation, reintegration, monitoring and evaluation activities, in close cooperation with the countries of origin and destination. These programmes can be resource intensive and have been well supported by donors in countries where a particular development need has been identified, and in countries recovering from crisis and in transition. The need to diversify IOM’s diaspora programming and reach out to a wider category of donors and other stakeholders, including the private sector, has prompted the Division to undertake a detailed mapping exercise of all the diaspora programming it has undertaken since 2001, when MIDA programming began to define IOM’s work in this area and was adapted to other regions outside Africa, such as the Western Balkans. The purpose of this exercise was to enable IOM to consolidate a strategic approach to engage diaspora for development.

**Migration for Development in the Western Balkans (MIDWEB)**

The Migration for Development in the Western Balkans (MIDWEB) project offered 62 temporary and 11 virtual placement opportunities for qualified professionals who come from the region and live permanently in Austria, Germany, Italy, the Netherlands, Switzerland and the UK. The participants went back to their countries of origin for a short period of time to share their skills and expertise. The placements responded to capacity building needs in selected priority sectors in the target countries, and involved training and teaching programmes, curriculum development and expert advice in business development, marketing, law, media, health, education and management.

Noteworthy assignments included setting up a call centre for Jat Airways and Montenegro Airlines, development of a policy paper on the protection of vulnerable persons for the Ministry of Labour and Social Affairs in Kosovo, development of a training programme for improving accounting practices according to international standards at a private accounting firm in Montenegro, installation and training in the web-based software for State Market inspectors in Macedonia, seminars for public servants on improving customer service practices in the public sector in Macedonia, NGO training in fundraising and project management in Albania, and training for social workers on coaching foster families in Bosnia and Herzegovina.
DIASPORA SKILL / KNOWLEDGE TRANSFER ASSIGNMENTS FACILITATED BY IOM PROGRAMMES IN 2012

364 Diaspora members on temporary, permanent or virtual assignment in their countries/regions of origin.

From AFGHANISTAN / ALBANIA / BOSNIA AND HERZEGOVINA / BURKINA FASO / CAMEROON / CAPE VERDE / GHANA / KOSOVO / IVORY COAST / MACEDONIA / MOLDOVA / MONTENEGRO / RWANDA / SENEGAL / SERBIA / SIERRA LEONE / SOMALIA

HEALTH

GOVERNANCE AND INSTITUTIONAL DEVELOPMENT

INFRASTRUCTURE, EDUCATION, AGRICULTURE AND PRIVATE-SECTOR DEVELOPMENT

SOCIAL AND/OR ENTREPRENEURIAL PROJECTS

The term “assignment” covers the actual placement or return of a member of the diaspora to an institution or entity in his or her country of origin. This may include government structures in specific sectors (e.g. health, education), civil society and private institutions, setting up businesses or actual service provision. The return of diaspora members to their countries of origin may not necessarily be long term: assignments can be short term, possibly repeated, or may even occur on a virtual basis through online support.

15 Projects

GUYD - The Guyana Diaspora Project
DEED - Diaspora Engagement for Economic Development in Kosovo
MIDA FINNSOM
MIDA - Qualified Expatriate Somali Technical Support
Migrant Women for Development in Africa
TRQN - Temporary Return of Qualified Nationals
MIDWEB - Migration for Development in the Western Balkans
MIDA Ghana Health
MIDA Cataluna - Programme of Development Projects Co-Financing to Moroccan Migrants Resident in Cataluna,
MIDA Great Lakes
MIDA Health Northern Somalia
MIDA Rwanda Health
Mobilization of Moroccans Residing in Belgium for the Development of Morocco
2013: A preview of the year ahead
2013: A preview of the year ahead

The global economic challenges of 2012, including the recession in the United States and the sovereign debt crisis in Europe, are likely to continue in 2013, with some experts predicting that another major downturn is a real possibility. In the United States and Europe in particular, high unemployment rates continue to plague the labour markets. Unemployment has had a detrimental effect on workers’ skills and experience as an increasing number of workers remain out of work for extended periods. Youth unemployment continues to be a major challenge in many countries as those entering the labour force either cannot find work or are underemployed. The prevailing economic conditions have led to increasing levels of migration from European countries to emerging economies in Africa, Asia and South America. This new trend is called “reverse migration” and mainly involves young and skilled or semi-skilled Europeans.

Sustained economic growth in some developing countries has also led to increases in South–South migration (often between countries within the same region), which will need to be accounted for in the development planning of these countries. Although reliable and up-to-date migration data are lacking, examples of intraregional movements within sub-Saharan Africa and Latin America are well documented. In South America for example, free trade agreements have contributed to more regional movement, as have steadily growing economies and new laws encouraging migration and protecting migrants’ rights. As a result, emerging destination countries are experiencing many well-known challenges in relation to labour migration, including the regulation of migrant labour and the adaptation and integration of migrants. Overall, social and economic inequalities are driving migration globally. Although migration to better developed countries has continued during the economic crisis, the volume of these flows has slowed; however, anticipated labour-market shortages – particularly in highly skilled occupations – and demographic factors dictate that the flows will again increase when the economic crisis ends.

5.1 - Labour migration

With increasing South–South migration, governments without strong labour migration frameworks are facing new challenges to protect migrant workers who are subject to exploitation. IOM is responding to government requests to assist them in the regulation of labour migration. IOM will be engaging in a number of regional projects that seek to boost the free movement of nationals of Member States of regional entities such as the Southern African Development Community (SADC) and the Economic Community of West African States (ECOWAS) through programmes that engage with those States on a number of interrelated migration issues, including labour migration, data collection and border management, and build their capacities in these areas.

OM has increased its engagement with the private sector in relation to recruitment facilitation services and 2013 is likely to witness a rise in this type of engagement. The promotion of ethical recruitment practices is now being discussed with a growing number of stakeholders to create a global framework to address the unscrupulous practices of third party intermediaries, based on the understanding that the exploitation of migrant workers is often linked to their vulnerability at this first step of the labour migration process.

During 2013, IOM will be promoting the use of labour market assessments among emerging countries of destination as an effective tool to match the supply of and demand for labour. IOM is also receiving requests from countries that are starting to promote the labour mobility of their nationals to provide assistance in drafting intraregional labour mobility frameworks and building capacity for new government entities that regulate the emigration of their nationals.

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**Strengthening labour immigration policy in Colombia**

During 2012, IOM will be implementing a new project that will aim to contribute to the strengthening of Colombia’s labour migration policy through the generation of investigation and research that will enable the Ministry of Labour to design and implement more effective strategies for managing labour migration. Comprehensive and cohesive labour migration policy requires up-to-date, comparable and reliable data on migration, needs to analyse the activities and programmes that have previously been implemented in this field, and undertakes an analysis of labour markets in Colombia and in destination countries. The Colombian Ministry of Labour has identified the need for three studies:

1) an analysis of labour markets in countries with which Colombia has signed free trade agreements;

2) the identification of labour market barriers in Colombia for immigrant workers;

3) an evaluation of, and recommendations for improving, the management processes of state labour migration programmes. The project is a continuation of technical cooperation activities between the government and IOM on migration issues and labour rights of migrant workers.
5.2 - Integration & migrant training

In 2013, IOM will be focusing more and more on the need to strengthen pre-departure orientation for all migrants, with a special emphasis on the needs of labour migrants. This is in line with the belief that for migrants to be productive and contributing members of the receiving society, they need to be prepared and oriented throughout the entire migration cycle, including in country of origin, while in transit, as well as in country of destination. In cases of temporary migration, labour migrants also benefit from information designed to facilitate their reintegration process, to ensure that they carry home with them the skills and social capital gained while overseas. Recruitment agencies and employers recognize the value of pre-departure employment sessions, which ensure that the migration-related social and financial risks are reduced, while economic potential of migrants are achieved through improved health, better awareness of rights and responsibilities, and reduced risk of exploitation and abuse.

Information sharing and collaboration among a variety of countries, whether through the IGC (Inter-Governmental Consultations) or through the ATCR (Annual Tripartite Consultations on Resettlement) will directly contribute to the development of comprehensive pre-departure orientation sessions that give migrants essential information; this needs to be tailored to specific target groups, but generally includes information on rights and responsibilities, cultural norms and traditions in destination countries, information on accessing health services, and recourse channels when labour disputes arise and migrants find themselves in need of counseling or legal assistance.

In addition, pre-integration measures are becoming a reality for family reunification cases, especially throughout Europe, with greater emphasis placed on achieving a degree of basic linguistic proficiency and an understanding of the obligations of newcomers, including the values of the receiving society, and the expectations of newcomers on civic participation. IOM will continue to tailor its overseas training programs to meet the needs of this population in close consultations with receiving countries, including governments, NGOs and civil society.

IOM believes that communities, employers, and social service providers benefit equally from information provided on new populations prior to their arrival. In addition to developing needs assessments to ensure post-arrival needs are considered, IOM will also be developing cultural profiles, using a standard template, which captures information on potential integration challenges.
5.3 - Migration and development

The scope and breadth of IOM’s diaspora-related programming is extensive and dates back to the 1970s. Since 2001, the Migration for Development in Africa (MIDA) and the Temporary Return of Qualified Nationals (TRQN) programmes have evolved into multifaceted models that enable diaspora members to invest their skills and resources back into their home countries. These programmes have become widely known among diaspora communities and development partners. An extensive mapping exercise of all these projects implemented since 2001 will be completed during the first half of 2013. The aim of the mapping is to consolidate best practices, improve knowledge management and develop a strategy that gives IOM Field Offices the necessary guidance to analyse and understand diaspora and development issues in order to develop effective interventions with government partners.

The knowledge gained from the Organization’s programming in the area of skills and knowledge transfer by diaspora experts and its effects on development both in countries where diaspora communities originate from and in the countries where they reside will be drawn upon during the Second High Level Dialogue on International Migration and Development which will be held in 2013. Furthermore, the Organisation’s diaspora strategy will be used to inform participating governments at the Diaspora Ministerial Conference which will be held in June 2013. Over 100 governments have been identified by IOM as having dedicated diaspora ministries or departments. The Conference, which will constitute the Organisation’s International Dialogue on Migration 2013, will serve as a forum for IOM Member States to exchange the ideas and practices that they have developed. The programming approach developed by IOM will provide a starting point for discussions at the Conference and contribute to a review of participants’ experiences and good practices in order to add value to governments’ efforts to improve their own diaspora strategies.

With increased South-South labour mobility and evidence of greater cooperation and dialogue among developing countries, the importance of mainstreaming migration into development planning is growing. IOM and UNDP are completing the first phase of a global programme that has covered four countries, and a second 5-year phase with another four countries is planned to start later in 2013.

During 2013 IOM will be developing and piloting a set of Migration and Development Training Modules that will provide policymakers and practitioners with a practical tool to improve their knowledge and understanding of the complexities of international migration and human development. These training materials will assist governments globally to effectively manage migration and development programmes and policies, including how to integrate migration into both their national and provincial development strategies.
bilateral labour migration agreements
Formal mechanisms concluded between States, which agreements are essentially legally binding commitments concerned with inter-state cooperation on labour migration. The term is also used to describe less formal arrangements regulating the movement of workers between countries entered into by States as well as a range of other actors, including individual ministries, employer organizations, etc.

capacity building
Building capacity of governments and civil society by increasing their knowledge and enhancing their skills. Capacity building can take the form of substantive direct project design and implementation with a partner government, training opportunities, or in other circumstances facilitation of a bilateral or multilateral agenda for dialogue development put in place by concerned authorities. In all cases, capacity building aims to build towards generally acceptable benchmarks of management practices.

circular migration
The fluid movement of people between countries, including temporary or long-term movement which may be beneficial to all involved, if occurring voluntarily and linked to the labour needs of countries of origin and destination.

country of habitual/usual residence
The country in which a person lives, that is to say, the country in which he or she has a place to live where he or she normally spends the daily period of rest. Temporary travel abroad for purposes of recreation, holiday, visits to friends and relatives, business, medical treatment or religious pilgrimage does not change a person’s country of usual residence.

country of origin
The country that is a source of migratory flows (sending country, source country)

country of destination
The country that is a destination for migratory flows (host country, receiving country)

cultural orientation
Training courses provided to migrants that seek to impart knowledge of the host country, and may include its history, geography, laws, access to social services, language and more.

cultural capital
The rich and diverse background that transnational communities bring to the societies in which they reside, and the acquisition of new values and ideas that make up their ever-changing identity. Cultural capital not only contributes to creating diverse societies that are more dynamic and innovative but also enhances relations between countries. The ideas and different social constructs that diaspora members possess can break down barriers among different groups and contribute to greater gender equity, peace building efforts and enhanced participation in political processes in both countries where these communities reside and originate from.
diaspora
Individuals who are migrants or descendants of migrants, and whose identity and sense of belonging, either real or symbolic, have been shaped by their migration experience and background, are often referred to collectively as diaspora. IOM also refers to them as transnational communities, because in a world of unprecedented global mobility, they comprise people who are connected to more than one country. The transnational nature of diaspora implies that these people are crucial when it comes to connecting countries and communities, because they can call on multiple networks, relate to different identities and share a sense of belonging to more than one community.

discrimination
A failure to treat all persons equally where no objective and reasonable distinction can be found between those favoured and those not favoured.

economic capital
This is not only represented by remittances and savings, which constitute only a fraction of total private capital flow, it also includes direct investments made by diaspora members in business activities. Members of diaspora communities will often be in a prime position to take advantage of new economic opportunities in the countries where they both reside and originate from, and they are more willing to invest as a result of their personal ties.

economic migrant
A person leaving his or her habitual place of residence to settle outside his or her country of origin in order to improve his or her quality of life. This term is often loosely used to distinguish from refugees fleeing persecution, and is also similarly used to refer to persons attempting to enter a country without legal permission and/or by using asylum procedures without bona fide cause. It may equally be applied to persons leaving their country of origin for the purpose of employment.

economic, social, and cultural rights
Rights aiming, according to principles of equality and non-discrimination, to ensure the provision of adequate economic, social, cultural, material and intellectual welfare of persons.

empowerment
A process that allows human beings to take greater control over the decisions, assets, policies, processes and institutions that affect their lives. It aims at developing the capabilities of individuals and communities to make informed choices and act on their own behalf. This implies a bottom-up approach, in contrast with protection which often implies a top-down approach.

facilitated migration
Fostering or encouraging of regular migration by making travel easier and more convenient. This may take the form of a streamlined visa application process, or efficient and well-staffed passenger inspection procedures.

family reunification/reunion
Process whereby family members separated through forced or voluntary migration regroup in a country other than the one of their origin.
health assessment

In the migration context, the function of reducing and better managing the public health impact of population mobility on receiving countries as well as to facilitating the integration of migrants through the detection and cost-effective management of health conditions and medical documentation. Pre-departure health assessments offer an opportunity to promote the health of assisted migrants in providing an occasion to initiate preventive and curative interventions for conditions that, if left untreated, could have a negative impact on the migrants’ health status and/or public health of the host communities.

highly skilled/qualified migrant

While there is no internationally agreed definition, migrant two overlapping meanings are often intended. In very general terms a highly skilled migrant is considered to be a person with tertiary education, typically an adult who has completed at least two years of postsecondary education. In a more specific sense, a highly skilled migrant is a person who has earned, either by tertiary level education or occupational experience, the level of qualifications typically needed to practice a profession.

human development

Human development is a process of enlarging people’s choices. The most critical ones are to lead a long and healthy life, to be educated and to enjoy a decent standard of living. Additional choices include political freedom, guaranteed human rights and self-respect.

human and social capital

The human resources that diaspora members constitute through their skills and knowledge, and the extended networks that they maintain. Skills accumulated by diaspora members are invaluable in terms of the development of a variety of sectors such as health, education and technology. The transnational networks that they maintain are crucial to facilitating a more open flow of trade, investment, skills and knowledge, and are based on relationships with families, friends, colleagues or associations.

inclusion

A process designed to allow and achieve the full participation of all in economic, social, political and cultural life of a given community or society. Although there is no commonly agreed definition, the idea of an inclusive society is based on respect for all human rights and fundamental freedoms, cultural and religious diversity, social justice and the special needs of vulnerable and disadvantaged groups, democratic participation and the rule of law (Chapter 4, Point 66, 1995 UN Social Development Summit).

integration

While the term is used and understood differently in different countries and contexts, “integration” can be defined as the process by which migrants become accepted into society, both as individuals and as groups. It generally refers to a two-way process of adaptation by migrants and host societies, while the particular requirements for acceptance by a host society vary from country to country. Integration does not necessarily imply permanent settlement. It does, however, imply consideration of the rights and obligations of migrants and host societies, of access to different kinds of services and the labour market, and of identification and respect for a core set of values that bind migrants and host communities in a common purpose. Local integration is one of the three durable solutions to address the plight of refugees.
irregular migration
Movement that takes place outside the regulatory norms of the sending, transit and receiving countries. There is no clear or universally accepted definition of irregular migration. From the perspective of destination countries it is entry, stay or work in a country without the necessary authorization or documents required under immigration regulations. From the perspective of the sending country, the irregularity is for example seen in cases in which a person crosses an international boundary without a valid passport or travel document or does not fulfill the administrative requirements for leaving the country.

labour market information
Any quantitative or qualitative information and intelligence on the labour market that can assist labour market agents in making informed plans, choices, and decisions related to business requirements, career planning and preparation, education and training offerings, job search, hiring, and governmental policy and workforce investment strategies.

labour market information system
A mechanism that provides information on labour market trends and conditions, job outlook and wages, skill requirements of jobs, and a wide variety of other information that helps users make decisions about policies, businesses, careers, training, and job search.

labour market integration
The ability of a labour migrant to reach their full potential as a participant in a labour market by obtaining employment that is commensurate with their skills, qualifications and experience.

labour migration
Movement of persons from one State to another, or within their own country of residence, for the purpose of employment. Labour migration is addressed by most States in their migration laws. In addition, some States take an active role in regulating outward labour migration and seeking opportunities for their nationals abroad.

less/lower-skilled and semi-skilled migrant worker
There is no internationally agreed definition of a less-skilled migrant worker or lower-skilled and semi-skilled migrant worker. In broad terms, a semi-skilled worker is considered to be a person who requires a degree of training or familiarization with the job before being able to operate at maximum/optimal efficiency, although this training is not of the length or intensity required for designation as a skilled (or craft) worker, being measured in weeks or days rather than years, nor is it normally at the tertiary level. Many so-called “manual workers” (e.g. production, construction workers) should therefore be classified as semi-skilled. A less or lower-skilled worker, on the other hand, is considered to be a person who has received less training than a semi-skilled worker or, having not received any training, has still acquired his or her competence on the job.
mainstreaming migration
The process of assessing the implications of migration on any action (or goals) planned in a development and poverty reduction strategy. This means mainstreaming M&D concerns into legislation, policies and programmes at all levels (local, national and, if applicable, regional). It also means integrating M&D concerns at all stages of development planning, including design, implementation, and monitoring and evaluation.

migration management
A term used to encompass numerous governmental functions within a national system for the orderly and humane management for cross-border migration, particularly managing the entry and presence of foreigners within the borders of the State and the protection of refugees and others in need of protection. It refers to a planned approach to the development of policy, legislative and administrative responses to key migration issues.

multi-faith approach
In a training context, this approach would include or involve people from several different religious groups; often including religious leaders.

pre-departure orientation
Often synonymous with cultural orientation, any training designed to prepare migrants and facilitate their integration into their new society.

racism
An ideological construct that assigns a certain race and/or ethnic groups to a position of power over others on the basis of physical and cultural attributes, as well as economic domination and control over others. Racism can be defined as a doctrine of or belief in racial superiority. This includes the belief that race determines intelligence, cultural characteristics and moral attitudes.

qualified national
In the migration context, an expatriate national with specific professional skills in demand in the country or region of origin.

regional consultative processes
Non-binding consultative fora, bringing representatives of States, civil society and international organizations together at the regional level to discuss migration issues in a cooperative manner. Some RCPs also allow participation of other stakeholders such as NGOs or other civil society representatives.

reintegration
Re-inclusion or re-incorporation of a person into a group or a process, such as a migrant into the society of his or her country of origin or habitual residence.

remittances
Monies earned or acquired by non-nationals that are transferred back to their country of origin.
skilled migrant
A migrant worker who, because of his or her skills or acquired professional experience, is usually granted preferential treatment regarding admission to a host country (and is therefore subject to fewer restrictions regarding length of stay, change of employment and family reunification).

social capital transfer
Competencies, skills, knowledge, practices and ideas transmitted by international migrants to their country of origin.

social exclusion/inclusion
Social exclusion is the process of being shut out from the social, economic, political and cultural systems which contribute to the integration of a person into the community. A socially inclusive society is defined as one where all people feel valued, their differences are respected, and their basic needs are met so they can live in dignity.

sustainable development
According to the Brundtland Report: “Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It contains within it two key concepts: the concept of needs, in particular the essential needs of the world’s poor, to which overriding priority should be given; and the idea of limitations imposed by the state of technology and social organization on the environment’s ability to meet present and future needs.”

transnational communities
see “diaspora”

virtual return
Virtual return is characterized by its remote component; it does not imply a physical return of the migrants, but rather a return in terms of skills, resources or initiatives. Virtual return can consist, among others, in e-learning schemes, facilitating networking between skilled specialists, encouraging projects by migrants or diaspora members to set up sustainable economic activities in their country of origin.

xenophobia
At the international level, no universally accepted definition of xenophobia exists, though it can be described as attitudes, prejudices and behaviour that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity. There is a close link between racism and xenophobia, two terms that can be hard to differentiate from each other.
Established in 1951, the International Organization for Migration (IOM) is the principal intergovernmental organization in the field of migration.

IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants. IOM’s mandate is to help ensure the orderly and humane management of migration; to promote international cooperation on migration issues; to aid in the search for practical solutions to migration problems; and to provide humanitarian assistance to migrants in need, be they refugees, displaced persons or other uprooted people. The IOM Constitution gives explicit recognition of the link between migration and economic, social and cultural development as well as respect for the right of freedom of movement of persons.

IOM works in the four broad areas of migration management: migration and development; facilitating migration; regulating migration; and addressing forced migration. Cross-cutting activities include: the promotion of international migration law, policy debate and guidance, protection of migrants’ rights, migration health and the gender dimension of migration.

IOM works closely with governmental, intergovernmental and non-governmental partners.