

## EU-China Dialogue on Migration and Mobility Support Project

### 支持中欧人员往来和移民领域对话项目

Workshop on Pre-Departure Orientation for Workers Going to Europe & Abroad  
16-17 June 2016, Beijing

### Summary Report



On 16-17 June 2016, the International Organization for Migration (IOM) in cooperation with the China International Contractors Association (CHINCA) successfully conducted a two-day *Workshop on Pre-Departure Orientation for Workers Going to Europe & Abroad* in Beijing. This was a key activity on the theme of labour migration, part of the *EU-China Dialogue on Migration and Mobility Support Project*. The objective of the workshop was to facilitate safe labour migration by ensuring adherence to regulations and standards in the management of recruitment agencies, through exchange of best practice on international legal frameworks related to labour migration with a special emphasis on the pre-departure orientation.

52 Chinese participants from CHINCA and its member recruitment agencies from [number of provinces represented] provinces, provincial commerce departments, the China Group Companies Association, All-China Federation of Trade Unions, China Service Centre for Friendship and Cooperation with Foreign Countries attended this workshop. Other representatives included officials from; the EU Delegation to China and Mongolia, IOM Liaison Office in China, the International Labour Organization (ILO) Country Office for China and Mongolia, as well as foreign experts from IOM Headquarters, IOM Bangladesh, the European Migration Network Contact Point for Austria, 'kurzup' company from Germany, the Embassy of Germany and Embassy of Lithuania in Beijing.

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The foreign experts respectively introduced international best practice in pre-departure orientation, highlighting opportunities to improve recruitment and employment process, presenting Europe country-specific examples of operations surrounding international labour management and create an opportunity of dialogue between China and European countries. A presenter from CHINCA introduced China's international labour cooperation with other countries and one provincial recruitment agency gave an overview of the current training programmes offered by recruitment agencies to Chinese overseas workers before they leave China.

#### Key points:

- The majority of Chinese migrant workers are dispatched to Asia and only a minority are dispatched to the European Union. Due to increasing labour and management cost, the number of Chinese workers contracted for overseas engineering projects has decreased in the recent two years. Shandong province is a major source in providing Chinese workers abroad. Fujian province, Jiangsu province, Henan province, and Tianjin are other provinces with considerable numbers of Chinese overseas workers. By the end of 2015, there were approximately 1.027 million Chinese overseas workers. Within the new global environment and situation, China requires changing its concept to identify the advantages of Chinese workers to meet the demands of the labour market in other countries.
- The Chinese Ministry of Commerce (MOFCOM) jointly worked with CHINCA to produce pre-departure training materials entitled: *Adaptability training for overseas Chinese migrant workers*. There are 24 volumes, 12 video lecture CDs and carry-on cards targeting 11 destination countries and regions, produced in 9 languages. There is a demand to complement the existing Chinese training materials, with specific country of destination content. Chinese participants suggested that new training materials should focus on the country of destination laws and regulations, customs and culture, safety and security, health & safety information, consular protection information, etc.
- Mr Sarat Dash, the Chief of Mission of IOM in Bangladesh shared the best practices on pre-departure orientation produced by IOM in Bangladesh, a country that is a major source country for migrant workers. Specifically two successful initiatives were highlighted: the Migrant Resource Centres and the development of various PDO materials of different media (incl. brochures, audio-visual material, etc.) with country specific information including of several European Union Member States – a project financed by the European Union.
- Three presentation were delivered on the current labour migration cooperation between China and Germany with a specific emphasis on the sector of health care workers. The presentations were delivered by CHINCA, Mr Felix Kurz

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from the private German company ‘kurzup’ involved in the selection and training of Chinese health care workers migrating to Mannheim in Germany to work in elderly care and Dr. Frederic Spiedel, Labour and Social Affairs Attaché at the German Embassy in Beijing, provided an overview of German labour regulation and systems with a specific emphasis on migrant workers.

- Further two presentations on European destination countries were provided. One presentation highlighted a recent study on Austria’s needs for third-country nationals’ labour migration by a representative of the European Migration Network Contact Point for Austria. The presentation provided a useful summary of the needs and systems for labour migration from non-EU nationals to Austria. A second presentation was delivered by Ms Violeta Podagelyte from the Lithuanian Embassy in Beijing on the visa and work permit systems and procedures for prospective migrant workers to Lithuania.
- Chinese participants learnt about the *International Recruitment Integrity System* a multi-stakeholder approach implemented internationally by IOM to promote ethical recruitment practices. The presentation by Ms Pindie Stephen, IOM’s Senior Migrant Training Specialist, enabled the Chinese participants to broaden their horizons about international and regional approach on managing recruitment agencies and improve their awareness on ethical recruitment process. Ms. Stephen also provided another presentation specifically on the PDO programmes IOM runs globally providing details about the standard methodology and results that have been achieved throughout the years.

The workshop provided a very good platform for Chinese and European participants to discuss labour migration issues between EU and China. The European labour policies, regulations and trends provided the Chinese participants with a better understanding of the needs and requirements of EU Member States for labour from third country nationals. This workshop assisted to improve the coordination process between Chinese recruitment agencies and provincial commerce departments to better handle labour migration issues.

Moreover, the draft outline of a pilot Pre-Departure Orientation (PDO) Programme targeting Chinese migrant workers was proposed by IOM during the workshop. The Chinese participants welcomed the draft PDO programme and made valuable inputs to the topics that should be covered, including; customs, culture and language of the destination country, working environment and conditions, laws and policies, the rights of migrant workers, health, safety and security information.

Chinese participants agreed that there was the need to have country specific material for European destinations to be used for pre-departure training for Chinese migrant workers to complement existing training materials.

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#### The dissemination of Information

Visibility materials of the ‘*EU-China Dialogue on Migration and Mobility Support Project*’, including; project brochure, newsletter, promotional notepads, bags, etc. were widely distributed to all participants.

Following the workshop CHINCA issued a press release on its website: [http://www.chinca.org/cms/html/main/col11/2016-06/23/20160623145518686804976\\_1.html](http://www.chinca.org/cms/html/main/col11/2016-06/23/20160623145518686804976_1.html)

#### Evaluation questionnaires

Thirty-seven participants filled in the evaluation questionnaire. The overall feedback was very positive. All agreed that this workshop was very helpful and relevant to their work. Thirty-six participants stated that the objectives of the training were achieved.

Participants highlighted that this workshop facilitated and enhanced possible cooperation between EU and China in addressing labour migration including Pre-Departure Orientation (PDO) for workers going to European destinations. They suggested that similar workshops should be regularly organized. They strongly recommended that both sides should conduct more detailed discussions and research about different destination countries as well as jointly produce PDO training materials targeting specific destination countries.

#### Annexes:

Annex 1: Agenda

Annex 2: List of participants

Annex 3: Evaluation Summary