Labour Migration Schemes, Skills Recognition and Equal Treatment Across Regions
Achievements of Abu Dhabi Dialogue

8th Global Meeting of Inter-State Consultation Mechanisms on Migration

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Objective of the Presentation

- Highlight the achievements of the Abu Dhabi Dialogue (ADD) in shaping the common approaches to recognition of skills and equal treatment of migrant workers among the ADD member states.
Purpose of ADD

Member States launch collaborative approach to address temporary labour mobility and maximize its benefits for development by;

- Enhancing knowledge in the areas of labour market trends, skills profiles, temporary contractual workers and remittances policies & flows
- Building capacity for effective matching of labour demand and supply
- Preventing illegal recruitment practices and promoting welfare and protection measures for contractual workers, supportive of their well being preventing exploitation at origin & destination
- Developing a framework for a comprehensive approach to managing the entire cycle of temporary contractual labour mobility
Achievements of ADD

- **Key Areas**
  - An alternative model of labour recruitment
  - Certification and mutual recognition of skills
  - Comprehensive Information and Orientation Programme
An alternative model of Labour Recruitment

This model:

- Strengthen the government control over the recruitment process
- Better protect migrant workers from entering into a cycle of indebtedness, end fraudulence and
- Reduce the role of intermediaries
- demand-driven rather than the supply-driven and recruitment continues to be business to business led
- job offer that the worker receives in the country of origin and the contract that is issued at the destination country matches with one another.
- A pilot project was conducted between the governments of UAE and Philippines to promote fair and ethical recruitment among the ADD countries.
Joint Certification and Recognition of Skills

Ensure that migrant workers can advance in their careers and benefit from their decision to migrate with recognized skills

To achieve this aim

- Policy levers need to encourage skilling and the hiring of up-skilled workers
- Accelerating and expanding the development of national occupational skills standards in GCC countries which is a critical element in increasing demand for skills certification
- The private sector has to play an expanded role training, testing and warding cycle
Joint Certification and Recognition of Skills

A pilot project was conducted to determine the impact of training and skill certification of migrant workers in the construction industry on a range of outcomes including productivity, income trajectory and happiness among migrant workers in the respective destinations.

- Piloted countries
  - India, Pakistan and Sri Lanka with UAE
Comprehensive Information and Orientation Programmes

Objectives

- Empower migrants through the provision of better information and creating awareness on what to be expected in the destination country through the cycle of migration.
- Ensure that temporary labour migrants have a well-founded sense of their rights and responsibilities.
- Emotionally and psychologically prepared for the changes that they encounter, from pre employment orientation (PEO), through Pre Departure Orientation (PDO) to Post arrival Orientation (POA).
- Many countries of origin in the ADD have CIOP programmes.
Countries of Origin (COO) of member states already have their country specific initiatives. Hence ADD has taken steps for regional specific programs as follows:

- A regional specific framework for Post Arrival Orientation (PAO)

  Under this programme following country pairings developed detailed modules for those migration corridors

  Kingdom of South Arabia and Bangladesh (Focused on vehicle drivers)
  UAE and Sri Lanka (Focused on Hospitality Sector)
  UAE and Philippines (Focused on Hospitality Sector)

- Operationalize and administer a coordinated management system for PEO, PDO and POA for foreign workers.

An Action Plan has been agreed with for implementation by the pairing countries
Thank you for your attention