

BACKGROUND TO CIOP

IOM has been managing the multi-phased Comprehensive Information & Orientation Programme (CIOP). CIOP supports countries in developing and implementing comprehensive and tailored orientation programmes for migrant workers throughout the labour migration cycle. Under the patronage of the Abu Dhabi Dialogue, CIOP has received funding from the Swiss Agency for Development & Cooperation and the UAE Ministry of Human Resources & Emiratisation.



THE CIOP APPROACH

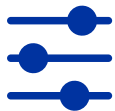
IOM believes the CIOP approach can provide support in developing orientation programmes that are most beneficial for migrant workers. Broadly, this approach advocates orientation to be:



Harmonized between countries of origin and destination to ensure that the information provided is accurate and relevant.



Responsive to different learning needs, taking into account gender considerations and dimensions of possible vulnerability.



Tailored to distinct information needs and custom-made for specific labour migration corridors and industries.



Rooted in a multi-stakeholder approach involving prospective and current migrant workers, employers, training institutions, civil society organizations, migrant associations and governments of countries of origin and destination.



Timely to deliver relevant information at the most appropriate point during the labour migration cycle.

CIOP ORIENTATIONS



Pre-Employment Orientation (PEO):

Equips prospective migrant workers with information to support well-informed decision-making processes on foreign employment and provide accurate information on safe and ethical recruitment.



Post-Arrival Orientation (PAO):

Provides newly arrived migrant workers in the country of destination with information regarding national labour laws, sociocultural norms and practices, workplace expectations and good conduct.



Pre-Departure Orientation (PDO):

Supports outgoing migrant workers to ensure their departure process is safe while also providing information on the upcoming journey, adjustment period and how to access support and assistance.



Pre-Return Orientation (PRO):

Helps prepare returning migrant workers before leaving the country of destination, with useful information to support their access to social protection schemes, skills development opportunities and related resources.