

Colombo Process

Migration for Prosperity : Adding Value by Working Together



The 2nd Senior Officials' Meeting of the Colombo Process

“International Labour Migration for Prosperity:
Adding Value by Working Together”

14th October 2014
Colombo, Sri Lanka



EUROPEAN UNION



IOM International Organization for Migration

Table of Contents

<i>Opening Ceremony</i>	3
<i>Session 1</i>	4
<i>Review of the Qualification Recognition Processes</i>	4
<i>Promote Cheaper, Faster and Safer Transfer of Remittances</i>	5
<i>Effective Pre-departure Orientation and Empowerment</i>	5
<i>Develop Databases on the Economic Trends in the Destination Countries</i>	6
<i>Session 2</i>	7
<i>Self-Funding Mechanisms</i>	7
<i>Session 3</i>	8
<i>Enhancing Effective Migration Process</i>	8
<i>Presentation of Findings from a Study on Regional Assessment of Existing Mechanisms; Good Practices on Recruitment Monitoring, Migrant Welfare Services in Origin, Transit and Destination Countries</i>	8
<i>Presentation on the Re-designed Colombo Process Website</i>	10
<i>Session 4</i>	10
<i>Panel Discussion – “Standard Employment Contract and Saudi MoUs with Indonesia and Sri Lanka”</i> .	10
<i>Session 5</i>	11
<i>Discussion on CP Interaction and Priorities for the 3rd Asia-EU Dialogue</i>	11
<i>Annex 1: Agenda</i>	13
<i>Annex 2: List of Participants</i>	15
<i>Snapshot of the Colombo Process Website</i>	17

Opening Ceremony

The Second Senior Officials' Meeting of the Colombo Process (CP SOM) was held in direct conjunction with the *Third Asia-EU Dialogue on Labour Migration*, taking place in Asia for the first time since its inauguration in 2003. The meeting was organized under the IOM project '*Strengthening Labour Migration Capacity in Bangladesh, Indonesia, Nepal and the Philippines for Replication in other Colombo Process Countries*' with funding from the European Union. In his welcome address, Col. Nissanka N. Wijeratne, Secretary, Ministry of Foreign Employment, Promotion and Welfare, Government of Sri Lanka, stated that the ongoing discussions on the inclusion of migration into the UN Post-2015 Development Agenda would provide impetus for a more holistic approach towards comprehensive international migration governance. The current strategic vision of the Colombo Process (CP) countries forms a set of strategic objectives that are envisaged to contribute to the sustainable development of sending countries and receiving countries as well as improve the overall protective standards and welfare of labour migrants from the CP region. The strategic vision of the CP covers the following areas:

- 1) Review the Qualification Recognition Processes
- 2) Promote Cheaper, Faster and Safer Transfer of Remittances
- 3) Foster Ethical Labour Recruitment Practices
 - a) Cover easy, simple and cost – effective recruitment.
 - b) Common minimum wage levels and insurance projection
 - c) Promote standard employment contracts
- 4) Provide Effective Pre-departure Orientation and Empowerment
- 5) Develop databases on the economic trends in the destination countries

The Second CP SOM presents an opportunity to review the progress made and to re-evaluate the current strategy. The delegates are also to discuss the possibility to establish a permanent secretariat for the Colombo Process. Col. Wijeratne stated that if consensus was reached, Sri Lanka would be willing to host a rent free building for the Colombo Secretariat. This meeting would also provide the opportunity to endorse a strategic document for the Third Asia-EU Dialogue directly following this Second CP SOM. With a view to the upcoming Abu Dhabi Dialogue Senior Officials Meeting in November 2014, there would also be an opportunity to consolidate the positions of the CP countries. Col. Wijeratne summarized the actions taken based on the decisions from the First CP SOM from 6th to 7th May 2014 in Colombo:

- 1) As agreed during the First CP SOM, the CP Chair presented the outcomes of the CP SOM at the 7th *Global Forum on Migration and Development (GFMD)* in Sweden from 14th-16th May 2014 and received positive feedback.
- 2) The CP Chair presented a common position statement of the CP members at the *Abu Dhabi Dialogue (ADD) Senior Officials' Meeting* on 22nd May 2014 in Kuwait. It was stated that the presentation was not favourably received. The ADD Troika declared that they do not encourage CP members to make presentations as a combined body.
- 3) At the First CP SOM, members agreed to support the proposal of the ADD Chair to expand the composition of the ADD Troika to a five-member Executive Committee composed of the current ADD Chair, immediate Past ADD Chair, incoming ADD Chair, founding ADD Chair and the current CP Chair. CP States also agreed to support the proposal of a creation of a joint ADD-CP technical working group that will assist in preparing action documents. This proposal met some resistance from destination countries of the ADD. It was then expressed that the present Troika should be replaced by a chair of four members instead. However, upon discussion it was finally decided that it would be best for the current Troika to remain unchanged.

Review of the Qualification Recognition Processes

Mr. Paul Comyn, Senior Vocational Skills and Development Specialist, ILO, India

Mr. Paul Comyn, Senior Vocational Skills and Development Specialist, ILO India provided an overview presentation on ILO's regional work in the area of qualification recognition, a summary of key issues and suggestions for further possibilities to advance the issue of skill recognition in the region and among the CP member states. Currently, ILO's work in the area includes initiatives to identify the possibilities of harmonizing the training and certification systems of the sending countries based on identified needs of the destination countries, as well as projects to help the sending countries to meet the requirements of governments and employers in the destination countries.

With a focus on the theme '*Decent Work Across Borders*', a pilot project has been implemented for migrant professionals and skilled migrant workers in India, Norway and the Philippines. Under the same theme, ILO with the support of other international partners has been helping the Government of Bangladesh in drafting a comprehensive policy on foreign employment based on the *Overseas Employment and Migrants Act* that was enacted in 2013. A concrete output that stemmed from the consultations at the ADD was the launch of the 'Kuwait Skills Assessment' pilot project in India, the Philippines and Pakistan. For the ASEAN region, ILO has been providing technical assistance to further the process of regional economic integration and to promote effective governance of labour migration from South Asia with the involvement of the GCC, India, Nepal and Pakistan.

Furthermore, ILO is in the process of conducting a regional study titled "*Skills and Occupations in Demand in Key Destination Countries and Linkages to Training, Certification and Accreditation in Countries of Origin in South Asia*". This joint research seeks to assess the changing demand for female and male labour migrants in selected GCC countries (Kuwait, Qatar, Saudi Arabia and UAE), India and Malaysia for the short and medium term until 2025. The study will also provide information on policies and management systems in the countries of origin hampering or supporting the migration of migrant workers from Bangladesh, India, Nepal and Pakistan. The results of the study are expected to create a better understanding of and policy response around labour migration.

However, a series of crucial challenges continue to hamper greater levels of harmonisation and more effective cooperation between the regions such as:

- Different levels of development across the CP countries that include weak links between certification and migrant employment
- Different qualification frameworks and different occupational classifications
- A deficit of trust among receiving countries against the existing qualification and training systems of the sending countries

It is therefore very important for CP countries to strengthen their systems of occupational regulation and licensing arrangements. These systems need to be flexible and responsive to changing economic trends and the needs in destination countries. Institutional arrangements for qualifications testing, certification and recognition need to be further developed towards the effective regional standards. Existing traditions of occupationally specific bilateral agreements may be beneficial on a bilateral level, while regional efforts of harmonization become more complicated.

Based on these observed challenges, ILO has suggested a number of interventions.

At the bilateral level:

- Improved mapping systems on existing qualification frameworks and competency levels could facilitate broader regional equivalence
- Destination countries need to identify their minimum qualification standards
- Quality assurance system including the training standards needs to be reviewed and revised in accordance with competency-based training standards.

At the multi-lateral level:

- A South Asian qualification reference framework and a regional model of competency standards should be developed under the initiative of the countries of origin.
- Improved cooperation toward the regional harmonization. This will inevitably result in enhanced recognition of skills at the destination countries.

Promote Cheaper, Faster and Safer Transfer of Remittances

Mr. Ralph Van Doorn, World Bank Group, Colombo

In 2013, remittances were significantly exceeding foreign direct investment flows to developing countries. It has been projected that this figure will continue to grow by five per cent to reach USD 435 billion in 2014. Currently, the remittances have significant economic impact East Asia and the Pacific, South Asia, Latin America and the Caribbean. The global average cost of sending remittances continued its downward spiral, falling to 7.9 per cent of the value sent.

The World Bank underlined the importance of creating evidence-based knowledge on the impact of remittances of development. The World Bank established the Global Knowledge Partnership on Migration and Development (KNOMAD) to generate better knowledge on remittances and policy options as well as to provide technical assistance to states and relevant institutions.

KNOMAD draws on experts from all parts of the world to synthesize existing knowledge and generate applicable knowledge for policymakers in sending and receiving countries. KNOMAD works in close coordination with the Global Forum on Migration and Development (GFMD) and the Global Migration Group (GMG). In its current phase, the World Bank has established a multi-donor trust fund to implement the outcomes of the inception period of KNOMAD from 2011 to 2013. The Swiss Agency for Development and Cooperation (SDC) and the German Federal Ministry of Economic Cooperation and Development (BMZ) are the largest contributors to the trust fund. KNOMAD's core objectives are: generating and synthesizing knowledge on migration issues, developing a menu of policy choices based on multidisciplinary knowledge and evidence, and providing technical assistance and capacity building to the sending and receiving countries for the implementation of pilot projects, evaluation of migration policies and data collection.

Effective Pre-departure Orientation and Empowerment

Mr. Tauhid Pasha, Senior Labour Migration Specialist, IOM Geneva

IOM described Pre-departure Orientation (PDO) as a crucial tool to raise awareness among migrants and employers on existing rights and responsibilities to reduce the manifold risks associated with international migration. Comprehensive and tailored information fulfils an 'umbrella function' for migrant workers at each stage of the migration cycle. Taking into account the need for coordination with countries of destination, IOM proposed to strengthen the link between the Colombo Process discussions on PDO with the Abu Dhabi Dialogue.

It was pointed out that destination countries would equally benefit from programmes to prepare arriving migrants for their new environments. As effective PDO supports the workplace integration of the individual migrants and thus enhances the productivity of the worker, the employers have been increasingly acknowledging the importance of such programmes. Therefore, various private sectors in destination countries have started to implement of Corporate Social Responsibility Programmes.

In order to ensure higher quality of PDO delivery and an increase the overall coverage of departing migrant workers, IOM put forward the following suggestions:

- Harmonized curricula, a catalogue of best practices and the dissemination of these best practices through high quality training which would improve the standardization of PDO across the CP area.
- All PDO programmes need to be coordinated with the destination countries and the role of migrant resource centres should be strengthened as vehicles for PDO.
- CP countries should develop a joint web-platform.

These recommendations would facilitate the implementation of best practices and the establishment of joint guidelines on PDO programmes. IOM is committed to work closely with the CP Chair and donors to taking these objectives forward.

Develop Databases on the Economic Trends in the Destination Countries

Mr. Ricardo Casco, National Programme Officer, IOM Manila

With reference to the fifth point of the strategic focus of the CP, IOM introduced a framework of a regional programme for the development of a database on the economic trends and employment outlook in destination countries. Accurate and up-to-date Labour Market Information (LMI) would be indispensable for effective labour migration management. Therefore, data collection systems, analytical capacities and international data-sharing mechanism would need to be set in place. Destination countries on one side would require information on skills training and certification, qualifications, skills registry systems, demographics, recruitment rules and regulations, relevant work experience and testimony amongst the migrant workers. In turn, sending countries have reported that they would need more accurate information on employment forecasts, labour demand per industry, job vacancies, job descriptions, qualification standards, job registry systems, entry regulations, labour laws, wages and benefits.

However, a certain hesitation to use existing registries can still be observed. These registries may often not be updated and keeping track of supply and demand information. In some countries, national skills and jobs registry systems are not yet in place and technological standards may not be met. Furthermore, also the private sector would need to increase investments in LMI infrastructures and overcome reservations to disclose full details of the hiring criteria.

Effective LMI systems would help facilitate the overall access to labour markets, promote adherence to existing regulations and ensure better migrant worker protection. To meet these objectives the following recommendations were formulated:

- Develop a regional framework for LMI to promote data sharing, transparency and comparability.
- Conduct a mapping of completed or ongoing policy and research undertakings in support of a regional framework.
- Design a development communication framework to promote the effective usage of LMI.
- Undertake pilot projects to address priority areas such as the production of a comparative overview on host country laws, regulations and employment outlook as well as comparative report of skills training systems and certification standards of CPMS.

Self-Funding Mechanisms

Joint Report by Ms. Samantha Jayasuriya, Deputy Permanent Representative of Sri Lanka in Geneva and Ms. Maureen Achieng, Head of International Partnership Division, IOM Geneva

In the joint statement, Sri Lanka and IOM proposed the installation of a self-funding mechanism to ensure the sustainability of the CP. Currently, the absence of predictable funding has a negative impact on the regularity of meetings and therefore the institutional forthcoming of the CP. Existing financial constraints continue to hinder the CP members from taking the Chairmanship, which may lead to long periods of dormancy. Therefore, a self-funding mechanism would enhance the predictability and regularity of the consultations, ensure independent agenda setting and create better chances of attaining the CP objectives.

After the initial proposal presented at the 1st CP SOM in May, 2014, a working group in Geneva was formed to take forward the discussions on the self-funding mechanism formula in consultation with relevant institutions in the respective capitals. The working group comprised eight members: Bangladesh, China, India, Nepal, Pakistan, the Philippines, Sri Lanka and Thailand, whereas the final proposal was endorsed by all the working group members, which then also included Afghanistan, Indonesia and Vietnam.

Two options for the CP self-funding mechanism were proposed by the working group. It was perceived as critical to take a decision at the Second CP SOM for the official proposal to be placed at the Senior Official Meeting, which is anticipated to be held in May 2015 for a final decision. The following self-funding formulae for the secretariat were outlined as follows:

Secretariat comprising G7 Model staff and office costs:	USD 24,000
Other costs:	USD 20,000
One two-day Senior Officials Meeting:	USD 44,000
Total:	USD 88,000

Option A

Annual contribution per CP country: USD 8,545

This would guarantee the predictability and regularity of the CP meetings with support from the Secretariat, for implementing the Chair's road map and provide a financial incentive to all the CP countries to take on the chairmanship on a rotational basis.

Option B

Annual contribution per CP country: USD 4,545

Option B would include a lower annual contribution fee for the CP member, and therefore not be able to cover support for the Secretariat of the chair in the execution of its mandate.

The above projections are based on the following costings for the biennium of the CP Chairmanship:

- The Secretariat comprising a G7 level UN General Service Category staff: USD 24,000
- Office cost (Stationary, telecommunication, document production etc): USD 20,000
- A total for staff and office costs for the biennium US\$ 44,000 X 2 = 88,000
- Meeting costs are based on estimated cost of travel and subsistence for two Government nominated senior officials for the SOMs and ministerial meetings respectively.

Management of funds

CP-MS contribution would be channelled to and managed by the IOM HQs in collaboration with the IOM office in the country that holds the CP Chairmanship. The annual contribution would be made by the 31st of January of each year. The unutilized funds are going to be carried forward. The proposed self-funding mechanism is not intended to preclude voluntary contributions from the CP member states and the mobilization of external funding, provided such contributions are in line with the objectives of the CP and the road map of the Chair in Office.

All the eleven CP members present at the Second SOM unanimously agreed on the need to have a self-funding mechanism for the CP. On the point of a particular formula for funding;

- **Sri Lanka, Bangladesh, Pakistan**, supported **option A**
- **India, Philippines and Nepal** said they could support **either Option A or B**
- **Indonesia** and **Vietnam** expressed preference for Option A, but would need time to formally confirm the decision
- **Thailand** expressed preference for **Option B**
- **Afghanistan** and **China** indicated they would need **more time for consultations**

Several of the CP members felt that this solution would create a better sense of ownership, improve the cooperation and overall coordination among the CP countries to take forward an independent CP agenda. It was proposed and accepted that the Chair initiated the official endorsement process by sending a formal request to the line ministries. The chair suggested that timelines should be set to take a timely decision and all the delegates agreed to give their best efforts to support an efficient endorsement process in their respective ministries at home. However, depending on the specific political conditions, it was difficult to predict appropriate timelines for a final decision.

Responding to a number of queries on why the working group meetings were held in Geneva, IOM pointed out that Geneva is the only location where representatives from all the eleven countries are available. However, it seemed that the outcomes of the Geneva based meetings would need to be shared more effectively with the line ministries in the CP countries. IOM stated to be strongly committed to help the CP to stand on its own. In such case, the CP would be able to set its own agenda without undue external influences, which is one of the largest incentives in setting up the self-funding mechanism.

Session 3

Enhancing Effective Migration Process

Presentation of Findings from a Study on Regional Assessment of Existing Mechanisms; Good Practices on Recruitment Monitoring, Migrant Welfare Services in Origin, Transit and Destination Countries

Dr. Katharine Victoria Jones, Consultant, IOM

In her presentation, Dr. Jones summarized the preliminary findings of her regional study on recruitment monitoring in the CP countries and across several destination countries. The study was funded by the European Union under the project “Strengthening Labour Migration Management Capacities in Bangladesh, Indonesia, Nepal and the Philippines for Replication in other Colombo Process Member States”. The study objective was to analyse existing recruitment monitoring mechanisms and compile good practices of recruitment monitoring and migrant welfare assistance in origin, transit and destination countries for migrants

originating from the CP countries. The main reasons for introducing and maintaining a monitoring mechanism was to prevent the charge of high recruitment fees, deceit about terms and conditions of employment, processing of fake documents, confiscation of identity documents and physical or emotional violence. For her analysis, the author considered various sources, such as national legal frameworks including areas of licensing, rules on fees, rules on sub-agents, BLAs/ MOUs, G2G relations and the role of labour attaches.

It was stated that the regulations are adequate in most cases while inadequacies would rather arise in enforcing these regulations. Licensing systems are not always effective in keeping out the 'bad actors' and on-going compliance monitoring efforts need to be increased. Additionally, there was a lack of checks on the amount of recruitment fees, the functionality of complaint mechanisms and insufficient regulation of the sub-agents. Dr. Jones highlighted that the regulation and monitoring of sub-agents remains a central issue that is difficult to tackle by policymakers. Corruption and lacking administrative capacities and resources form an additional barrier to effective monitoring.

On a regional level, further efforts would be crucial to raise awareness on the illegal character of recruitment fees for migrant workers. Destination countries would need to increase their efforts for recruitment monitoring as employers often refuse to carry the full recruitment costs. Furthermore, labour attachés, placed in the labour wings of the overseas missions play a pivotal role in monitoring private recruitment agencies in both, country of origin and destination through the attestation process and complaint mechanisms.

In turn, during the course of her research, Dr. Jones was able to identify a number of promising practices towards more ethical recruitment. 'Government to Government' (G2G) recruitment has proven to be a successful means in reducing the number of unlicensed recruiters and the amount of recruitment fees. The existing MOU between the Philippines and Canada for instance, regulates the licensing of recruiters. The introduction of a 'No Fee Rule' would further facilitate the monitoring of recruitment. Joint and several liability requirements are efficient in holding private recruitment agencies and employers accountable for malpractice. Bangladesh and India have defined sub-agents as illegal actors. Open access reporting mechanisms improve monitoring standards and official grading systems and awards can form an incentive for recruiters to ensure better performances.

At the end of the presentation, the following key messages were put forward:

- Discrepancies between satisfactory legal frameworks and weak implementation
- Remaining sub-agent problem
- Private recruitment agencies will continue to charge fees to workers if they are allowed to under the law
- Dialogues between sending and receiving countries are crucial for effective recruitment monitoring
- The need for the sharing of good and bad practices will remain important in the nearer future

The report was welcomed by the delegates as a very useful research initiative for improving the standards of recruitment monitoring across the CP region. Pakistan mentioned that there is a growing concern about the negative aspects of negative competition between recruiters, leading to higher fees on one side and to compromising on ethical standards on the other side. Both Nepal and Vietnam brought forward observations on the need to establish a flexible regulatory mechanism. Vietnam has recently introduced a code of conduct which is to be revised annually and Nepal has observed adaptive practices of sub-agencies to bypass the existing regulations. Monitoring systems therefore need to take into account such changes in the modus operandi of sub-agencies. The Philippines, Bangladesh and Pakistan also called for a stronger involvement of responsible actors in the destination countries.

Presentation on the Re-designed Colombo Process Website

Mr. Shantha Kulasekara, Head of Migration, IOM Sri Lanka

In a brief overview presentation, IOM summarized the new features of the CP website. Upon request of the Chair, IOM has provided technical assistance to update and improve the current CP website for better external and internal communications. Based on the suggestions of the Chair the new website seeks to achieve more effective dissemination of information and better coordination and internal communication among member states. In addition the website received a new design to match the institutional progress of the CP. The new website was supposed to be launched in December 2014.

Apart from the new design and the thematic revision, the creation of a member state portal forms the central innovation of the new website. This restricted area provides privileged information including migration profiles of the CP countries and contact information. Furthermore, a newly established E-library serves a dual purpose. It includes again a public and a restricted area. In the public area key documents, statistics, videos and photos are made available, while the restricted area allows the CP members to upload information material, such as documents related to best practices and policies among others. An internal online discussion forum was added to encourage the continuation of the thematic discourse beyond the CP meetings. CP focal points will be able to form discussion groups, exchange ideas and consider new initiatives. Lastly, IOM conducted a mapping of the existing Migrant Resource Centres (MRCs) across the Colombo Process to enhance the interaction, information sharing and Coordination between these MRCs.

Session 4

Panel Discussion – “Standard Employment Contract and Saudi MoUs with Indonesia and Sri Lanka”

Being part of the five point strategy of the CP, the standardization of employment contracts as a tool to promote the protection of migrant workers was discussed in Session 4. Indonesia, the Philippines and Sri Lanka therefore presented and compared existing MOUs with Saudi Arabia.

Indonesia signed a MOU with the Kingdom of Saudi Arabia on 19th February 2014 in Riyadh that promotes the full protection of Indonesian migrant workers. The MOU between the Ministry of Labour, Saudi Arabia and the Indonesian Ministry of Manpower and Transmigration seeks to enhance the protection of Indonesian domestic workers in Saudi Arabia. For the first time, it includes provisions to facilitate migrant circulation and return, protect woman migrants and their families, regulate the treatment of irregular migrant workers, combat the smuggling of migrants and trafficking in human beings, and establish a standardized of employment contract. The placement and protection of Indonesian domestic workers has been has received special attention in the existing agreement between both governments.

The Government of Indonesia has therefore tightened the regulation of the recruitment sector and established standards in the skills training system. Also, insurance policies have been revisited and repatriation assistance can be provided for individual cases. Additionally, Indonesia has put in place more comprehensive reintegration policies. At the international level, Indonesia recognizes the importance of bilateral agreements, multilateral initiatives, the placement of Labour Attachés, and international insurance programmes.

The Placement and Protection of Indonesian Overseas Worker Act No. 39 in 2004 includes a provision that prospective workers must possess an employment contract to receive the official approval from the authorities. This contract would need to contain a minimum of requirements, including name and address of the recruitment agency, socio-economic information of the worker, name and address of the prospective

employers, rights and duties of all involved parties, and guarantee a clause of compensation in case the employers does not comply with the employment contract. The duration of the contract needs to be clearly indicated and working conditions should be regulated, including working hours, wage, payment procedure, annual leave, rest time, facilities, social security and transparency on travel information and recruitment fees.

Indonesia pointed out that there is still a need to increase the binding character of employment contracts. Therefore, migrant workers ought to have a right to claim the employer's abidance with the contract. In order to ensure a wider enforcement, relevant actors such as labour attachés and Labour District Officials need be trained accordingly and employers need to be audited regularly.

As per MOU with Sri Lanka, the Kingdom of Saudi Arabia has agreed to: Ensure that the recruitment hiring and placement of domestic workers is in accordance with the relevant laws, rules and regulations; ensure that the welfare and rights of domestic workers employed in Saudi Arabia are promoted and protected; ensure the authenticity of the employment contact which will include the rights and obligations of the employer and domestic worker and the minimum terms and conditions of employment; ensure the implementation of the employment contract between the employer and domestic workers; facilitate the opening of a bank account by the employer under the name of the domestic worker for the deposit of his or her monthly salary as provided in the contract; endeavour to establish a mechanism which will provide 24 hours assistance to the domestic workers; endeavour to facilitate the expeditious settlement of labour contract violation cases and other cases filed before appropriate Saudi authorities courts and facilitate the issuance of exit visas for the reparation of domestic workers upon contract completion and emergency situations as the need arises.

Sri Lanka has committed to ensure recruited migrant workers have no criminal record, are qualified and are medically fit according to the job requirements. Regular auditing of the medical assessment centres has to be conducted. Domestic workers need to be trained in specialized institutes to acquire the required skills, receive pre-departure orientation and be familiarized with the terms and conditions of the employment contract.

Session 5

Discussion on CP Interaction and Priorities for the 3rd Asia-EU Dialogue, Ms. Rabab Fatima, Regional Coordinator & Adviser for South & South West Asia, IOM Regional Office, Bangkok

In the concluding session of the Second CP SOM that was facilitated by the Chair and Ms. Rabab Fatima on behalf of IOM, the CP Members were to develop a roadmap for the Asia-EU Dialogue that was going to be held on the following two days. Due to the ongoing demographic change nearly all Member States of the European Union, there is a growing demand in European labour markets that presents a fundamental opportunity for the labour surplus countries of the Asian continent. The Third Asia-EU Dialogue on Labour Migration was therefore held under the theme 'Strengthening Labour Migration Corridors between Asia-EU through Enhanced Migration Governance'.

Ms. Fatima stated that it was a significant achievement that the AEUD was going to be organized for the first time in a CP capital. Since the Second AEUD in Brussels in 2011, the CP members have made tremendous progress in their cooperative efforts toward better migration governance. It was therefore crucial to revisit the Joint Recommendations of the previous AEUD and based on this to identify priority issues and new areas of collaboration. Initially, the following 14 recommendations at the national, regional and international level were put forward to be subject of discussion at the 3rd AEUD:

1. Explore new labour markets in EU countries
2. Promote the positive image of migrants and their contributions and strengthen protection measures
3. Leverage diaspora linkages for development
4. Promote innovative ways to promote ethical recruitment
5. Enhance employability of highly skilled migrants through the adoption of harmonized qualification frameworks
6. Enhance recognition of skills in key sectors
7. Promote good practices on pre-departure orientation and post-arrival cultural and workplace integration
8. Improve information and support services through MRCs
9. Identify regional priorities on labour migration
10. Enhance dialogue and collaboration with other regional organizations and RCPs
11. Enhance the capacities on labour market research to forecast employment opportunities in key sectors
12. Reduce migration costs of Asia-EU migration
13. Bring down remittance costs through promoting competition and diversifying money transfer systems
14. Develop reintegration policies for returning migrant workers

During the following discussion in addition to the proposed 14 joint-recommendation, the following additional suggestions were approved to be put forward during the AEUD:

- Strengthen cooperation in the field of irregular migration and counter-trafficking;
- Enhance cooperation with EU in the skill development sector
- Adjust training initiatives should according to identified skills across EU Member States.
- Create a follow-up mechanism to better monitor the achieved progress on the decision taken in the Asia-EU dialogues. This could take place through a dedicated committee in Geneva under the administration of CP chair and IOM, similar to the working group on the self-funding mechanism.
- Address issues of brain drain and brain

Annex 1: Agenda

Time	Activity
08:30 – 08:45	Registration
08:45 – 09:00	Lighting of the Ceremonial Oil Lamp National Anthem
09:00 – 09:30	<p>Welcome Address by Col. Nissanka N. Wijeratne, Secretary, Ministry of Foreign Employment Promotion Welfare, Government of Sri Lanka</p> <p>Colombo Process - Summary of recommendations arising from the 1st Senior Officials' Meeting by Mr. M Somasundram, Ministry of Foreign Employment Promotion and Welfare, Government of Sri Lanka</p> <p>Reporting on the presentation of concluding statement from the first SOM at the Abu Dhabi Dialogue by Col. Nissanka N. Wijeratne, Secretary, Ministry of Foreign Employment Promotion Welfare, Government of Sri Lanka</p> <p><i>Screening of the CP Corporate Video</i></p>
09:30 – 11:00	<p>Session 1</p> <p>Chair: Dr. Khondaker Showkat Hossain, Secretary, Ministry of Expatriates, Welfare & Overseas Employment, Bangladesh</p> <ul style="list-style-type: none"> • Review the Qualification Recognition Processes by Mr. Paul Comyn, Senior Vocational Skills and Development Specialist, ILO India • Promote Cheaper, Faster and Safer Transfer of Remittances – Recorded Presentation by Mr. Dilip Ratha, World Bank, Washington supported by Mr. Ralph Van Doorn, World Bank Group, Colombo • Effective Pre-departure Orientation and Empowerment by Mr. Tauhid Pasha, Senior Labour Migration Specialist, IOM Geneva • Develop databases on the economic trends in the destination countries by Mr. Ricardo Casco, National Programme Officer IOM Manila with Mr. Tauhid Pasha, Senior Labour Migration Specialist, IOM Geneva <p><i>Each presentation will be limited to 15 minutes, followed by a discussion</i></p>
11:00 – 11:15	Photo session followed by Tea/Coffee
11:15 – 12:30	<p>Session 2</p> <p>Chair: Ms. Rebecca J. Calzado, Administrator, Overseas Workers Welfare Administration, Department of Labour & Employment, Philippines</p> <p>Joint Report by Ms. Samantha Jayasuriya, Deputy Permanent Representative of Sri Lanka in</p>

	<p>Geneva and Ms. Maureen Achieng, Head of International Partnership Division, IOM Geneva</p> <ul style="list-style-type: none"> • Self-Funding Mechanisms <p><i>Followed by a discussion</i></p>
12:30 – 12:40	<p>Presentation on the redesigned Colombo Process Website by Mr. Shantha Kulasekara, Head of Migration, International Organization for Migration, Colombo</p>
12:40 – 13:30	<p>Lunch</p>
13:30 – 15:30	<p>Session 3</p> <p>Chair: Mr. Muhammad Ishaque Mahar, Joint Secretary, Ministry of Overseas Pakistani and Human Resource Development Employment, Government of Pakistan</p> <p>Enhancing Effective Migration Process:</p> <p>Presentation of findings from a study on regional assessment of existing mechanisms; good practices on recruitment monitoring, migrant welfare services in origin, transit and destination countries by Ms. Katharine Victoria Jones, Consultant, IOM</p> <p><i>Followed by a discussion</i></p>
15:30 – 16:00	<p>Session 4</p> <p>Chair: Mr. Khaid Mohd. Niru, Director General, Ministry of Labour, Social Affairs, Manpower</p> <p>Panel Discussion – “Standard Employment Contract and Saudi MOUs with Indonesia, Philippines and Sri Lanka”</p> <p><i>Panelist: Indonesia, Philippines and Sri Lanka</i></p>
16:00 – 16:15	<p>Tea/Coffee</p>
16:15 – 17:15	<p>Session 5</p> <p>Chair: Col. Nissanka N. Wijeratne, Secretary, Ministry of Foreign Employment Promotion Welfare, Government of Sri Lanka</p> <p>Discussion on CP interaction and priorities for the 3rd Asia-EU Dialogue Ms. Rabab Fatima, Regional Coordinator & Adviser for South & South West Asia, IOM Regional Office, Bangkok</p> <p><i>Followed by discussions</i></p>
17:30 – 18:30	<p>Chair-in-office summary including key recommendations</p> <p>Closing Remarks</p>

Annex 2: List of Participants

No.	Country	Name	Designation	Organization
1.	Afghanistan	Khairmohd Niru	Director General	Ministry of Labour & Social Affairs
2.	Bangladesh	Sarat Chandra Dash	Chief of Mission	IOM - Bangladesh
3.	Bangladesh	Dr. Khondaker Showkat Hossain	Secretary	Ministry of Expatriates' Welfare and Overseas Employment
4.	Bangladesh	Md Abdullah Al Mamun	Deputy Secretary	Ministry of Expatriates' Welfare and Overseas Employment
5.	Bangladesh	Sabina Saeed	Programme Associate	UN WOMEN
6.	Bangladesh	Maximilian Pottler	Project Officer	IOM - Bangladesh
7.	Bangladesh	Samiha Huda	National Programme Officer	IOM - Bangladesh
8.	Bangladesh	F. M. Borhan Uddin	Act. High Commissioner	
9.	Bangladesh	Nurul Quader	Senior Programme Officer	European Union
10.	China	Lin Zhao	Deputy Director	Ministry of Commerce Department, Outland/Investment & Economic Cooperation
11.	China	Ye Zhu	Third Secretary	Ministry of Commerce Department, Outland/Investment & Economic Cooperation
12.	China	Jiamu Yu	Third Secretary	Chinese Embassy, Colombo
13.	India	Pande Karthik	First Secretary (Economic and Commercial)	High Commission of India
14.	India	M. Sivaguru	Second Secretary (Economic and Commercial)	High Commission of India
15.	India	John Paul Comyn	Senior Vocational Skills and Development Specialist	ILO India
16.	Indonesia	Sri Setiawati	Deputy Director	Ministry of Manpower, Transmigration; International Company Manpower Placement
17.	Indonesia	Pradnya Gede Wira	Staff of Bilateral Corporation	Ministry of Manpower, Transmigration; International Company Manpower Placement
18.	Indonesia	Antiochus Mudji Handaya	Advisor to the Minister	Ministry of Manpower, Transmigration; International Company Manpower Placement
19.	Indonesia	Tranmike		Embassy of Republic of Indonesia
20.	Indonesia	Nurul Qoiriah	National Programme Coordinator	IOM - Indonesia
21.	Nepal	Bishwa Nath Dakal	Director General	Ministry of Labour and Employment
22.	Nepal	Buddhi Bahadur Khadka	Joint Secretary	Ministry of Labour and Employment
23.	Nepal	Pravina Gurung	National Programme Officer	IOM - Nepal
24.	Pakistan	Rana Matloob Ahmed	Director	Ministry of Overseas Pakistanis & Human Resource Development
25.	Pakistan	Muhammad Ishaque Mahar	Joint Secretary	Ministry of Overseas Pakistanis & Human Resource Development
26.	Philippines	Liberty Tesorero Casco	Deputy Administrator	Philippines Overseas Employment Administrator
27.	Philippines	Rebecca J. Calzado	Administrator	Overseas Workers Welfare Administration

28.	Philippines	Ricardo Casco	National Programme Officer	IOM - Philippines
29.	Philippines	Luz Victoria Amponin	Executive Director	TESDA
30.	Sri Lanka	I. T. Weerasinghe	Additional Secretary	Ministry of Foreign Employment Promotion and Welfare
31.	Sri Lanka	M. Somasundram	Private Secretary to Hon. Dilan Perera	Minister of Foreign Employment Promotion and Welfare
32.	Sri Lanka	Nissanka N. Wijeratne	Secretary	Ministry of Foreign Employment Promotion and Welfare
33.	Sri Lanka	K. O. D. D. Fernando	Additional General Manager, International Affairs	Sri Lanka Bureau of Foreign Employment
34.	Sri Lanka	M. I. S. Ahamed	Adviser	Ministry of Foreign Employment Promotion and Welfare
35.	Sri Lanka	K. S. Shanmugam		
36.	Sri Lanka	Chatura Jeevaka Perera	Second Secretary	Sri Lanka PR Mission in Geneva
37.	Sri Lanka	Samantha Kumari Jayasuriya	Deputy Permanent Representative	Sri Lanka PR Mission in Geneva
38.	Sri Lanka	Swairee Rupasinghe	National Project Coordinator	ILO Sri Lanka
39.	Sri Lanka	Donglin Li	Country Director	ILO Office for Sri Lanka and the Maldives
40.	Sri Lanka	Benil Thavarasa		Swiss Development Corporation
41.	Sri Lanka	Jean Michael Jordan	Director of Corporation	Swiss Development Corporation
42.	Sri Lanka	Giuseppe Crocetti	Chief of Mission	IOM - Sri Lanka
43.	Sri Lanka	Shantha Kulasekera	Head of Immigration/Border Management and Labour Migration	IOM - Sri Lanka
44.	Sri Lanka	Sashini Gomez	Intern	IOM - Sri Lanka
45.	Sri Lanka	Nuwan Perera	Senior Project Coordinator - Labour Migration	IOM - Sri Lanka
46.	Sri Lanka	Subashini Ponnapperuma	Director - Publicity	Ministry of External Affairs
47.	Sri Lanka	Bala Kandeepan		Ministry of External Affairs
48.	Thailand	Yuko Hamada	Senior Regional Labour Migration /Migration and Development Specialist	IOM - Regional Office for Asia and the Pacific
49.	Thailand	Rabab Fatima	Regional Coordinator & Adviser for South and South West Asia	IOM – Regional Office for Asia and the Pacific
50.	Thailand	Sabira Coelho	Assistant to Senior Regional Labour Migration/Migration & Development Specialist	IOM - Regional Office for Asia and the Pacific
51.	Thailand	Thitayanun Pimpaporn	Senior Labour Officer	International Cooperation Bureau, Office of Permanent Secretary, Ministry of Labour
52.	Thailand	Singhadet Chu-umnart	Deputy Director General	Depart of Employment, Ministry of Labour
53.	Vietnam	Ta Thi Thanh Thuy	Vice Head of Legal	Ministry of Labour Invalids and Social Affairs (MOLISA)
54.	Vietnam	Nguyen Thanh Hai	Head of the Multilateral Cooperation Setion	Ministry of Labour Invalids and Social Affairs (MOLISA)

Snapshot of the Colombo Process Website

The screenshot shows the homepage of the Colombo Process website. At the top, there is a navigation menu with links for HOME, ABOUT THE COLOMBO PROCESS, MINISTERIAL CONSULTATIONS, OTHER REPS, FOLLOW UP ACTIONS, RESOURCES, EMPLOYERS, and CONTACTS. A search bar is located in the top right corner. Below the navigation is a large world map with several circular icons representing different countries, primarily in Asia. The main content area features a welcome message, a section titled 'COLOMBO PROCESS AT A GLANCE' with a video player, and a 'NEWS & UPDATE' section with two news items. The first news item is titled 'Second Senior Officials' Meeting...' and the second is 'Sri Lanka assumes leadership of the Colombo Process'.

Colombo Process
Migration for Prosperity - Adding Value by Working Together

HOME ABOUT THE COLOMBO PROCESS MINISTERIAL CONSULTATIONS OTHER REPS FOLLOW UP ACTIONS RESOURCES EMPLOYERS CONTACTS

Welcome to the Colombo Process

The Colombo Process is a Regional Consultative Process on the management of overseas employment and contractual labour for countries of origin in Asia. According to best estimates, over 2.5 million Asian workers leave their countries every year under contract to work abroad. A large proportion of workers from South and Southeast Asia head for the Gulf States to perform various types of service, trade and construction jobs, while others move to North America, Europe and Asian countries.

COLOMBO PROCESS AT A GLANCE

The Colombo Process is a Regional Consultative Process (RCP) on the management of overseas employment and contractual labor for countries of origin in Asia.

NEWS & UPDATE

Second Senior Officials' Meeting...

Colombo Process is a Regional Consultative Process on Overseas Employment and Contractual Labour for Countries of Origin in Asia. Sri Lanka is the current Chair of Colombo Process.

20 December 2014 read more >

Sri Lanka assumes leadership of the Colombo Process

21 October 2014 read more >

UPCOMING COLOMBO PROCESS MEETINGS