

Labour Migration and Human Development 2011 ANNUAL REPORT



International Organization for Migration (IOM)

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2011 ANNUAL REPORT



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List of acronyms

AUSCO	Australian Cultural Orientation
CARMP	Central Asia Regional Migration Programme
CBP	Community-based planning
DIRECT	Dialogue for Integration: Engaging Religious Communities
DMM	IOM Department of Migration Management
EC	European Commission
EEA	European Economic Area
EPZ	Export processing zone
EU	European Union
GDP	Gross domestic product
IDF	IOM Development Fund
ILO	International Labour Organization
IO	International organization
IOM	International Organization for Migration
JMDI	European Commission–United Nations Joint Migration and Development Initiative
LHD	Labour Migration and Human Development Division
LINET	Independent Network of Labour Migration and Integration Experts
LMU	Labour Migration Unit
MDU	Migration and Development Unit
MIDA	Migration for Development in Africa
MITS	Migrants in the Spotlight
MTIU	Migrant Training and Integration Unit
NGO	Non-governmental organization
ODA	Official development assistance
OSCE	Organization for Security and Co-operation in Europe
RCP	Regional Consultative Process
RTS	Regional Thematic Specialist
TRQN	Temporary Return of Qualified Nationals
UN DESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
UNFPA	United Nations Population Fund

Foreword

Today all forms of migration have impacts on the social and financial development of individuals and societies. Thus, adequate management of migration is crucial if positive developmental impacts are to be achieved.

For over 60 years, the International Organization for Migration (IOM) has been promoting the overall concept that links together migration and development.

Since the early 1970s, IOM programmes on the return of qualified nationals, labour migration and other aspects of immigration and emigration have helped governments and individuals to achieve their development targets and goals.

The Organization's expertise and the number of United Nations and non-governmental organization partners working in these areas have grown over the decades, reflecting not only the global reach of our programmes, but also the critical importance and the generous financial resources that our Member States have devoted to the issues of migration and development.

It is with great pleasure that, within the overall framework of migration management, we present this first Annual Report on IOM activities in the areas of labour migration, integration, migrant training, and migration and development.

This report reflects the current state of progress in these areas. It covers almost all IOM missions around the world where projects are implemented which address any of these areas, while supporting our Member States in continuously developing innovative and more effective solutions to migration and development issues.

The Labour Migration and Human Development Division of the Department of Migration Management in collaboration with the respective Regional Thematic Specialists in Regional Offices have put together this Annual Report to illustrate how the Organization is working around the globe on labour migration, integration, migrant training and migration and development.

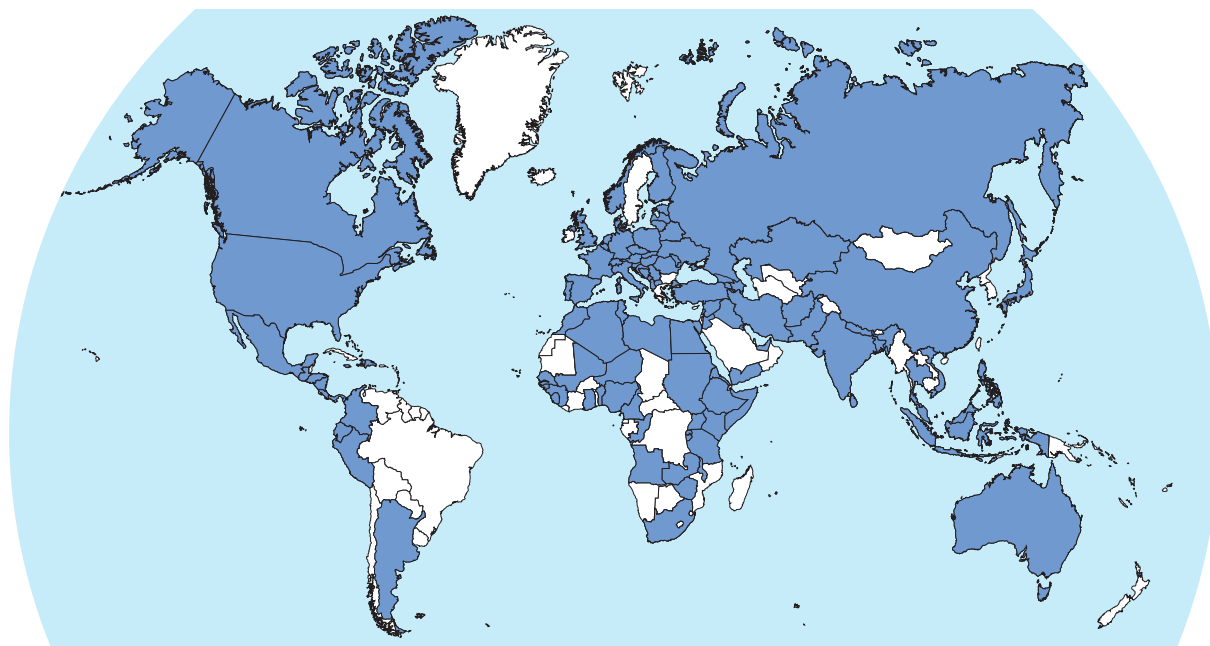
We hope that this report will enable readers to quickly identify areas of interest to them and gain an overview of the Organization's work in the area of migration and development, as well as what activities are planned for the immediate future. As with all our undertakings, we wish that this work will ultimately benefit the millions of migrants around the world, and the countries that send and receive them.

Irena Vojackova-Sollorano
Director, Department of Migration Management

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**Labour migration and
human development:
the issues**

Figure 1.1: Geographic coverage of Labour Migration and Human Development Division (LHD) projects active in 2011



1.1 Overview of labour migration and migration and development dynamics

Labour migration and migration and development are important issues on the social, economic and development agendas of governments worldwide. Social factors and economic disparities within and between countries, together with demographic factors and environmental pressures, are key drivers of national and international migration. As a result, large proportions of the estimated 214 million international migrants¹ and 740 million internal migrants² have migrated as a result of a combination of some or all of these factors.

These factors are also shaping the world's migration flows and their characteristics. Today, millions of people worldwide are leaving their home countries every year for work. In doing so, they are able to make valuable contributions to their host countries by filling labour-market shortages as well as to their home countries through the transfer of financial, social and human capital. In this regard, mobility of labour is a key feature of globalization, and is making a significant impact on the global economy.

In 2011, migrant workers generated officially recorded remittances transferred internationally which were worth more than USD 440 billion. According to the World Bank, more than USD 350 billion of that total was transferred to developing countries, an amount more than three times as great as the official development assistance (ODA) they had received that year. Unofficial remittances would likely make the figure considerably higher. Remittances constitute up to 35 per cent of gross domestic product (GDP) in some countries. Yet these data do not capture the value of social remittances: the transfer of skills, knowledge and technology or the creation of diaspora networks with countries of origin, all of which generate substantial development benefits.

1 United Nations Department of Economic and Social Affairs (UN DESA), *Trends in International Migrant Stock: The 2008 Revision* (United Nations database, POP/DB/MIG/Stock/Rev.2008) (2009). Available from <http://esa.un.org/migration/index.asp?panel=1>.

2 UNDP, *Human Development Report 2009: Overcoming Barriers: Human Mobility and Development* (New York, 2009). Available from http://hdr.undp.org/en/media/HDR_2009_EN_Complete.pdf.

Although one of the hallmarks of the international economic landscape in recent decades has been a substantial reduction of barriers to the freer movement of goods and capital, the migration of workers and their greater freedom of movement have lagged behind. The reasons for this include complicated political, sovereignty, economic and social issues; nonetheless, it cannot be ignored that, since trade was liberalized in the twentieth century, the safe and legal mobility of labour has been identified as offering the greatest potential for development gains in the current era. In the absence of immigration systems that allow labour-migration flows to occur legally and safely, smuggling and trafficking will persist as highly profitable enterprises despite being gross violations of basic human and labour rights.

One of the key migration challenges today – as it will be for the coming decades – is the formulation of policies and the creation of mechanisms to regulate and manage labour migration while maximizing the contributions that migration can make to the development of both home and host societies, and to the well-being of migrants themselves and their families.

1.2 Expertise and programming

Within the IOM Department of Migration Management (DMM), the **Labour Migration and Human Development Division (LHD)** is responsible for overseeing programme development of the labour migration, migration and development, and integration activities of the Organization. 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 labour, migration and development and other programmes under regular migration regimes.

LHD is composed of three units: (a) the Labour Migration Unit; (b) the Migration and Development Unit; and (c) the Migrant Training and Integration Unit. Although each of these units comprises a distinct team within the organizational structure, the inextricable links between the areas of work covered by each unit requires the integration of all their areas of concern and expertise in order for the Division to provide comprehensive support and advice on labour migration and migration and development. In practice, programming and guidance are provided holistically in a manner so integrated that the lines between the individual units are blurred.

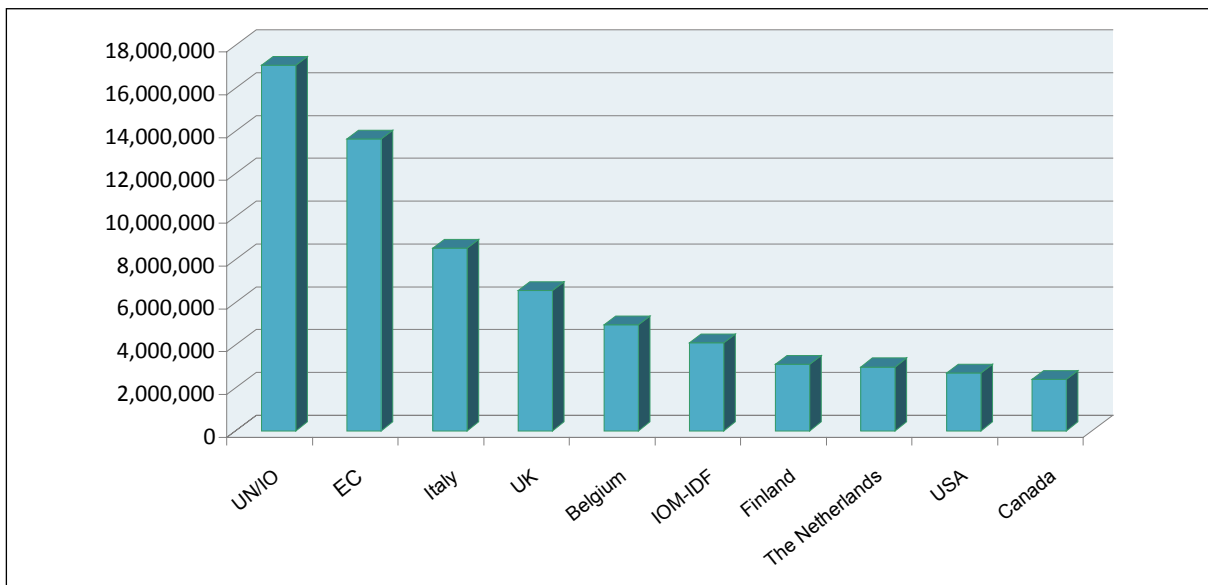
In addition, the Division maintains a network of Regional Thematic Specialists (RTSs) on labour migration and migration and development that are posted in each of the Organization's eight regional offices. LHD specialists at Headquarters work closely with RTSs to provide labour migration and migration and development services internally to Field Offices and externally to the Organization's members and partners. The role of LHD and the RTSs network is also to ensure the provision of high-quality and consistent advice globally in this thematic area.

The work of the Division's three units involves considerable detail. The Labour Migration Unit (LMU) is the Organization's focal point for guidance and technical support on labour migration, including the facilitation of the recruitment of temporary foreign workers and related issues. LMU 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 in order to reduce their vulnerability. The work of LMU strengthens protection systems by enhancing the capacities of governments to manage labour migration flows and reduce irregular migration. LMU 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 LMU 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 in activities related to labour migration and keeping abreast of trends in this thematic area.

The Migration and Development Unit (MDU) is 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. The work of MDU is also focused on promoting the realization of the potential of migration to contribute to both sustainable development and poverty reduction for the benefit of migrants, their families and communities, and of the countries of origin and destination.

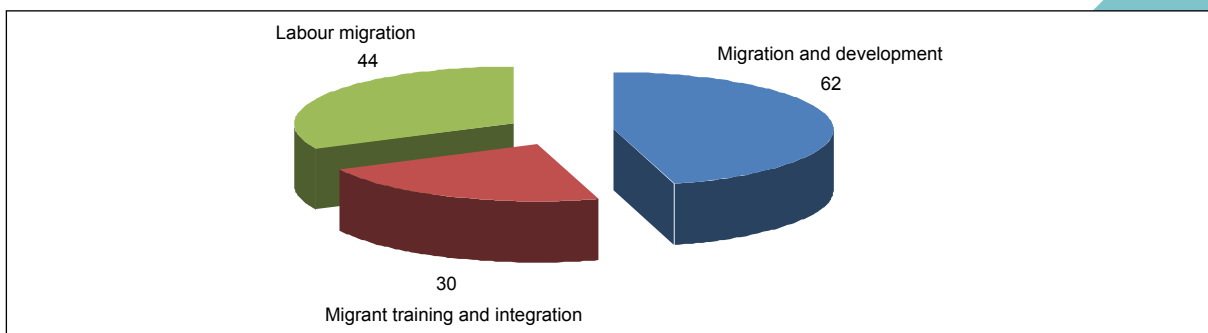
The Migrant Training and Integration Unit (MTIU) is the organizational focal point for programmes working with governments of countries of destination and origin in supporting and empowering migrants prior to their departure so that they are able to adapt more rapidly and successfully to the day-to-day demands in their new environment, and to utilize their skills not only in the economic sphere but also in social and cultural fields; and in promoting a harmonious co-existence between newcomers and host communities. Other key functions of MTIU 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 MTIU 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.

Figure 1.2: Top 10 donors - projects active in 2011 (total value)



Note: Projects in which IOM acts solely as a fund administrator were excluded.

Figure 1.3: Number of projects that were active in 2011 - by thematic area



Note: Projects in which IOM acts solely as a fund administrator were excluded.

1.3 Multilateral dialogue

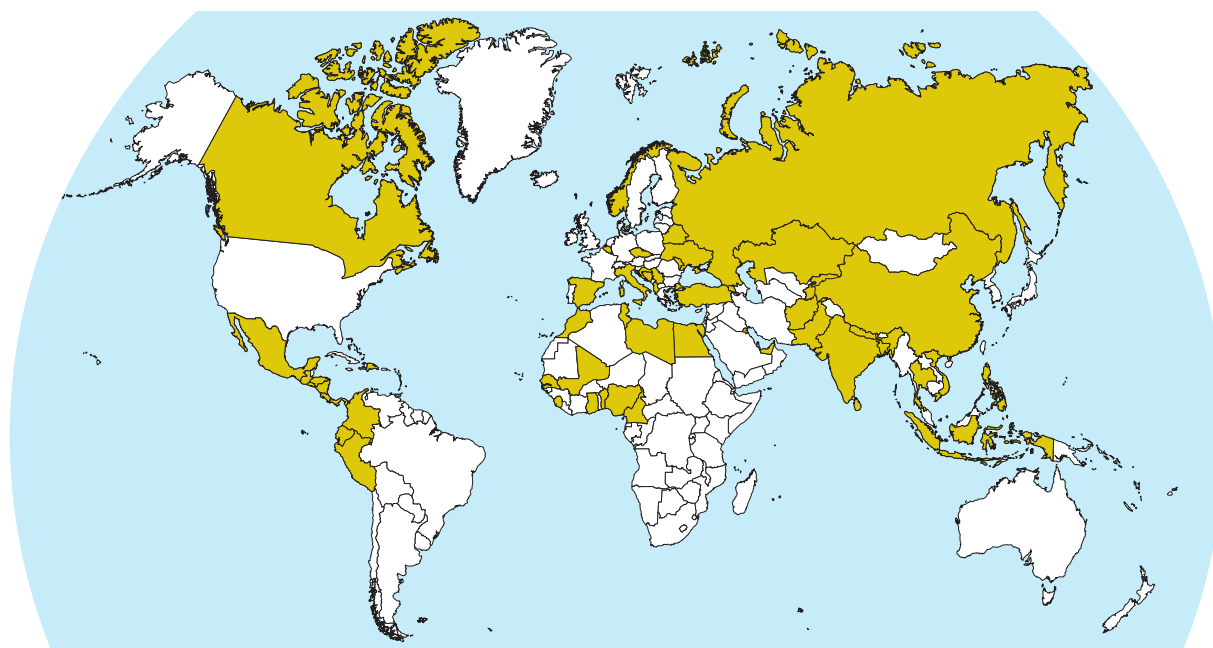
International dialogue on issues concerned with labour migration and migration and development occurs through various multilateral processes and forums, as well as within the United Nations system. Through the Department of International Cooperation and Partnerships (ICP), LHD furnishes technical support for the Regional Consultative Processes on Migration (RCPs), such as the Regional Consultative Process on Overseas Employment and Contractual Labour for Countries of Origin in Asia (the “Colombo Process”) and the Ministerial Consultations on Overseas Employment and Contractual Labour for Countries of Origin and Destination in Asia (the “Abu Dhabi Dialogue”) 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 in order to promote understanding and dialogue on migration and development within multilateral settings, regionally and globally, thereby informing policymakers and operational outcomes.

In the following chapters of this report, the work and programmes of the three LHD units for 2011 are elaborated in more detail. Although the work of the three units is presented separately, their work is very closely linked, as an integrated approach is required for implementing comprehensive solutions and programmes.

2

Labour migration

Figure 2.1: Geographic coverage of labour migration projects active in 2011



2.1 Overview

International labour migration is defined as the movement of people from one country to another for the purpose of employment. According to the International Labour Organization (ILO), an estimated 105 million persons are currently working in a country other than their country of birth. Despite the efforts made to ensure the protection of migrant workers, many remain vulnerable and assume significant risks during the migration process.

Three decisive factors will continue to fuel this kind of movement: the “pull” of changing demographics and labour-market needs in many industrialized countries; the “push” of population growth, unemployment and various crises in less developed countries; and established transnational networks based on family, culture and historical relations between countries. A large proportion of labour migration is irregular, with a clandestine industry ready to abet it. Increasingly, governments are looking for policy and programme solutions to better regulate and manage labour flows, and they are turning to IOM for expert support and for facilitating regulated labour migration and direct assistance for migrants. When properly managed, labour migration has the potential for producing far-reaching benefits for migrants, their communities, the migrants’ countries of origin and destination, and their employers. While job creation in the home country is the preferred option, migration is inevitable. As a result, a growing number of both sending and receiving countries view international labour migration as an integral part of their national development and employment strategies.



Improving labour migration administration in Central America and the Dominican Republic. © IOM

On one hand, 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. On the other, for destination countries facing labour shortages, orderly and well-managed labour migration can help eliminate labour shortages and facilitate mobility.

Despite the continuing global economic and financial crises, there has been no significant decrease in the overall stock of migrants globally.³ Throughout the current economic downturn, many migrant workers have remained in the destination country likely due to a combination of the high cost of migration and even worse economic conditions that exist in their home countries. Although this conclusion is based on anecdotal information, it is reinforced by the fact that there have been no reports of large-scale returns. It is also quite possible that, as a result of the economic downturn, migrant workers have often accepted jobs different from those they had initially intended to take, and more of them are in an irregular status working under conditions that make them more vulnerable to abuse and labour violations.



Youth, labour and migration – A One-stop Shop for Youth Employment. © IOM

3 IOM, *World Migration Report 2011: Communicating Effectively about Migration* (Geneva, 2011).

The need for providing governments and civil society with assistance to enable them to manage labour migration and to assist migrant workers continued in 2011, with 14 new labour migration projects commencing during the year. With an underlying theme of capacity-building, these new projects are focused on: (a) providing governments with policy advice and technical assistance on the development of labour-market information systems; (b) facilitating regional dialogue on labour migration and the regulation of migration flows; and (c) promoting safe migration through the provision of information and awareness-raising services. One such project takes a holistic approach to strengthening the capacity of the Government of Armenia to deal with labour migration through data collection and analysis, labour-market assessments, better coordination among relevant governmental bodies and the negotiation of bilateral circular migration agreements with members of the Cooperation Council for the Arab States of the Gulf (Gulf Cooperation Council, or GCC), as well as other States.

Strengthening evidence-based management of labour migration in Armenia

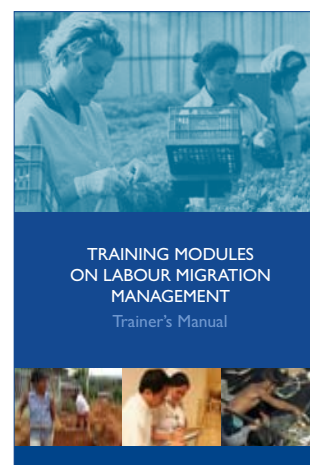
In today's Armenia, the phenomenon of migration is closely linked to the lack of employment opportunities at home, which drives many Armenians to look for work elsewhere. The Government of Armenia sees the need to regulate this emigration through the promotion of legal, temporary, circular labour migration. With IOM's involvement, bilateral labour agreements with countries in Europe are being drafted to help facilitate the migration of Armenian workers. This is done in parallel with facilitating policy dialogue on aligning national legislation with EU *acquis* legislation and agreements on migration, and strengthening the capacities of Armenian institutions responsible for readmission of returning Armenian nationals. At the same time national capacities in migration data collection and analysis are being strengthened to enhance the effectiveness of migration management and to promote consistent standards of personal data protection. A study of the Armenian labour market has already been conducted by IOM under this programme. Recommendations supporting greater institutional coordination and the development of migration policies through Armenia's EU Association Agreement were suggested, thanks to the "Progress Review of Migration Management in Armenia". The programme has also helped to facilitate discussions at the national level and possible outcomes arising from the EU–Armenia Mobility Partnership.

Key priorities for labour migration activities during 2011 were capacity-building and training in labour migration management. First, the *World Migration Report 2010*⁴ focused on the need to develop and conduct capacity-building, primarily as a tool for good governance to plan for the future, especially during a period of economic downturn when the normal tendency is to focus on immediate impacts and the short-term period of recovery. Second, capacity-building is widely acknowledged to be an essential component of effective migration management and, indeed, is a core element of the Organization's mandate. In the context of labour mobility, the 2010 report highlighted the need for capacity-building in core areas including: determining policy goals, regulating the admission and selection of migrant workers and protection measures, and reducing the cost of labour migration and the implementation of policies through programmes.

The position of IOM is that training government policymakers and other stakeholders in the private and non-governmental sectors is a crucial element of capacity-building. In 2010, the *Training Modules on Labour Migration Management – Trainer's Manual* was developed by IOM and the Organization for Security and Co-operation in Europe (OSCE) to provide governments and all those involved in managing labour migration – such as community organizations, members of the private sector (including employers' and workers' organizations) and recruitment agencies – with a tool to enable them to be fully prepared to manage the fluxes of migrants who come and go for work. The manual complements the

4 IOM, *World Migration Report 2010: The Future of Migration: Building Capacities for Change* (Geneva, 2010).

Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination, which was published by OSCE, IOM and ILO in 2006. The manual consists of three main parts: the first describes the framework of international migration law and cooperation currently in existence that facilitates the development of labour-migration policies; the second focuses on developing labour-migration policies in countries of origin; and the third pertains to countries of destination. Each training session is supported by a dedicated PowerPoint presentation, trainers' guidelines, case studies, group exercises and a bibliography. In 2011, the manual was produced with the support of the Division's RTSs who assist country missions to organize and facilitate training for governments, the private sector and civil society using the manual. In 2011, more than 300 government officials were trained using the manual; they came from Armenia, Kuwait, Mauritius, Nepal, the Republic of Moldova and Ukraine, as well as countries throughout Central and Western Africa. Training sessions are already planned for 2012 in other regions, such as Central and North America, South-Eastern Europe and the Caribbean.



The *Trainer's Manual on Labour Migration Management*, which was produced by IOM and OSCE in Europe, is now being widely distributed to government officials, members of the private sector and civil society to help them better manage labour migration. © IOM

2.2 The IOM approach

IOM facilitates the development of policies and programmes that are in the interests of migrants, societies in receiving and sending countries, employers and governments by providing policy advice, enhancing capacity to manage labour migration, education and awareness-raising, recruitment facilitation and inter-State dialogue and cooperation. 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.

Moreover, IOM facilitates the development of policies and programmes that are in the interest of migrants and society, providing effective protection and assistance to labour migrants and their families. 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 440 offices, IOM is able to bring together stakeholders to establish labour migration programmes and mechanisms that balance their various interests and address migrants' needs. It is also able to encourage regional dialogue to promote multilateral partnerships among governments of the countries of origin and destination. Such regional dialogue is often integrated into IOM projects that cover a number of countries. For example, a regional conference was held in July 2011 as part of a project covering four Central and Western African countries promoting the development of legal channels of migration between those countries, and strengthened networking and dialogue.



Education and training for Egyptian youth in the Fayoum Governorate. © IOM

Regional processes on migration

During 2011, the Division continued to furnish expert and technical support to Regional Consultative Processes on Migration (RCPs), such as the Colombo Process, which in April 2011 held in Bangladesh its Fourth Ministerial Consultation for Asian Labour-Sending Countries. Discussions at that meeting focused on the promotion and protection of migrants' rights, welfare and dignity; the improvement of services for migrants through capacity-building activities for governments and national partners; and better information exchange regarding migrant workers. At the request of the Colombo Process countries, IOM commissioned a study, entitled *Labour Migration from Colombo Process Countries: Good Practices, Challenges and Ways Forward*, that reviewed existing policies and programmes promoted by the Colombo Process countries and highlighted a number of good practices in labour migration management.



Youth Employability and Retention Programme. © IOM

The Division also continued to provide the Abu Dhabi Dialogue (ADD) with technical support during 2011 in preparation for its second ministerial consultation due to take place in Manila in April 2012. That Dialogue brings together Asian countries of origin and countries of destination in the GCC in order to promote the development of best practices governing the employment of temporary foreign workers in GCC through joint action by the States involved.

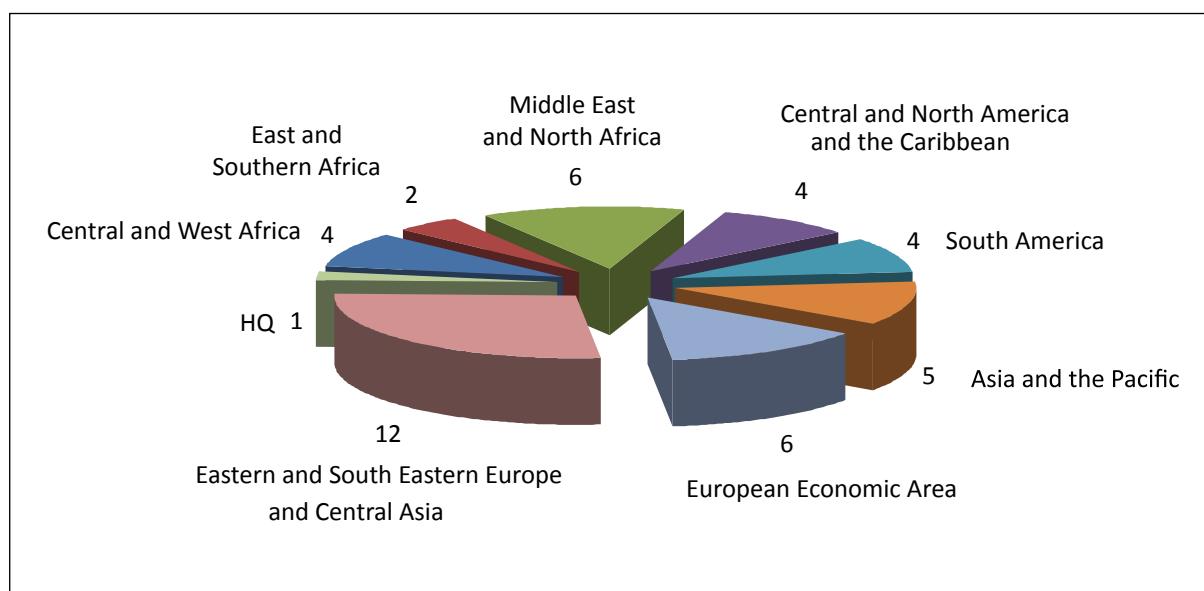
2.3 IOM programming

During 2011, a total of 44 labour migration projects were active worldwide; their total programmatic value was USD 23 million. In addition, there are dozens of other projects where labour migration is a component of more comprehensive migration management activities. 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, to offer training possibilities and to help them regulate the recruitment of workers. IOM also assisted governments to develop national labour-migration strategies and helped them build their institutional capacity to implement such policies.

Further, IOM worked with governments in destination countries in 2011 to better manage their labour inflows through enhancement of their capacity for data collection, analysis and research. The Independent Network of Labour Migration and Integration Experts (LINET), established by IOM in 2009 involving 30 European countries and Turkey, conducted three further studies and two seminars during 2011, one focusing on the identification of labour and skills shortages and determining when such shortages should be filled by labour migration.

Finally, the protection of migrant workers' rights has been mainstreamed into the Organization's labour-migration programming as being integral to the entire process rather than being just for the welfare of the migrant workers. Adherence to core human rights together with labour rights is a determining factor in maximizing workers' contributions in their countries of origin and destination alike.

Figure 2.2: Geographic distribution of labour migration projects (number of projects)



Facilitation of foreign 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 at the same time maximizing the development impact of migration in countries and communities of origin. During 2011, governments and the private sector sought the assistance of IOM to help them implement transparent and efficient recruitment systems within the framework of bilateral agreements, thereby ensuring that migrant workers would have fair and decent working conditions in the countries of destination. The Organization's focal areas included information dissemination, database set-up and registration of potential migrant workers, matching skills with demand, candidate selection, pre-departure orientation, transit and post-arrival assistance, complementary orientation in the receiving country, and return and reintegration in the country of origin.

The basis 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. The first involves 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 governments of origin and destination. During this phase, the appropriate legal basis is established between the employer, the governments concerned and IOM, detailing the responsibilities and obligations of all parties and all recruitment criteria. The second phase involves the 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



Ghanaian labour migrant working in Italy via an IOM programme to promote regular migration. © IOM

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 to facilitate the process of getting to the country of destination. The third phase takes place in the country of destination where workers are helped to become integrated into their new working and living environment. Finally, during the fourth phase, the 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 also works with the private sector to make recruitment processes more transparent and cost-effective and to better prepare migrant workers for their employment overseas. An example of this type of collaboration is a project with a Canadian human resources company to recruit and place up to 500 Mauritian workers in selected Canadian provinces in the agricultural, oil, hospitality, mining, health care, construction, transportation and automotive sectors. Traditional government donor sources for labour migration have tended to be countries of destination seeking to engage the Organization's assistance in recruitment facilitation, and projects addressing migratory pressures in countries of origin. However, the Government of India is an example of a country of origin starting to fund IOM for this type of work, with the creation of a project to enhance the employability of youth from north-eastern states of India for potential employment overseas.

Information-sharing and awareness-raising

Through awareness-raising activities and the dissemination of information to migrants, IOM contributes, among other things, to the reduction of irregular migration and the vulnerability of migrants. Migrant resource centres (MRCs), also referred to as “migrant support centres” or “migrant service centres” in various parts of the world, have proven to be a useful tool in assisting potential, returning and actual migrants to acquire an understanding of the realities of labour migration, thereby empowering migrants to make informed decisions. The centres have also successfully provided migrants with counselling, advice and referral services in countries of both origin and destination.

MRCs are used to empower and protect migrants by helping them to understand their rights and become agents for development. In countries of origin and destination, MRCs constitute one-stop shops for information and services pre-departure, post-arrival and post-return. Services range from furnishing counselling and legal advice for individuals to providing financial literacy and second-language training for groups. The services and the target audiences differ from country to country depending on the particular migration context. Some centres have a link with migration and development as they can play a strong role in reaching out to those in the diaspora and in sensitizing migrants before their departure vis-à-vis their potential contribution towards the national and local development process. IOM assists not only in the establishment of MRCs, but also in building the capacity of the government staff who eventually will operate them, gathering information on destination countries and sharing information among MRCs and with consulates.

MRCs in the Western Balkans are utilized to provide beneficiaries with information on job opportunities and procedures for decent employment at home and abroad. These centres, originally established by IOM and now operating under government auspices, are designed to gradually become an integral part of employment offices and other entities within local government structures. This approach has ensured the sustainability of these centres beyond the lifetime of the Organization's intervention, whereby IOM may still continue to support the MRCs indirectly with technical capacity-building, such as providing equipment and helping them develop their information and services base.

This practice is being replicated in other countries. Within the Central Asian region for example, 15 MRCs were established across four countries, annually assisting at least 50,000 migrant workers and members of their families. A similar project in Nepal established three MRCs assisting migrants in different cities throughout the country. Information campaigns using brochures on safe labour-migration practices, T-shirts and community events were also an integral part of awareness-raising campaigns. India and Viet Nam have also had success in providing potential migrant workers with information through IOM-supported MRCs.

Central Asia Regional Migration Programme, 2010–2013

The Central Asia Regional Migration Programme (CARMP) is a three-year programme implemented in three Central Asian countries and the Russian Federation by IOM, UN Women and the World Bank with support from the Government of the United Kingdom. The programme exemplifies labour migration programming as a strategy to reduce poverty levels and strengthens labour migration management in this region by improving the livelihoods of migrants and their families while protecting their rights. The programme promotes policy development, provides technical assistance and fosters regional dialogue across Kazakhstan, Kyrgyzstan, the Russian Federation and Tajikistan on migration for a broad range of stakeholders. It also directly assists migrant workers and their families through a network of migrant resource centres (MRCs). Legal, medical and humanitarian assistance is also provided by other partners. Under the programme, 15 MRCs operating across the four countries have assisted over 50,000 migrant workers and their families. Over 2,000 economic initiatives involving families of migrant workers in their countries of origin were also supported by the programme through self-help groups. At the policy level, CARMP assisted the Government of Tajikistan with its National Labour Migration Strategy and with institutional capacity-building for the recently created Migration Service of Tajikistan. In Kazakhstan, CARMP supported the development and adoption of its Law on Migration, while it supported the drafting of a migration policy in the Russian Federation.

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 together 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 monitor migration impacts on the labour market and to provide vocational training to enhance the employability of the youth. During 2011, IOM implemented such projects in various countries, including Albania, Bosnia and Herzegovina, Costa Rica, Ecuador, Egypt, Serbia and Turkey.



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, has also been promoted. Such youth employment and migration strategies have also been implemented by IOM in countries of destination, such as Costa Rica, where these strategies assist young migrants to access education, health and employment services.

Growth with Decent Work for All: A youth employment programme in Antalya, Turkey (YEPA). © IOM

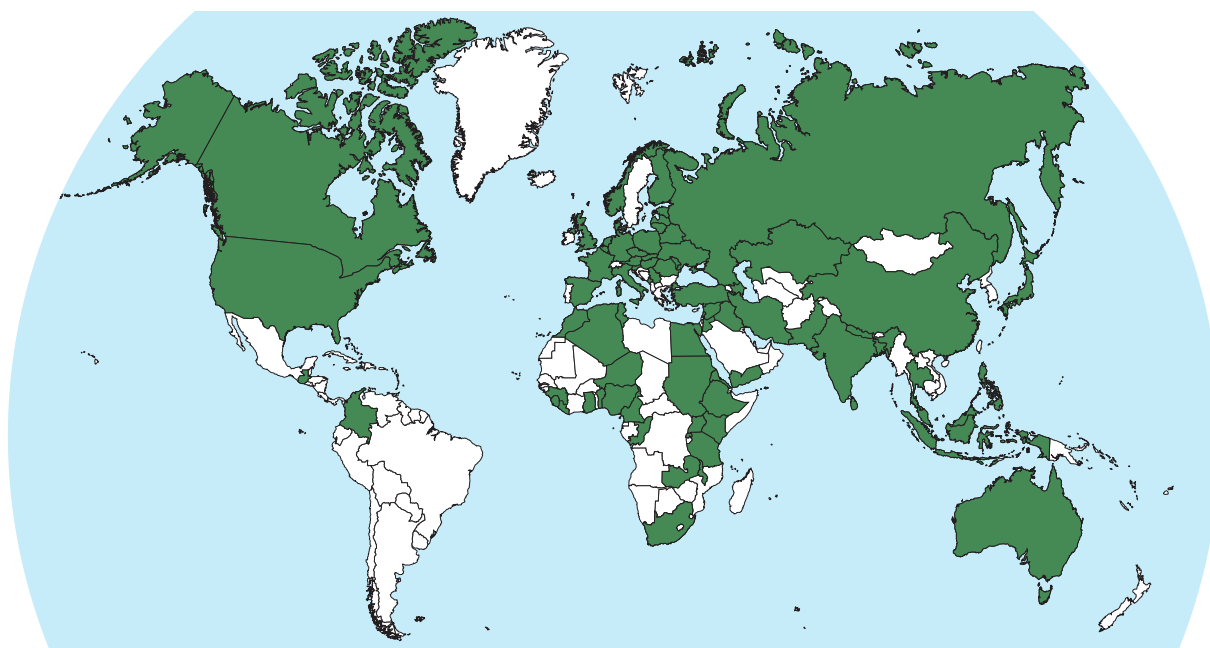
Joint Programme on Youth, Employment and Migration: A one-stop shop for youth employment in two cities of Costa Rica

As part of a larger United Nations programme and in partnership with the United Nations Population Fund (UNFPA) and the Office of the United Nations High Commissioner for Refugees (UNHCR), IOM carries out activities to facilitate the integration and retention of young migrants and refugees into the Costa Rican educational system. The Joint Programme on Youth, Employment and Migration includes workshops targeting teachers from the Costa Rican Ministry of Education in selected communities, which are aimed at raising awareness of young migrants' rights. In coordination with NGOs, training activities are developed for officials in a "one-stop shop" format which covers the steps in the regularization of migrant youth, thus enabling their access to services such as health, education, immigration and labour opportunities.

3

Migrant training and integration

Figure 3.1: Geographic coverage of migrant training and integration projects active in 2011



3.1 Overview

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 and migrant training, can play a critical role in ensuring that the social, economic and human capital benefits of migration are maximized for everyone. Although the term “integration” is one that is understood differently depending upon the country and context, it can generally be defined as the process of mutual adaptation between the welcoming societies and migrants, both as individuals and as groups. A migrant integration policy framework entails consideration of the rights and obligations of migrants and host societies, including access to the labour market, health and social services and education, for 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 in a common purpose. In this sense, integration policies and support measures should not be limited to only long-term migrants, but should also tackle the needs and challenges pertaining to shorter-term migration, including seasonal 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 host countries and to improve their human capital. These measures support better labour matching and 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 a number of other major policy areas, including: protection of human and labour rights, equal opportunities and non-discrimination, employment and labour-market policy, 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 parameters of migrants’ status in the welcoming society. In this regard, 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 ways to benefit from living and working in diverse settings. 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 and develop joint policy strategies, as well as identify concrete support measures.

Among the first steps towards achieving successful integration is to equip migrants with basic information about their country of destination and help them identify and develop the skills needed to succeed in their new environment. IOM does this through tailored training activities that focus on managing expectations and exploring behavioural changes needed for a successful and productive transition to new environments. These activities may include identifying and contrasting the values and attitudes of the country of origin with those of the destination country. On the part of migrants this creates a better understanding of the environment and the expectations of the receiving society and the steps that the migrants could undertake in order to successfully adapt in their new country. One trend in this field is the increased involvement in the preparation process of countries of origin and countries of destination. Linking on-shore (pre-departure) and off-shore (post-arrival) integration measures contributes to well-formulated and organized training plans.

IOM has been carrying out migrant training over the past 60 years with the understanding that significant steps towards integration can be taken *before* the migrant arrives in the country of destination. IOM has worked with over 1 million migrants through training programmes that prepare them to successfully navigate complex systems so that they would ultimately be able to integrate into the receiving societies where they and their families will live and work. The Organization's training programmes are carefully tailored and take into account the migrants' social, cultural and economic backgrounds and the specific integration challenges they may face in the particular country of destination. Each year these programmes are offered to a wide range of migrants, including refugees and other humanitarian entrants and their relatives, as well as migrant workers, and at the migrants' various skill levels and envisaged duration of stay.



Programme for reintegration of marginalized youth. © IOM

Best practices: Migrant training/pre-departure orientation programmes

IOM recognizes that the following best practices can contribute to an effective and well-conceived pre-departure migrant training programme:

1. Developing curricula and supporting activities with the destination country;
2. Linking pre-departure and post-arrival activities, and recognizing the transitional continuum;
3. Making use of cross-cultural or bicultural trainers;
4. Maximizing training accessibility;
5. Considering the timing of pre-departure orientation;
6. Developing training that is participatory and learner-centric;
7. Addressing not only factual content, but also skills and attitudes;
8. Helping migrants teach each other;
9. Proceeding from the known to the unknown;
10. Training in migrants' native language;
11. Addressing psychosocial issues in pre-departure training;
12. Creating a risk-free, non-threatening learning environment;
13. Developing pre-departure training that is holistic and addresses the family unit;
14. Promoting gender equality in migrant training;
15. Recognizing the inherent strengths and resources of migrants;
16. Reaffirming the dignity and positive contributions of every migrant.



Children's pre-departure orientation in Nepal. © IOM

3.2 The IOM approach

Effective integration policies need to be set among the first priorities of a government's migration agenda, irrespective of whether the admission policies are for temporary or permanent migrants. Successful integration is essential for all stakeholders, not only in terms of the benefits gained from migration but also for the security, stability, social harmony and prosperity of the society in general. Well-planned approaches to the integration of migrants will enable governments to: (a) ensure that migrants can apply and further develop their human capital during their stay, thus fostering economic

growth; and (b) create links with the host society which in turn would accept and support their presence. Such approaches and related policies will be most effective when they are 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 mutual adaptation of migrants and the host society based on principles of protection of fundamental rights, tolerance and non-discrimination. Migrants who integrate well in the receiving societies, acquire new knowledge and skills and accumulate capital, as well as achieve security of residence, are also best placed to contribute effectively to the development of their countries of origin, should the relevant opportunities be in place to do so.



Public service campaign against xenophobia and racism in Ukraine. © IOM

The understanding of migration within societies and the relationship developed with migrants is very contextual with regard to individual countries, regions and communities. IOM draws from successful practices developed by national governments and builds on them for the benefit of other countries with similar goals. Most of the existing practices are from either European countries or traditional immigration countries, including Australia, Canada and the United States, although, given the growing importance of South–South migration, integration challenges are becoming increasingly relevant in other regions of the world.

IOM takes a comprehensive view of integration policy as a set of legal and policy measures that define the parameters of the migrants' stay and involvement in the country of destination. These go beyond specific immigration support measures and extend to mainstreaming migration considerations into relevant areas of economic and social governance. The differences in the context of the destination country and relevant migration trends, as well as the political sensitivity of issues related to the integration of migrants, require a participatory approach to policymaking that is tailored to local needs and challenges. In this regard, IOM seeks to provide a platform for dialogue among the various stakeholders, and provide them with relevant evidence and international good practices to encourage developing and implementing innovative solutions to migrant integration in various policy areas.

IOM migrant training facts and figures, 2011

56 – Countries with migrant training activities

42 – Nationalities served (20 from Africa, 9 from Asia, 6 from the Middle East and North Africa, 3 from the Americas, 3 from Central Asia, and 1 from Europe)

42,664 – Migrant training course participants

53 per cent male, **47 per cent** female

72 per cent refugee resettlement cases, **28 per cent** non-resettlement cases (including temporary labour migrants)

40 per cent destined for the United States, **32 per cent** for Canada, **13 per cent** for Australia, **5 per cent** for the Persian Gulf and **4 per cent** for Europe (including France, Germany, Hungary, the Netherlands, Norway and the United Kingdom)

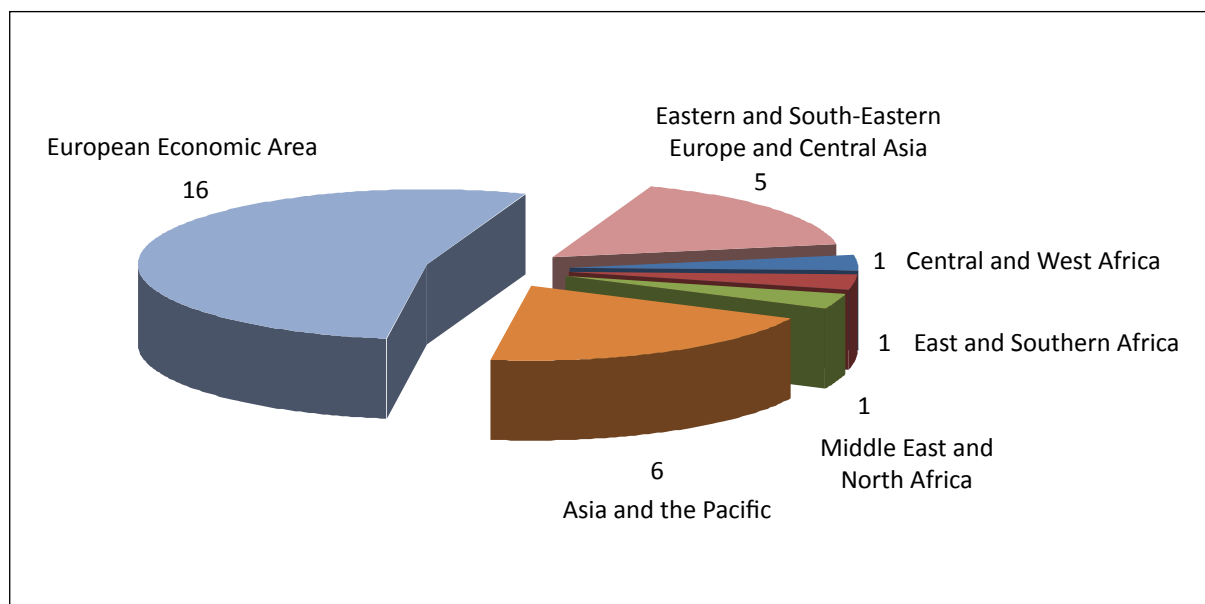
With regard to pre-departure migrant training, these programmes reduce the overall costs of migration – both social and financial – for all stakeholders by reducing the migrants’ dependence on post-arrival services and preparing the migrants for a new work and living environment. At its best, pre-departure training facilitates integration and enables individuals and families to become rapidly self-sufficient and productive members of the receiving society.

The regional structure of IOM allows for exchanges between countries of origin and destination owing to the Organization’s vast global reach – it has a presence in more than 150 countries and carries out work in 440 field locations. In addition, its neutrality and independence make IOM a suitable broker, serving new arrivals, established migrant communities and the societies of origin and destination.

The Organization’s training methodology takes an interactive, learner-centred approach while also accommodating the different learning styles of its clients. The primary goal of any training is to encourage participation and to empower migrants by creating meaningful and experiential learning opportunities. Providing an atmosphere of inclusion, in which all participants are encouraged to actively take part, fosters a greater sense of belonging. IOM develops curricula that contribute to the improved integration prospects of both temporary and permanent migrants. This is achieved by working closely with governments, training institutions, civil society and migrants; regularly monitoring training being conducted in the field; and evaluating the impact and relevance of such training.

The Migrant Training and Integration Unit has held an internal experts’ meeting every two years since 2004 to address key issues related to migrant training methodology and approaches, as well as to explore future opportunities in migrant training.

Figure 3.2: Geographic distribution of migrant training and integration projects (number of projects)



3.3 IOM programming

The Organization's work in the area of migrant training and integration falls into three main areas:

- Migrant training and pre-integration measures for resettlement and humanitarian cases;
- Pre-departure orientation and information dissemination for labour migrants, including temporary workers;
- Other integration programmes.



Nairobi participants under the Australian Cultural Orientation (AUSCO) programme identify healthy food options. © IOM

Migrant training and integration support for resettlement cases

Migrant training activities include some of the Organization's most developed and longest-running global projects 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 that include 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 needs of the target population and specific requirements of the destination country. The goal of these courses is to facilitate self-sufficiency and promote integration, while reducing culture shock.

Key IOM pre-departure programmes

Australia – 5,495 refugees and humanitarian entrants from 22 countries in Africa, the Middle East, South Asia and South-East Asia.

Canada – 13,850 people (including investors, entrepreneurs, skilled workers, family-class members, provincial nominees and live-in caregivers from the Philippines) from 27 countries in Africa, the Middle East and South-East Asia.

Norway – 1,073 refugees from Africa and Asia.

The Netherlands – 70 individuals from 11 countries of asylum (including dossier-based refugees and family reunification cases from Somalia).

United States – 16,947 refugees representing some 25 nationalities from South Asia, Central Asia and Europe, and the Middle East.

United Kingdom – 88 Congolese refugees departing from Rwanda.

In 2011, IOM worked with nine resettlement destination countries on pre-departure cultural orientation: Australia, Canada, Germany, Hungary, Japan, the Netherlands, Norway, the United Kingdom and the United States. Several of these programmes have been running on a multi-year basis, many of them for as long as 20 years. They are large-scale programmes, serving thousands of migrants annually.

European Union Relocation Malta: Supporting resettlement in the EU

As part of the European Union Relocation Malta (EUREMA) project, under which several EU and non-EU Member States agreed to accept asylum-seekers currently living in Malta, IOM provides pre-departure orientation for migrants bound for Germany and Hungary. IOM developed and delivered a three-day pre-departure orientation for beneficiaries on their rights and responsibilities, access to social services, and other critical information needed to expedite their integration into German and Hungarian society.

Training activities for migrant workers, including temporary migrants

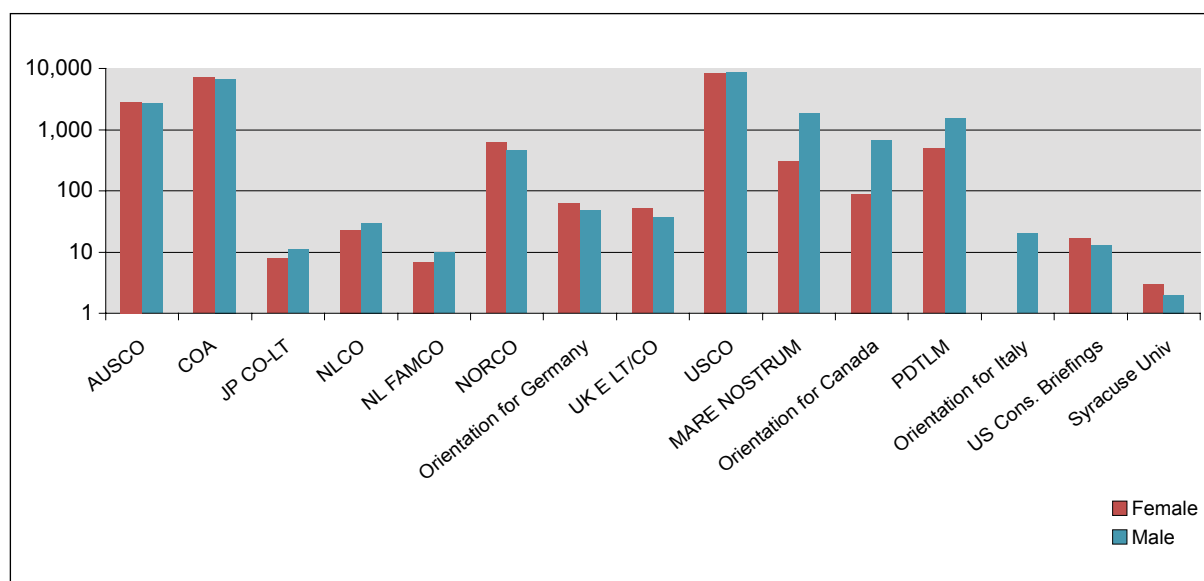
The second main area of the Organization's pre-departure orientation and training work is the support furnished to labour migrants. Owing to the fact that, initially, many of these migrants often are moving to a country of destination where they intend to stay only temporarily, and where their priority goal is employment, their needs are different from those of refugees and other humanitarian cases. Labour migrants require a tailored curriculum with objectives that correspond to their needs in order to facilitate not only their transition to a new country but also their integration into a new workplace and labour market in general. As migrant workers should ideally be active economic agents from the outset in order to succeed, these courses are designed to equip migrant workers 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 beneficiaries under this area of work is smaller than the resettlement caseloads, governments, employers and civil society increasingly regard pre-departure training for migrant workers as a good practice.



Learning English in the Thai border town of Mae Sot – AUSCO. © IOM

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

Figure 3.3: Migrant training programmes and trained persons in 2011



Note: The acronyms and abbreviations used in the chart stand for the following:

AUSCO:	Australian Cultural Orientation
COA:	Canadian Orientation Abroad
JP CO-LT:	Japanese Cultural Orientation and Language Training
MARE NOSTRUM:	Cultural Orientation and Profiling
NLCO:	Netherlands Cultural Orientation for Dossier Cases
NL FAMCO:	Cultural Orientation for Family Reunification Cases Bound for the Netherlands
NORCO:	Norwegian Cultural Orientation
Orientation for Canada:	Pre-departure Orientation for Migrant Recruits Bound for Canada
PDTLM:	Pre-Departure Training for Labour Migrants in East Africa Bound for the Gulf
UK E LT/CO:	United Kingdom English Language Training/Cultural Orientation
USCO:	United States Cultural Orientation
US Cons. Briefings:	US Consular Briefings

Integration programmes

The third area of work under this thematic area is integration programming, which includes a host of activities to address migrants' rights and obligations, promote economic participation and social inclusion, combat xenophobia and discrimination, and promote the positive contributions of migrants in their new societies.

Contribution of IOM to integration policy development in the European Union

Within the EU and the European Economic Area (EEA), many IOM integration-related projects are funded by the **European Fund for the Integration of Third-country Nationals (EFI)**. Current focus areas and themes centre on a participatory approach to integration policy development through the involvement of a broad range of stakeholders. IOM strives to include migrant views in a variety of thematic discussion platforms in host countries and also works on mainstreaming migration and integration in different policy-related agendas, such as employment, non-discrimination, development and education.

An EC-funded project currently implemented by IOM France, the **European Local Cooperation for Integration (ELCI)**, explores ways to reinforce the two-way process of integration by shaping the integration strategies of third-country nationals and European host official institutions at the local level. The project promotes knowledge on the role of migrant organizations involved in the

integration process, which is achieved through a variety of methods, including dialogue platforms and capacity-building activities at the European, national and local levels, involving relevant official authorities in charge of integration.

Finally, IOM works in areas of research, analysis and policy development designed to improve migrant integration. As part of a three-year project, IOM supports the Directorate General for Employment, Social Affairs and Inclusion of the EC in providing expert analysis and advice in relation to mainstreaming migration considerations in EU-wide employment and labour market policies. Over the first two years, the **Independent Network of Labour Migration and Integration Experts (LINET)** project produced six studies on various aspects of labour market integration of migrants, and organized four EU-level seminars to publicize and discuss research findings. Specific topics tackled by the network included migration and the economic crisis, linking migration policies to labour market needs and labour market inclusion of less-skilled migrants. The LINET key deliverables will be available in 2012.

As previously mentioned, 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. As described in Chapter 2, MRCs have been used by IOM to effectively reach potential migrants and inform them about the migration process, including the risks posed by irregular migration.

IOM recognizes that lack of evidence about existing integration-related policies and their impact precludes further advances in this area. The LINET network mentioned in chapter 2 is aimed at identifying good practices and promoting rigorous evaluation of integration measures in the European Union (EU). In particular, it is of paramount importance to move towards (a) improving the knowledge of effective integration governance in each related policy field, including employment and education, and (b) developing mechanisms for inter-policy coordination. IOM highlights the linkages between the provisions of immigration policies and the potential for the integration of migrants, as well as the close correlation between success in integration and the capacity of migrants to contribute significantly to the development of their country of origin.

For integration to succeed, dialogue and mutual adaptation between the welcoming society and migrants should take place based on a common set of values. In this regard, IOM supports the development of measures supporting 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 actors and other stakeholders so that they can effectively involve migrants.

In the field of economic participation, IOM works in areas of recognition of qualifications, including informal learning and combating discrimination both in recruitment and in the workplace. The Organization also works with various labour-market actors, including employers and public and private intermediaries in addition to trade unions, to enable them to take positive action towards the inclusion of migrants in the labour market commensurate with their skills and in accordance with labour standards.

Programmes designed to promote social inclusion are implemented for a wide range of migrant beneficiaries, including youth, unaccompanied minors, asylum-seekers and refugees, in order to address issues of marginalization and explore ways to increase prospects for integration. In Morocco for example, IOM has worked with organizations to create new integration models for migrant youth through the exchange and discussion of policies and practices.

Dialogue for Integration: Engaging Religious Communities in Denmark, Finland, France, Germany, Latvia, Lithuania and Spain

The Dialogue for Integration: Engaging Religious Communities (DIRECT) project, implemented in seven EU countries, explored the important role of religious leaders in the integration process, and promoted dialogue between representatives of religious communities and host societies. Activities included research, capacity-building of migrant religious leaders and the creation of forums for dialogue and networking between religious leaders from all denominations, as well as national and local authorities. The project was implemented in 2009–2011 with the financial support of the European Integration Fund. DIRECT project information, including a discussion paper, is available at www.iom.fi/direct.

IOM has also worked closely with migrant leaders, including with religious leaders, through interfaith training designed to empower them in their role in advancing the process of 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.

The Organization's *World Migration Report 2011* focuses on the topic "Communicating Migration" and examines the extent to which public perceptions influence government policies and vice versa, recommending a new approach to the migration debate. The report notes that both integration and reintegration efforts will inevitably be undermined unless migrants themselves become active participants in the migration debate, rather than being the subject of debate. IOM supports these efforts through awareness-raising campaigns, as well as through initiatives enabling more balanced and accurate reporting on migration issues and widening the scope of active participants in the public debate, such as training for migrant journalists, including on new media tools. To this end, the regional project "Migrants in the Spotlight" was implemented in Central and Eastern Europe with support from the European Integration Fund.

Migrants in the Spotlight: Migration and the media

IOM contributes to responsible media coverage on immigration and migration issues by sensitizing editors, journalists and journalism students. The Migrants in the Spotlight (MITS) initiative sought to improve the media's understanding, awareness and reporting of migration and integration. The project specifically targeted professional media representatives (television, radio, online media outlets) and journalism students, including young migrants, in the Czech Republic, Hungary, Latvia, Lithuania, Romania and Slovakia. MITS organized an international journalism competition for students, offered internship and mentorship opportunities for young migrant journalists, and carried out 12 training seminars for mixed groups of both native and migrant media professionals. With the support of the Hungarian Presidency of the Council of the European Union, an international conference on "Promoting Migrant Integration through Media and Intercultural Dialogue" was organized in Budapest from 16 to 18 May 2011. The event gathered migration, integration and media stakeholders from the six project countries, and representatives of EU institutions.

IOM also promotes integration by addressing gaps in education systems. By developing practical, online resources and training sessions with selected experts in migrant education and second-language theory and practice, IOM can address the specific needs of migrant children and youth, including in multicultural classroom settings. In some countries where migrant learners may have limited access to public education IOM assists by facilitating educational opportunities for foreign children post-arrival. An example of this would be the programme (implemented jointly by IOM and the Government of Japan) to use “bridging schools” which were designed to provide six months of free education to help migrant children to learn the Japanese language and other key subjects so that the migrant children can transfer smoothly into Japanese public and other schools. Through comprehensive reviews of learning materials and enhancements to second-language teaching methodology, prospects for increased integration, mutual understanding and cultural exchange between migrants and host communities are increased.

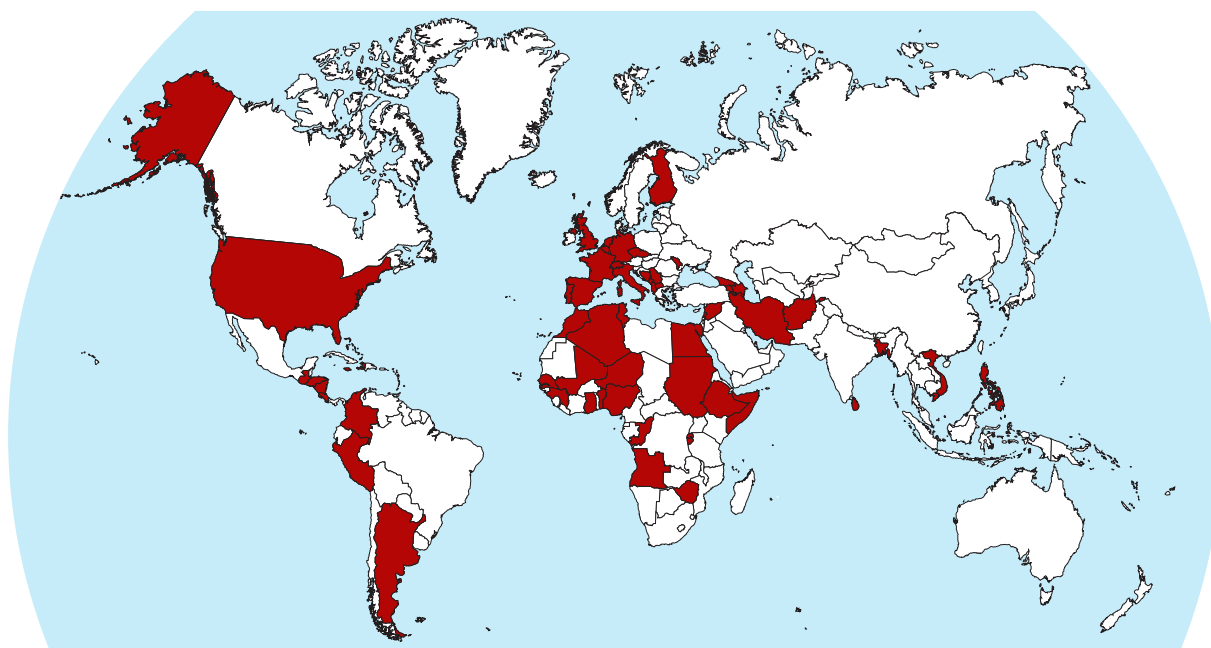


Migrants in the Spotlight: Training and capacity-building for media representatives and students in Hungary. © IOM

4

**Migration
and development**

Figure 4.1: Geographic coverage of migration and development projects active in 2011

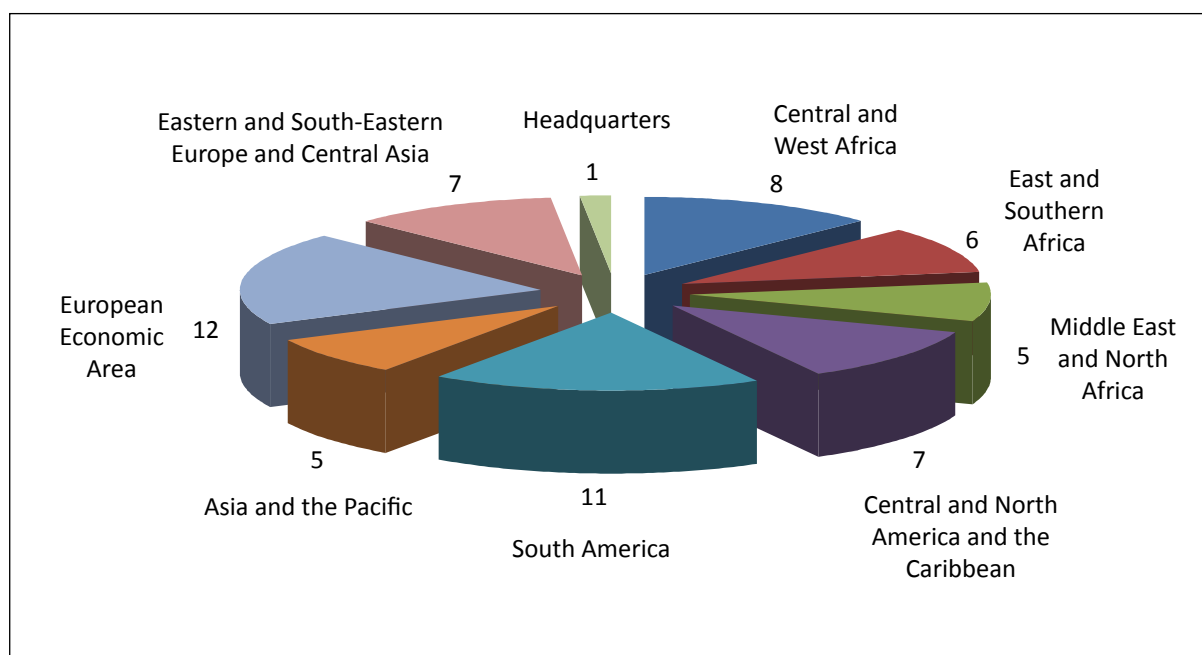


4.1 Overview

Migration and development are highly interdependent processes. Migration cannot be a substitute for development, and development is not necessarily dependent on migration; however, each can profoundly influence the other. International migration is the movement of persons from their countries of origin to countries of destination; the term includes forced migration, economic migration and migration for family reunification. Development, meanwhile, is a dynamic process implying growth, advancement, empowerment and progress, with the goal of increasing human capabilities, enlarging the scope of human choices and creating a safe and secure environment where residents can live with dignity and equality. In 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.

Maximizing the positive relationship between migration and development has long been a focus of the Organization's work; however, it is especially relevant that the relationships be strengthened in this era of globalization and unprecedented mobility. The objective of the Organization's migration and development programming is to harness the development potential of migration for the benefit of societies and migrants, and to contribute to sustainable development and poverty reduction.

Figure 4.2: Geographic distribution of migration and development projects (number of projects)



Note: Projects in which IOM acts solely as a fund administrator were excluded.

The basis for the Organization's work in migration and development can be found in its Constitution, which states "that migration may stimulate the creation of new economic opportunities in receiving countries and that a relationship exists between migration and the economic, social and cultural conditions in developing countries". Although there is no clear reference to migration and development in early IOM documents, an IOM Council paper from 1995 mentions that, "[a]s an intergovernmental body, IOM acts with its partners in the international community to [...] encourage social and economic development through migration". In 2004, the Council issued a document, entitled *Towards an IOM Strategy on Migration and Development*, which stated that: "The focus of IOM activities ... lies in the strengthening of the positive aspects of migration and in migration management". It can be observed therefore that IOM approaches the migration and development nexus from the perspective of migration management, assisting national and local governments and other actors (including civil society and private sector actors) to manage migration in order to maximize its development benefits and minimize its negative aspects.

Migration and development is firmly established on the global agenda of policymakers in countries of origin and countries of destination. To discuss this issue, governments have been meeting annually since 2007 within the framework of the State-led Global Forum on Migration and Development (GFMD). In 2011, the main theme of GFMD, which is under the chairmanship of the Government of Switzerland, was "Taking Action on Migration and Development – Coherence, Capacity and Cooperation". As a result of increased dialogue, the links between migration and national development are being increasingly recognized and understood. Issues that have long been discussed in isolation, such as the debate on migrant workers' rights and protection, demographic changes and the need for global labour migration and the effects of migration on the development of their countries of origin, are starting to converge and be understood in a more holistic way.

The 2011 GFMD placed particular emphasis on labour migration and its links to development. At the request of the various co-chairing governments, IOM RTSs in labour migration and migration and development provided technical expertise for the preparation and implementation of a number of the regional thematic sessions of the 2011 GFMD, notably in Bangladesh, El Salvador, Jamaica, Nigeria and the Republic of Moldova. That technical expertise was provided in the form of specialized input on background papers and programmes, the delivery of presentations, the moderation of round tables and the identification and recommendation of expert speakers and participants. In particular, the discussion on the topic “From Evidence to Action – Facilitating South–South Labour Migration for Development”, held in the Nigerian capital Abuja, was strongly supported by the Organization’s experts on labour migration and migration and development.

Strengthening community-based planning and local governance in migration-affected areas

With support from the IOM Development Fund (IDF), IOM and the Government of Zimbabwe have formed a partnership on “Strengthening community-based planning and local governance in migration-affected areas”. The initiative is aimed at improving the quality of local planning and governance in areas highly impacted by migration through the community-based planning (CBP) process, a bottom-up consultation and planning process that is enshrined in Zimbabwe law. In 2011, IOM facilitated a series of CBP stakeholder consultations and capacity-building workshops for national, provincial, district and ward-level planning officers, ministerial officials, traditional leaders and community representatives, as well as intensive CBP workshops in four wards during which each community produced a development plan. The plans have been adopted at district level and are now part of the provincial development plans that will be forwarded to national-level government authorities. Migrants, cross-border traders, women, youth and children were some of the socio-economic groups that participated in the intensive planning process. The process increased the participation of migrants and internally displaced persons and resulted in plans that are aimed at addressing the needs and aspirations of migration-affected communities.

The need to mainstream migration across sectors and within community, national and regional development planning processes is also increasingly being recognized. IOM is working on this issue in several countries, including in collaboration with the United Nations Development Programme (UNDP) and other partners. These activities have been instrumental in advancing the process of mainstreaming migration into the global development agenda.

Simultaneously, IOM is responding to the requests of Member States to assist with the development of migration strategies at the national and local levels. Given the new structure of IOM, with increased expertise in the regional offices, it is now apparent that there are opportunities for IOM to foster greater fluidity of policy and implementation as a partner to governmental and non-governmental entities.

There is also growing interest among States and international actors in taking stock of lessons learned and best practices in the area of migration and development. Which approaches are sustainable and effective? How should the impact of “brain gain” programmes be measured? In 2011, the European Commission-funded Joint Migration and Development Initiative (JMDI), for which IOM is one of the

implementing agencies, published a handbook for practitioners and policymakers, entitled *Migration for Development: A Bottom-up Approach*. This handbook specifically highlights the numerous practical approaches taken by small-scale actors, such as migrants, NGOs and diaspora associations, regarding the transfer of social, financial and cultural capital for the development of the country of origin. Meanwhile, IOM, in collaboration with the Migration Policy Institute (MPI), developed a handbook, entitled *Developing a Road Map for Engaging Diasporas in Development*. These are two useful tools that take stock of existing best practices. However, it should be mentioned that the process of reflection on and analysis of what has been done so far and what can be learned from past experiences is far from finished. Practitioners are only at the beginning of the effort to consider knowledge management in the area of migration and development.

The European Commission–United Nations Joint Migration and Development Initiative

The European Commission–United Nations Joint Migration and Development Initiative (JMDI) is an innovative inter-agency programme, implemented by UNDP Brussels in partnership with the EC and four agencies, namely IOM, UNHCR, UNFPA and ILO. All partners are directly engaged in the management and direction of the programme and contribute their institutional knowledge, expertise and extensive networks to ensure its success. The overall objective of the JMDI is to support civil society organizations and local authorities in linking migration and development. In so doing, JMDI: (a) sets up and reinforces networks of actors working on migration and development; (b) identifies good practices in this field and shares information on what actually works at the local and international levels; and (c) feeds into the policymaking process on migration and development.

Notwithstanding the need for increased knowledge management on lessons learned, there are still many issues remaining with regard to the operationalization of migration and development. One such issue concerns the role of diaspora members in fragile and post-conflict States, and in State-building processes. Similarly, the debates on the environmental impacts of global migration and the ways in which migration can be an adaptation mechanism for people affected by climatic changes are still in their infancy and will need to be followed closely. Meanwhile, IOM will continue to feed the discussions with its programmatic experience.

Qualified Expatriate Somalia Technical Support – Migration for Development in Africa

The Qualified Expatriate Somalia Technical Support – Migration for Development in Africa (QUESTS-MIDA) programme has been implemented since 2009 by IOM in close cooperation with UNDP to develop the institutional capacity of government ministries in Somalia through short-term capacity-building assignments. The success of the programme spawned two other MIDA projects for Somalia using the same recruitment and monitoring mechanisms. As such, IOM Somalia has been able to incorporate MIDA components into several projects, each with a specific set of objectives. In cooperation with Somali institutions and other partners, IOM identifies and selects suitable candidates, finances their return and ensures their reintegration into both professional and personal environments, thus contributing to rebuilding and strengthening a depleted human resource base in priority areas and increasing the capacity of the receiving institutions to cope with economic, social, educational and health challenges. The current Prime Minister of the Transition Federal Government in Mogadishu, Dr. Abdiweli Mohamed Ali, came back to Puntland/Somalia as a tax revenue specialist through MIDA in July 2010.

4.2 The IOM approach



Return of Qualified Afghans Programme. © IOM

Migration and development is often seen as a nexus, with migration affecting development and vice versa. For example, development in a local area where there is high outmigration may lead to more job opportunities and decreased migration in the future (a case of development affecting migration). Similarly, the remittances sent home by migrants abroad may be used to create job opportunities in that area (a case of migration affecting development). IOM considers both aspects of this nexus in its work.

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 of migration-related programmes aimed at maximizing migrants' benefits (Point 4);
- To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners (Point 8).

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 both countries of origin and countries of destination. While most of the Organization's programmes in this field are conceptualized in the context of development and poverty alleviation in regions that have been recently affected by armed conflict, IOM strives to contribute positively to the connection between migration and post-conflict reconstruction. It 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.

Temporary Return of Qualified Nationals: A model for diaspora engagement

The Temporary Return of Qualified Nationals (TRQN) project focuses on the diaspora contribution to the national reconstruction and development priorities of Afghanistan, Bosnia and Herzegovina, Ethiopia, Georgia, Serbia, Sierra Leone, South Sudan/Sudan and United Nations Security Council resolution 1244-administered Kosovo, by strengthening the institutional capacities of both public and private organizations in these countries. During the project period from April 2006 to July 2011, IOM assisted with over 100 temporary return assignments to Ethiopia and Sudan. Professional members of the diaspora carried out these assignments. The diaspora made a positive impact on the capacity of so-called host organizations by training their staff and thereby acting as “accelerators for development”.

IOM sees its role in the area of migration and development as being a facilitator for creating strong linkages between the diaspora and the government of the country of origin. In this respect, IOM advises and works with the following actors:

- **Governments**, in order to enhance their capacity in the areas of policy so that migration can be mainstreamed into development planning and outreach mechanisms can be extended to the diaspora;
- **Host and home communities**, especially to mitigate the negative effects of migration among families of migrants, awareness-raising and integration measures in the countries of destination, strengthening of diaspora associations and inclusion of the wider communities to benefit from migration gains in countries of origin and destination;
- **Individual migrants**, in particular in the context of (human, financial, social or cultural) migrants’ capital transfers. In recognizing the global trend that nearly half of all migrants are women, IOM integrates gender-based analysis into its migration and development work as a key underlying concern.



Supporting implementation of the migration and development component of the EU–Moldova Mobility Partnership.
© IOM

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. It is also important to note that the Organization's interventions tend to take a holistic approach, combining elements of diaspora engagement, community development and skills transfer in one project or programme.



Temporary return of qualified nationals. © IOM

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 in order to create alternatives to emigration in areas where there are high migration pressures.

Concretely, these types of projects can contribute to community stabilization in the countries of origin by creating income-generating activities and employment, 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 to implement community development projects sustainably. Furthermore, IOM builds sustainable partnerships among institutions, authorities and individual entrepreneurs to promote the sustainable development of community initiatives, including through the diaspora.

IOM as a partner to the EU–Moldova Mobility Partnership

IOM is supporting the implementation of the migration and development component of the EU–Moldova Mobility Partnership in the Republic of Moldova, one of the countries with the highest rates of migration worldwide. Thanks to the project, which is funded by the EU and managed by IOM, Moldovan migrants have access to a remittances investment scheme, which is the first of its kind in Europe. While abroad, migrants now benefit from online consular registration, diaspora discussion platforms and fresh information on life in destination countries. Through project grants and capacity-building, Moldovan diaspora associations are able to better maintain dialogue with the homeland and at the same time better serve and inform Moldovan migrants abroad. Young potential returnees are offered a perspective back home with business development training and start-up grants offered by professional small and medium-sized enterprise (SME) support structures in the Republic of Moldova.

The responses of governments to environmentally induced migration are also part of the community development portfolio of LHD. 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 contribute to assisting communities in their adaptation to climate and environmental changes and building resiliency within communities to those changes.

IOM implements a wide range of diaspora engagement programmes, many of which are funded through the IOM Development Fund (IDF) at the request of Member States that have large diaspora communities abroad. Often one of the main activities in these projects is the undertaking of diaspora mapping surveys carried out by IOM. These surveys look at the size, composition, attitudes, educational attainment, 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 results help governments strengthen their linkages with the diaspora, build trust, devise outreach strategies and inform diaspora policy development processes according to the specific needs, interests and attitudes of diaspora communities. At the same time, the profiling can 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 mobilize the contributions of the diaspora to the development process back home. IOM can facilitate this process by providing expert input and comparative examples and facilitating networking and the exchange of experience with other 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, as demonstrated by the fact that many governments worldwide have established specific ministries or agencies dealing exclusively with diaspora matters.

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 sessions. This is done in close collaboration with diaspora associations and embassies of the countries of origin in 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 a pivotal role to play in 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 governmental and non-governmental actors. Outreach activities serve the purpose of building trust among diaspora groups and creating 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.



MIDA Great Lakes (Democratic Republic of the Congo): Sensitization of local women by hospital staff (trained by experts from Migration for Development in Africa) to undergo prevention analysis. © IOM

Since the 1970s, IOM has been implementing return programmes for qualified nationals that serve to **transfer back to the country of origin the skills and knowledge** acquired abroad. Since 2000, these programmes have been diversified in their scope and methods of implementation, with more emphasis being placed on temporary and virtual (rather than permanent) returns. Since the inception of these programmes in 2001, the Organization's Migration for Development in Africa (MIDA) programme and Temporary Return of Qualified Nationals (TRQN) programme have evolved into multifaceted models for activities, including many aspects of diaspora engagement or remittances interventions. Despite the fact that IOM has an overall global MIDA/TRQN approach – mainly targeting highly qualified diaspora members, often in the sectors of health, education or specific technical professions – 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.

MIDA Great Lakes: Mobilizing the diaspora for the development of countries of origin

The MIDA Great Lakes programme strengthens the capacities of public and private institutions in Burundi, the Democratic Republic of the Congo and Rwanda by mobilizing the diaspora of the Great Lakes Region that have settled in the EU. The project's main objective is to encourage the mobility of diaspora skills and resources in response to local development needs. Financed by the Government of Belgium, the programme is managed and implemented by IOM Brussels and IOM Kinshasa in close cooperation with the Ministries of Labour in Burundi and the Democratic Republic of the Congo, and with the Ministry of Foreign Affairs in Rwanda.

The importance of **remittances** for the development of many countries of origin is unquestionable. The World Bank estimates that international remittances now account for the second-largest financial flow to developing countries after foreign direct investment, and are more than twice the value of net ODA. In some countries, remittances far exceed the value of any foreign investments and account for a significant portion of 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 full 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 advise governments on best practices (e.g. making financial transfers through mobile telephones);
- Comparing available transfer channels and other relevant financial services for diaspora communities so that they would have better information and thereby be able to increase their formal remittances;
- Providing financial literacy training for senders and recipients of remittances, and raising awareness of financial services and investment opportunities.



Nicaragua: Cover of the comic strip *Yolanda Looking for Life* on the advantages of banking remittances. © IOM

Remittances to Benin: Research on the socio-economic impact of financial resources of migrants

Migrant remittances represent an important source of income for Benin. While there is consensus on the potential that these remittances represent, the lack of reliable data hampers the development of policies aimed at enhancing the positive impacts of remittances on the social and economic development of the country. With the financial support of the IOM Development Fund (IDF), this research project gathers information on the way remittances are used by receiving households and identifies strategies to strengthen the impact of remittances. The results of the study will be published in 2012.

Migration for Development in the Western Balkans: Promoting labour mobility for the benefit of all

The Migration for Development in the Western Balkans (MIDWEB) project disseminates information about legal channels of migration among potential labour migrants, and provides opportunities for the return of skills and human capital for the development of the Western Balkans. The project offers temporary placement opportunities for 60 qualified professionals who originated in the Western Balkans and who live permanently in Austria, Germany, Italy, the Netherlands, Switzerland and the United Kingdom. The selected participants can return to their countries of origin for a determined period of time to share their skills and expertise, and to contribute to the development of their country of origin.

The project organized a regional training course to build the capacity of migrant resource centre (MRC) counsellors in Western Balkan countries to provide efficient, up-to-date and relevant information to potential migrants, and to effectively deliver this information in both individual and group settings, including the delivery of pre-departure orientation sessions. Additionally, a regional conference was held in Budapest to discuss challenges and obstacles to the return of skilled migrants to the region and to identify strategies on how to engage the diaspora in regional socio-economic development. The project is managed by IOM, in partnership with the Migration, Asylum, Refugees Regional Initiative (MARRI), the Federal Office for Migration and Refugees in Germany and the Vienna Institute for International Economic Studies (WIIW), and funded by the European Commission.

5

**2012: A preview
of the year ahead**

The global economic challenges of 2011, including the recession in the United States and the sovereign debt crisis in Europe, are likely to continue in 2012, with some experts predicting that another major downturn is a real possibility.⁵ In the United States and Europe in particular, high unemployment rates continue to plague their 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. Indeed, the prevailing economic conditions have led to increasing levels of migration from European countries to emerging economies in Africa, Asia and South America. This emerging trend is being called "reverse migration" and consists particularly of 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 those 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

Although the evidence surrounding South–South migration remains anecdotal, much of it is irregular, thus posing a challenge for governments and heightening the vulnerability of migrant workers who are subjected to exploitation. IOM is increasingly responding to government requests to regulate this type of labour migration that is often intraregional. 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 **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.

IOM has increased its engagement with the private sector in relation to its recruitment facilitation services and 2012 is likely to witness a rise in this type of engagement. The promotion of best recruitment practices is now being discussed with a growing number of stakeholders, further cementing the understanding that the exploitation of migrant workers is often linked to their vulnerability at this first step of the labour migration process.

During 2012, IOM will be promoting the use of labour-market assessments among emerging countries of destination as an effective tool to match the supply 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 bilateral agreements and building capacity for new government entities that regulate the emigration of their nationals.

5 UN DESA, *World Economic Situation and Prospects 2012* (2012). Available from http://www.un.org/en/development/desa/policy/wesp/wesp_current/2012wesp.pdf.

Mauritius: Facilitating South–South cooperation and student mobility

Mauritius is classified as both a small island developing state and an upper middle-income country (*World Economic Situation and Prospects 2012 Global Economic Outlook*, UN DESA, 2011). Often viewed as a labour-sending country, the employment of foreign workers is a recent phenomenon in Mauritius. In the face of acute labour shortages, particularly in export processing zones (EPZs), employers in Mauritius have been recruiting increasing numbers of workers from Asian countries. Migrant workers now comprise 60 per cent of the total workforce in the EPZs. South–South cooperation between developing countries such as Mauritius and countries of origin is an increasingly important component of global labour mobility.

At the same time, there is an impetus amongst Mauritian graduates to pursue higher education overseas and seek skilled employment abroad. As is often the case, credential recognition is a challenge they must face. Under a new project and in cooperation with provincial authorities and the Assemblée Communautaire Fransaskoise – a community group dedicated to the promotion of *francophonie* in Saskatchewan, Canada – IOM will be facilitating the transfer of Mauritian students to the University of Regina in Saskatchewan. The programme will assist eligible students and their families with preparation, mobilization, settlement and integration through pre-departure training such as cultural orientation and adequate post-arrival guidance. This will ensure that their move is cost-effective and that they will integrate more quickly in Canada. At the end of their studies, the students will be assisted by the project with job placements in Saskatchewan through an established local network.

5.2 Training and integration of migrants

New destination countries experiencing labour migration on a larger scale than previously will face new challenges with regard to integration. IOM will be seeking to expand its portfolio of activities that promote the economic and social inclusion of migrants, combat discrimination and promote a positive perception of migrants among the general public in these countries. In particular, additional emphasis will be placed on supporting governments and other actors in combating the economic and social marginalization of migrants in conditions of ongoing recession or patchy economic recovery in a number of destination countries.

At the same time, some countries with recovering economies are reviving their efforts to attract new migrants, in particular those with higher skill levels, in order to boost their growth and support innovation. To this end, positive conditions for integration and, above all, the creation of tolerant and inclusive societies are measures that can play a decisive role in the global competition for workers. IOM will continue providing relevant stakeholders with expert policy advice on available evidence and good practices.

Pre-departure training, such as cultural orientation and guidance upon arrival in order to foster full integration of migrants into their new living environment, is of growing importance to migrants and governments alike in countries of destination and origin. Such training is increasingly becoming a part of the package of recruitment and facilitation services that IOM offers to migrants moving to another country.

IOM anticipates another robust year of migrant training, with the anticipated number of training beneficiaries estimated to be about 40,000 to 45,000. Anticipated increases in resettlement throughout Europe could result in more governments requesting the Organization's assistance in pre-departure orientation for resettlement cases. Increasingly, States are exploring additional pre-integration measures, including language and literacy training, especially with regard to family reunification programmes with stricter language proficiency requirements.

Several training-of-trainers workshops will be held to enhance the sharing of knowledge and increase trainers' capacity, and a **trainer exchange programme** is being considered to facilitate information- and resource-sharing among IOM migrant training experts.

5.3 Migration and development

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 will be seeking to develop training materials to 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.

The Organization's knowledge and skills transfer programmes, which contribute to the development of the countries of origin by drawing upon the expertise of qualified persons in the diaspora, will be reviewed by LHD as part of an internal strategy review during the first half of 2012. This will consolidate best practices, improve knowledge management and promote the Organization's contribution through projects in the area of skills and knowledge transfer from diaspora experts. The Government of Belgium is a donor to one of the Organization's largest such programmes, MIDA Great Lakes (see chapter 4), and will invest in a comprehensive external evaluation of the programme during 2012 which will shape the future of migration and development programming under LHD.



As part of the Organization's TRQN project, a member of the Sudanese diaspora contributes to the development of local communities in the Sudan. © IOM

Glossary

Cultural orientation

Training courses for migrants, which are aimed at imparting knowledge of the host country, and may include information on its history, geography, laws, access to social services, language and more.

Diaspora

The term diaspora broadly refers to individuals and members or networks, associations and communities, who have left their country of origin but maintain links with their homelands. This concept covers more settled expatriate communities, migrant workers based abroad temporarily, expatriates with the nationality of the host country, dual nationals and second/third-generation migrants.

Economic, social and cultural rights

According to principles of equality and non-discrimination, these are rights aimed at ensuring the provision of adequate economic, social, cultural, material and intellectual welfare of persons.

Facilitated migration

Fostering or encouraging 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 that 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 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 health status of the migrants and/or the public health of the host communities.

Highly skilled/qualified migrant

While there is no internationally agreed definition, two overlapping meanings of this term 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 post-secondary 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 practise a profession.

Human development

Human development is a process of enlarging people's choices. The most critical of these choices 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.

Inclusion

A process designed to enable and achieve the full participation of all in the economic, social, political and cultural life of a given community or society. Although there is no commonly agreed definition of the term, 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 United Nations World Summit for Social Development).

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.

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 involves entry, stay or work in a country without the necessary authorization or documents required under that country’s immigration regulations. From the perspective of the sending country, the irregularity is seen, for example, in cases in which a person crosses an international boundary without a valid passport or travel document, or does not fulfil the administrative requirements for leaving the country.

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/low-skilled and semi-skilled migrant worker

There is no internationally agreed definition of a less-skilled migrant worker or low-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/optimum 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-skilled or low-skilled worker, on the other hand, is considered to be a person who has received less training than a semi-skilled worker or, not having 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 migration and development concerns into legislation, policies and programmes at all levels (local, national and, if applicable, regional). It also means integrating migration and development 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 of cross-border migration, particularly managing the entry and presence of foreigners within the borders of a 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.

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 forums, bringing together representatives of States, civil society and international organizations 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

Reinclusion or reincorporation 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.

Sustainable development

According to the 1987 Brundtland Report, entitled *Our Common Future*: “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”.

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 of, among other things, 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 difficult to differentiate from each other.



International Organization for Migration (IOM)