

**Outcome 7: More migrant workers are protected and more migrant workers have access to productive employment and decent work**

**Table 1: Summary of results by indicator and by typology**

Indicators	Target	Results					
		Total No.	Policies and strategies	Programmes	Regulatory/ Legal framework	Capacity development	
						<i>Institutional capacity</i>	<i>Data collection and analysis</i>
7.1 Number of member States that, with ILO support, adopt gender-sensitive labour migration policies to protect migrant workers that reflect the ILO Multilateral Framework and the provisions of relevant international labour standards.	8 member States, of which 2 in Africa, 1 in the Americas, 1 in Arab States, 2 in Asia, 2 in Europe	<b>8 member States</b> , of which 1 in Africa, 1 in Arab States, 5 in Asia, 1 in Europe,	Zimbabwe, Jordan, Cambodia, Lao PDR, Vietnam, Georgia		Bangladesh, Cambodia, Indonesia,	Zimbabwe, Jordan, Cambodia, Lao PDR, Vietnam, Indonesia, Bangladesh, Georgia	
7.2 Number of member States that, with ILO support, adopt gender-sensitive labour migration policies and practices that reflect the ILO Multilateral Framework with a view to promoting productive employment and decent work for migrant workers.	6 member States, of which 1 in Africa, 2 in the Americas, 1 in Arab States, 1 in Asia, 1 in Europe	<b>11 member States</b> , of which 1 in Africa, 4 in Americas, 3 in Asia, 3 in Europe,	Senegal, Brazil, Costa Rica, Nicaragua, Panama, Philippines, Armenia, Moldova,	Panama    Armenia	Nicaragua,    Ukraine	Senegal, Brazil, Costa Rica, Nicaragua, Panama, Thailand, Philippines, Sri Lanka, Armenia, Moldova, Ukraine	Armenia, Moldova, Ukraine,

The number of results under indicator 7.2 exceeds the target, which reflects higher demand across several regions. This resulted in an increase in the number of country programme outcomes, and the results are also linked to targeted mobilisation of extra budgetary resources.

**Table 3: ILO results chain: Country examples**

Country	ILO contribution (outputs delivered by the Office)	Results (action taken by the country)	Gender-specific
<i>Viet Nam</i>	<ul style="list-style-type: none"> <li>In 2013, ILO provided technical comments and support to Ministry of Labour Invalids and Social Affairs (MoLISA) to conduct tripartite consultations on the drafting of three regulations on recruitment practices and the protection of migrant workers.</li> <li>Government officers were trained on international instruments and good practices on the protection of migrant workers through regional, national and provincial level workshops.</li> <li>ILO supported an assessment of the implementation of the Vietnam Association of Manpower Supply (VAMAS) Code of Conduct (CoC) for recruitment agencies.</li> <li>ILO provided training on the operations and services of the Migrant Worker Resource Centres (MRCs) and developed an Operations Manual.</li> <li>ILO supported Vietnam General Confederation of Labour (VGCL) in the development and implementation of an action plan on the role of trade unions in the protection of migrant workers.</li> </ul>	<ul style="list-style-type: none"> <li>Two circulars aimed to improve recruitment practices and the protection of migrant workers were adopted in 2013.</li> <li>A pool of 80 provincial trainers and a network of community resource persons was established and trained on the laws and procedures related to sending workers abroad. Improved capacity of MoLISA, Ministry of Foreign Affairs, National Assembly and social partners on migration management and the protection of migrant workers.</li> <li>20 agencies were rated against their application of the standards of the CoC. A number of agencies have revised their procedures to comply with the CoC, and there is improved awareness among authorities and agencies of the law and their responsibilities.</li> <li>Between November 2011 and June 2012, MRCs were established in the Employment Service Centers in 5 provinces. By June 2013, 6,529 potential migrants had accessed counseling</li> </ul>	

		<p>services at the MRCs.</p> <ul style="list-style-type: none"> <li>• VGCL are much better equipped to participate in policy dialogue and provide support to migrant workers.</li> </ul>	
<i>Thailand</i>	<ul style="list-style-type: none"> <li>• ILO submitted a Technical Memorandum on the draft Ministerial Regulation on Domestic Work and supported broad stakeholder consultations on decent work for domestic workers prior to and after the enactment of the Regulation.</li> <li>• The ILO organized a Labour Inspection Management Workshop as well as an advisory mission from a team of Brazilian labour inspectors to share experiences, which inspired the establishment of the mobile inspection group. The ILO has provided support and existing ILO labour inspection materials in the development of the training course.</li> <li>• In a 2-year period, trade unions and NGOs supported by the ILO assisted 7,884 migrants (53% women). The information collected through the provision of support services feeds into policy advocacy and constituent capacity building efforts.</li> <li>• ILO provided support to the government and NGO partners in the establishment of multi-disciplinary teams.</li> </ul>	<ul style="list-style-type: none"> <li>• The Ministerial Regulation on Domestic Work was enacted in November 2012 and extends greater protections to a predominantly female migrant workforce.</li> <li>• The Ministry of Labour established an inter-ministerial mobile inspection group for the fishing sector. The Ministry will adopt a training course for labour inspectors to better reach vulnerable workers, including migrant workers. The modules have been developed in consultation with ILO.</li> <li>• The Thai Government has enhanced cooperation with trade unions and NGO partners in working to protect migrant workers.</li> <li>• Multi-disciplinary teams were established to facilitate economic and social reintegration assistance to return migrants.</li> </ul>	X
<i>Moldova</i>	<ul style="list-style-type: none"> <li>• ILO supported data collection and analysis and provided guidance during implementation and comments to the survey reports on the pilot labour migration module linked to the Labour Force Survey.</li> <li>• ILO provided training, with focus on sharing of good practices and supporting the design of a legal framework in Recognition of Informal and Informal Learning. Technical expertise on legal frameworks on professions was provided.</li> </ul>	<ul style="list-style-type: none"> <li>• Pilot module on labour migration developed for the Labour Force Survey, which lead to enhanced knowledge on issues such as the link between migration and the impact on the national skills pool.</li> <li>• Draft Concept of the mechanism of Recognition of Informal and Informal Learning (RIFNFL) and draft law on professions, to ensure a systemic approach in the area of qualifications, developed.</li> </ul>	

## Lessons learned

Efforts have been made to further develop the knowledge base, through targeted research and increased collaboration with other international organisations and research institutes. This has resulted in new empirical data on issues such as return migration and migrant domestic workers. The development of a standard methodology to assess outcomes for migrant workers under temporary labour migration schemes will provide important knowledge on the impact of labour migration schemes for migrant workers.

ILO is playing a more critical role in policy discussions at the global level, by becoming more active in the Global Migration Group (GMG), and participating in the UN GA High-level Dialogue on International Migration and Development. The ILO will be chairing the GMG in 2014, which now includes a Task Force on Decent Work.

Increased extra budgetary resources reflect also new strategic partnerships with donors with a priority on labour migration.

Documentation of good practices and building of capacity of constituents in harmonizing employment and labour migration policies is key. This has been addressed in part by improving ILO's database on good practices.

Awareness is increasing of the role of labour mobility for regional integration. The ILO has addressed this by supporting the effective participation of social partners in policy dialogue at the (sub) regional level. This has led to the development of regional plans through tripartite consultations, such as in SADC and ASEAN. Strategic assessment and planning exercises have been undertaken in several regions, to inform regional strategies identifying priority areas for ILO's support to its constituents.

**Table 4: Summary of most significant outputs by typology**

<p>Knowledge generation and dissemination</p>	<ol style="list-style-type: none"> <li>1. Developed new empirical data on migrant workers' contributions to home country development gained through research project "Migration, Scientific Diasporas and Development: Impact of Skilled Return Migration on Development in India". The research findings provide relevant data for policy development to enhance the development benefits of return migration.</li> <li>2. Database on good practices in labour migration policies and programmes further expanded and containing 80 examples of good practices, at country as well as sub-regional levels, providing practices aligned with the principles and guidelines of the ILO Multilateral Framework on Labour Migration.</li> <li>3. 4 research reports produced focussing on challenges and opportunities for labour market integration of migrant domestic workers in Europe. The studies brought together different policy makers to better articulate employment, migration and social policies with the view to promote decent work for domestic workers in practice.</li> <li>4. Data collection on labour migration conducted in Moldova and Ukraine, by the introduction of a migration module in the Labour Force Surveys. The data provided information on the impact of migration on the national skills pools.</li> <li>5. A report on "Employment practices and working conditions in Thailand's fishing sector" prepared by the ILO and the Asian Research Center for Migration at Chulalongkorn University's Institute of Asian Studies, in consultation with the Thai Ministry of Labour and other relevant government departments, the National Fisheries Association of Thailand and civil society organizations. As the largest survey conducted on this subject to date, it provides valuable data and analysis from which government, employer and worker representatives can draw to improve policies and practices in the industry.</li> </ol>
<p>Policy advice and technical services</p>	<ol style="list-style-type: none"> <li>6. Advisory services and review of laws and regulations to improve governance of labour migration and protection of migrant workers provided to 6 Member States on migration laws/ implementing regulations; 2 Member States on draft laws with a migration component (Labour Law and Employment Services Bill); review of (labour) migration policies in 4 Member States; review of ministerial orders in 1 country, review of employment policies with a labour migration component in 2 Member State; review of 2 draft bilateral labour migration agreements and review of draft counter-trafficking law in one Member State.</li> <li>7. Preparation and adoption of the Operational Manual for Labour Sections of Sri Lankan Diplomatic Missions in Destination Countries on Ensuring the Protection and Welfare of Migrant Workers.</li> <li>8. Technical and advisory services provided to the constituents in Costa Rica for the development of the migration policy in Costa Rica, the first migration policy in the Central America region.</li> </ol>
<p>Capacity building</p>	<ol style="list-style-type: none"> <li>9. Training activities on labour migration delivered to 558 participants through the International Training Centre in Turin, including The Labour Migration Academy, an annual global training event. The training activities helped to further develop a global network of migration specialists and practitioners and reinforced constituents' capacity to design effective labour migration policies. The network created was extended to a larger on-line social network dealing with migration issues at the global level.</li> <li>10. Training organized, in collaboration with Turin, on integration of migrant domestic workers in Europe, targeting ILO constituents and other relevant European stakeholders, based on original research and knowledge generated by the ILO on the subject. Participants from civil society organisations and workers organisation in Spain have established a collaboration platform which is organising advocacy and knowledge sharing events to promote decent work for domestic workers and campaign for ratification of C189.</li> <li>11. Seven training modules to implement the "ASEAN Economic Integration and Labour Migration: Challenges and Opportunities" developed and training course delivered, in collaboration with the International Training Centre, Turin, and the Oxford University Centre on Migration, Policy and Society (COMPAS). Senior and middle level officials from 9 ASEAN member states and the ASEAN Secretariat were trained.</li> <li>12. Financial education tools and employability guides developed, and training provided in Senegal and Mauritania and destination countries to 6000 migrant workers and potential migrant workers, enhancing socio-professional reintegration in countries of origin.</li> </ol>
<p>Policy dialogue and advocacy</p>	<ol style="list-style-type: none"> <li>13. Contributed to the second UN GA High-level Dialogue on International Migration and Development (3-4 October 2013) resulting in improved integration of labour migration, employment and labour market issues in debates on international migration and development, greater recognition of relevant international labour standards and policy tools, as well as the key</li> </ol>

	<p>role of social partners in formulation and implementation of labour migration policies at the national and regional level.</p> <ol style="list-style-type: none"><li data-bbox="501 248 1414 387">14. Supported discussions on labour migration in the Employment and Labour Sector Tripartite Technical Committee of the Southern African Development Community; labour migration was included as a key priority in the SADC Decent Work Programme and the Protocol on Employment and Labour and the organisation of a workshop with tripartite representation led to the adoption of a Plan of Action on labour migration.</li><li data-bbox="501 387 1414 584">15. Provided technical advice to the design and execution of the 5th and 6th ASEAN Forum on Migrant Labour (AFML), an institutionalized tripartite forum. This provided a platform for the review, discussion and exchange of best practices and ideas between governments, workers' and employers' organizations, and civil society stakeholders on key issues facing migrant workers in South East Asia. The Forum has made policy recommendations including practical measures to take forward the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers and reviewed progress on implementation of the recommendations.</li></ol>
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