INTERNATIONAL ORGANIZATION FOR MIGRATION
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WIDER DEVELOPMENT CONFERENCE
MIGRATION AND MOBILITY

2.1 MIGRATION, POLICY, AND GOVERNANCE I
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SOUTH-TO-SOUTH MIGRATION IN ASIA: OPPORTUNITIES, CHALLENGES AND POLICY IMPLICATIONS

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IOM WASHINGTON

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Migration corridor, South-South Migration

Challenges that Women migrant workers face

Policy

Possible solution

Female migration stock in 2015 by major countries of origin from South Asia and destination countries in the Middle East

Destination countries/origin countries	Afghanistan	Bangladesh	India	Nepal	Pakistan	Sri Lanka	Total
Bahrain	216	10 854	74 362	1 248	17 597	4 637	108 914
Israel	1 331		9 944				11 275
Jordan	27	3 520	807	82	1 424	12 052	17 912
Kuwait	1 057	58 212	313 209	8 995	88 352	20 681	490 506
Lebanon		1 582	804		443	1 699	4 528
Oman		22 981	105 751		26 285	16 900	171 917
Qatar	291	12 460	89 129	28 107	17 630	14 488	162 105
Saudi Arabia	116 142	240 518	585 822	85 048	336 616	128 739	1 492 885
The United Arab Emirates	2 298	115 163	789 005	13 270	186 720	49 205	1 155 661
Total	121 362	465 290	1 968 833	136 750	675 067	248 401	3 615 703

Lebanon
Kuwait
Jordan
Bahrain
UAE
Pakistan
Nepal
India
Bangladesh
Sri Lanka

LABOR MIGRATION CORRIDOR GENDER PROFILE OF WOMEN MIGRANTS FROM SOUTH ASIA

Category	Profile
Sex:	Proportion of female migrants, primarily female labour migrants, is relatively low though increasing.
Age	Distribution: Average age ranges from 15 to 34 years but generally less than 30 for women. Education Levels: Lower secondary, secondary; average levels are lower for women, mostly primary education.
Nature of work	Low-skilled and semi-skilled labourers; women are mostly unskilled workers.
Sectors of work	Manual labour, domestic work, construction, factory, services; women migrate primarily for domestic work.

Source: (Sijapati & Nair, 2015)

VULNERABILITY OF WOMEN MIGRANT WORKERS… RECRUITMENT PHASE

- Low level of education/training, low level of literacy
- Family background such as different class
- Economically lower income
- Little work experiences
- Economically poor
- Experienced physical or psychological abused, gender based violence, sexual discrimination; –female encounter?
- Low level of financial literacy such as do not have bank account, knowledge about money transfer, saving, investment
- Little awareness of recruitment procedure
- Access to justice
- Cultural and engendered prejudices
- No or little experiences to go abroad
- Little knowledge about human rights
- Low level of trust/understanding toward governments. Many women come from villages where they do not have interactions of central government. Fear of police? Are there opportunities to communicate abuses during the recruitment process? Are there any venues to communicate? Do they inform female recruiters about non-government channels to communicate abuse?
- No work at their home countries and there is an urgent need to earn money for their families, who either remain at home.

POLICY FRAMEWORK: MIGRATION GOVERNANCE

INTERNATIONAL

- International Conventions
- Sustainable Development Goals
- Global Compact on Migration

REGIONAL/NATIONAL

- Regional Consultative Processes (***Colombo Process and Abu Dhabi Dialogue initiatives)***
- ***Regional Organizations (SAARC)***
- Labor Migration Policy
- National Development Goals

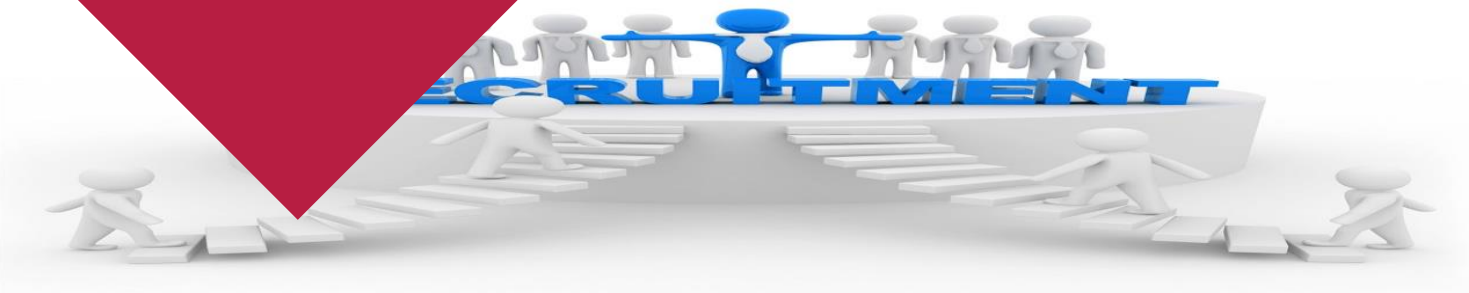
SDG Targets and proposed migration-related indicators

Priority SDG target	Proposed migration-related indicators
• 5.2: Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation	Number of victims of human trafficking per 100,000 persons (5.2 and 16.2)
• 8.8: protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious situations	Frequency rates of fatal and non-fatal occupational injuries and time lost due to occupational injuries, by sex (indicator 8.8.2), disaggregated reporting by migratory status (citizenship status or nativity status)
• 10.7: facilitate orderly, safe, regular and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies	International Migration Policy Index (10.7 – priority 1) Recruitment cost born by employee as a percentage of yearly income earned in country of destination (10.7 - priority 2)
• 10.c: by 2030, reduce to less than 3% the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5%	Remittance costs as a percentage of the amount remitted (10.c)
• 16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children	Percentage of refugees and IDPs who have found a durable solution (16.1)

TOOLS FOR RECRUITERS

Develop standardized gender sensitive monitoring tools/ procedures/guidelines for recruitment/placement agencies in both destination and origin countries for recruitment of female migrant workers

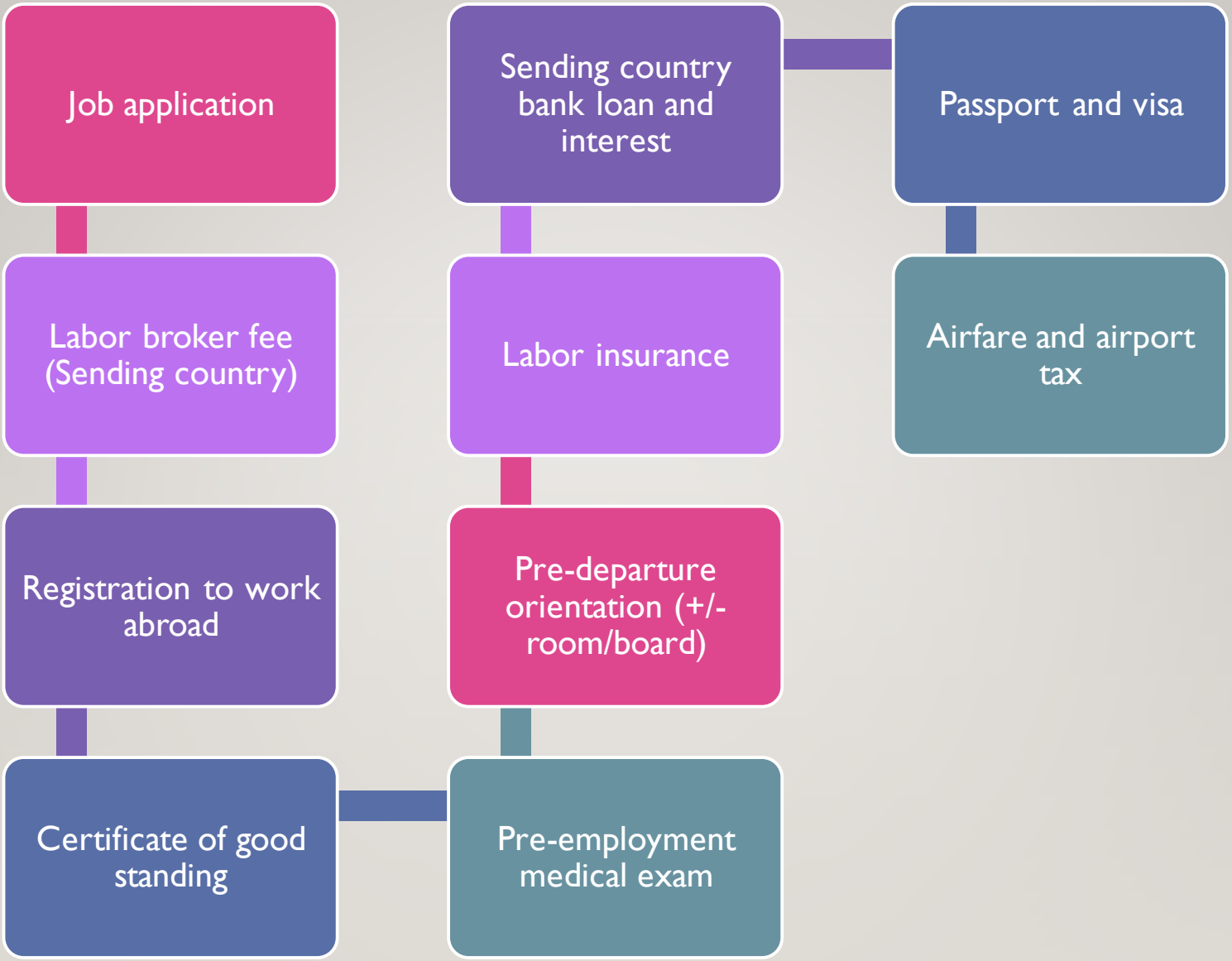
- Self-monitoring tool for recruitment and placement agencies to provide services to women migrant workers to reduce vulnerabilities.



SELF-ASSESSMENT TOOL

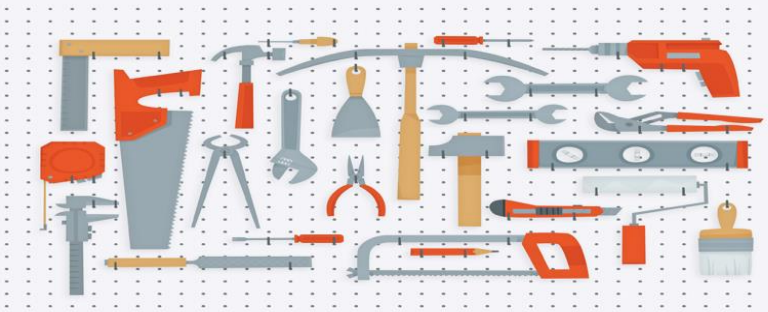
1. Company profile
2. National law according to countries that recruiters are registered
3. International guidelines and tools
   - C181 - Private Employment Agencies Convention, 1997 (No. 181)

- ILO: General Principles and Operational Guidelines for Fair Recruitment
- IOM: International Recruitment Integrity System (IRIS)
- IHRB Dhaka Principles for Migration with Dignity


Job application
Sending country bank loan and interest
Passport and visa
Labor broker fee (Sending country)
Labor insurance
Airfare and airport tax
Registration to work abroad
Pre-departure orientation (+/- room/board)
Certificate of good standing
Pre-employment medical exam

SELF-ASSESSMENT TOOLS FOR RECRUITMENT PHASE TO REDUCEVULNERABILITY OF WOMEN MIGRANTS DURING RECRUITMENT PHASE

- Simple registration system for recruitment agencies and/or employing companies
- Self-assessment check/test
- E-course
- Completion of both the self-assessment and e-course results in a certificate or credential
- Follow international standards, guidelines and tools
- Tailored made targeting some South Asian countries



Job advertisement	•Did you circulate job advertisement ensuring women in rural areas can access? •Did you utilize illegal means?
Job application	•Did you explain contents of work written and verbally? •Did you check if potential candidates have skills and experiences that the job require? •Did you provide support to fill out application forms for those women who can not read and write?
Process	•Did you explain how entire process works from selection, contracts, hiring, prie-departure orientation and provide a guidance in a written form as well as explain the procedure orally?
Labor broker fee (Sending country)	•Did you explain that no fees are charged? Or if the fees are allowed by your respective governments, how much are allowed to charge?
Registration to work abroad	•Have you helped the candidate to obtain passport and visa in a timely manner? •In principle, passport needs to be obtained by the applicant, visa by employers.
Certificate of good standing	•Have you arranged means for women migrants to obtain certificate of good standing?
Pre-employment medical exam	•Have you navigated the candidate to obtain medical exam where it is convenient for the candidate? •Have you provided transportation for the candidate or reinvested the fees?
Pre-departure (+/-room/board)	•Have you shared the programme of the pre-departure orientation first? •Have you explained the needs and learning objective of the pre-departure orientation? •Have you arranged pre-departure orientation in a timely manner?
Labor insurance	•Have you arranged with employers and the candidate on the insurance? •Have you clarified what are provided under the insurance?
Sending country bank loan and interest	•Have you shared the information as to what kind of bank loans are available and what are the interests fees?
Passport and visa	•Did you make sure that the passport is kept with your clients all the time or with the approval with the clients?
Airfare and airport tax	•Did you make sure that airfare and airport tax are not charged to your clients?

CONCLUSION

Importance in practical solution from global governance by using tools

Support the enhancement of capacities to comprehensively manage migration

Facilitate bilateral and multilateral dialogue

Engage multi-stakeholders (private sector, NGOs, migrant associations)

THANK YOU!

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