

ACTIVITY REPORT

A9714776: Governing Labour Migration
and Coherence with Employment Policies

14 February – 25 March 2022

On line

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ACTIVITY SUMMARY



GOVERNING LABOUR MIGRATION AND COHERENCE WITH EMPLOYMENT POLICIES

14 FEBRUARY – 25 MARCH 2022
🕒 6 WEEKS, 60 HOURS



Activity code	A9714776
Dates	14 February – 25 march 2022
N° of participants	42
Language(s)	English, French
Activity Managers	Miriam BOUDRAA
Activity Coordinator	Christophe Marion, Abdelrahman Hisham (co-assistant)

1. Background and methodology

The growing impact of migration on the world of work is testing current migration management systems. There is an emerging concern for the need to better coordinate migration and labour migration policies with those of employment. This requires cooperation between labour ministries, social security institutions and with other ministries that have responsibility for migration policy, as well as their counterparts across borders.

This online training builds and strengthens the capacities of practitioners and policy makers to design, implement and monitor labour migration policies through access to tools and instruments for evidence-based policy making on labour migration and ensuring policy coherence. The training offered an innovative e-learning platform for open dialogue between participants from various ministries, workers' and employers' organizations representatives and other relevant stakeholders to build their capacity and skills to promote policy coherence at national and regional level with regards to labour migration.

Methodology

The course consisted of a number of online modules offered through the ITCILO e-Campus online platform to be completed over a period of six weeks, from 14 February to 25 March, for an estimated 60 learning hours. The course was broken down into three phases:

- **Flexible learning (asynchronous):** self-guided online learning on e-campus, forum of discussion facilitated by experts and assessment throughout the different phases of the course.
- **'Real time' learning:** Live interactive sessions and engaging video presentations by highly experienced trainers, blended with individual and collaborative group exercises, peer-to-peer assessment and online technical forums on eCampus
- **End of course assignment (asynchronous):** Individual assignment applying the teachings acquired during the course

Evaluation

- **6 weekly quiz:** each quiz composed of 10 questions with multiple choices (30% of course assessment)
- **Group work:** after two specific working sessions each group presented during the final webinar the draft of the main elements of their Labour Migration policy (30% of the course assessment)
- **Final assignment:** individual written assignment (40% of course assignment)

+ Active participation: An Extra 10% was given to participants who were particularly participatory during group work and on the forum of discussion (only used if the participant needed it to get this certificate of achievement)

Participants who successfully complete all assessments including the final assignment and reached at least 60 points received a **Certificate of Achievement**.

Participants who completed most of the assessments and reached 30 up to 59 points received a **Certificate of Participation**

2. Objectives

Specific learning objectives:

The objectives of the course were the following:

- Building the capacities of key stakeholders dealing with labour migration in developing fair and effective labour migration governance frameworks, institutions and services to protect migrant workers
- Understanding of the impact of, and the dynamics associated with labour migration and to manage and regulate labour migration in a manner that is beneficial to the national labour market (whether country of origin or destination), as well as to the migrants themselves
- Empowering participants to successfully contribute to their respective countries'/ organizations' policies while having a direct impact on how policies are developed and implemented
- Analysing approach taken by both countries of origin and destination in the coherence between their employment and migration policies through case studies
- Providing tools to better develop and implement labour migration policies.

Content of the course:

The course content focused on:

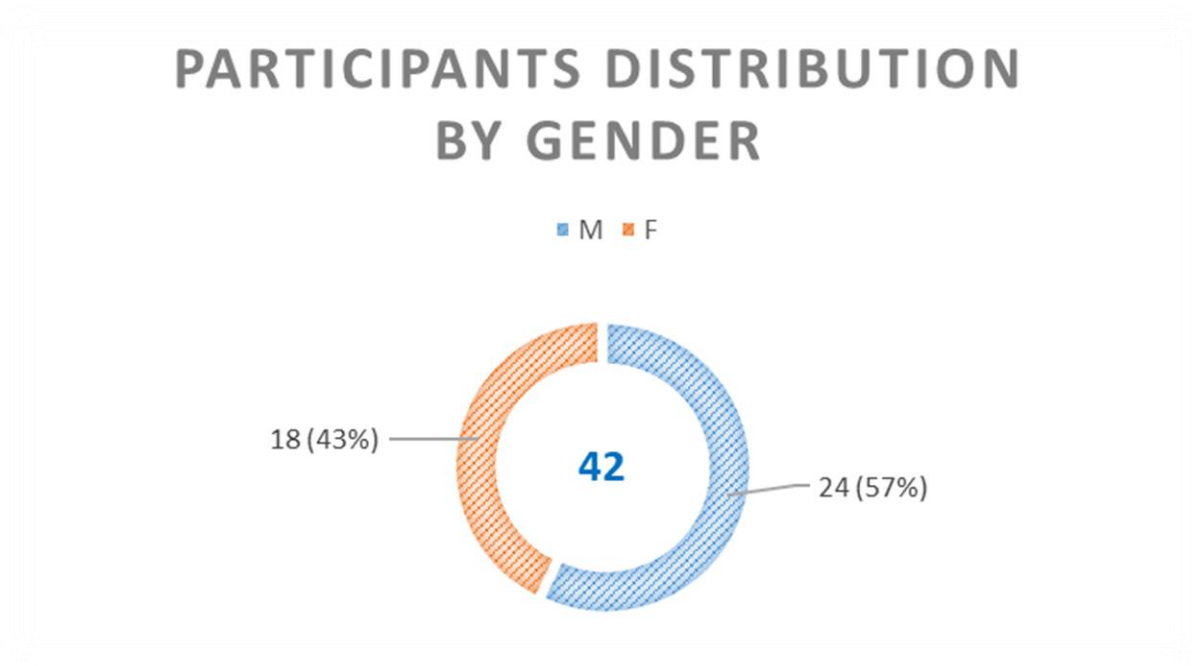
- Rationale for and definition of labour migration policy
- Labour Migration policy development in the national context
- Six steps to develop a labour migration policy
- Information systems and statistical data on Labour migration
- Mainstreaming gender in the governance of labour migration
- Regional integration process and governance of labour migration
- How ensure coherence in the policy framework?
- Guidelines on coherence between employment and labour migration
- Coherence between labour migration and employment

In addition **four special SADC session** were added to the course, specifically designed for participants coming from SADC countries but open for everyone:

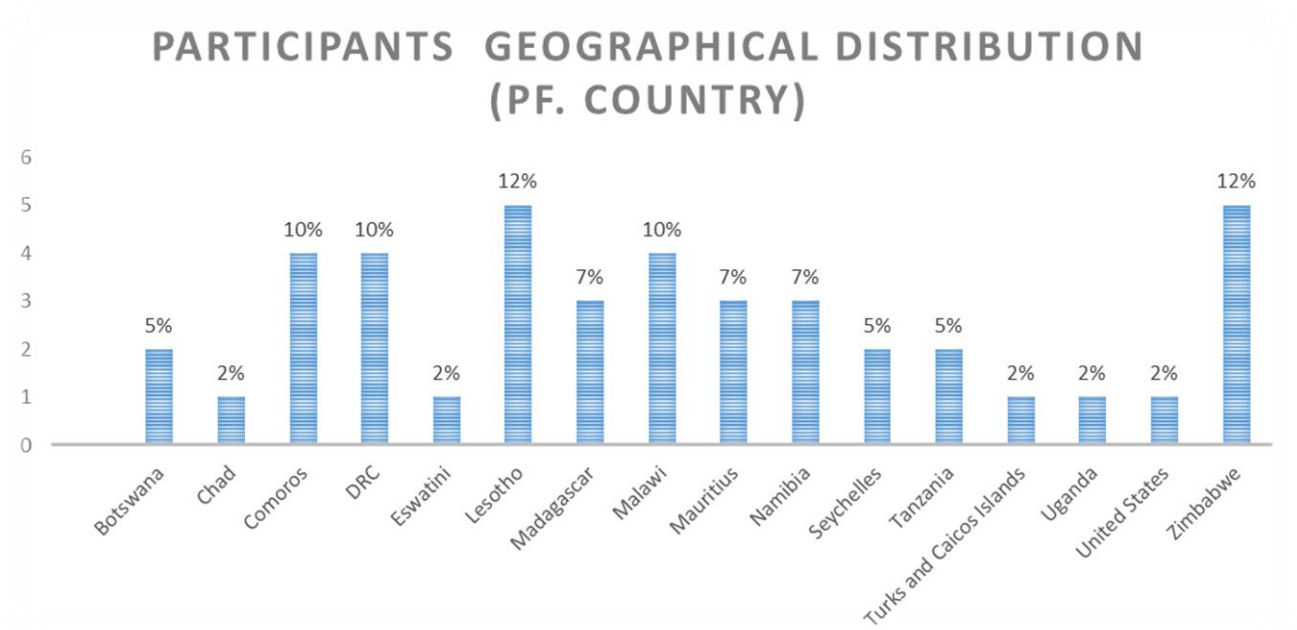
- Governance of labour migration in Southern Africa
- The inclusion of social partners in development
- Economic impact of labour migration
- The negotiation of labour migration policy

3. Learning analytics

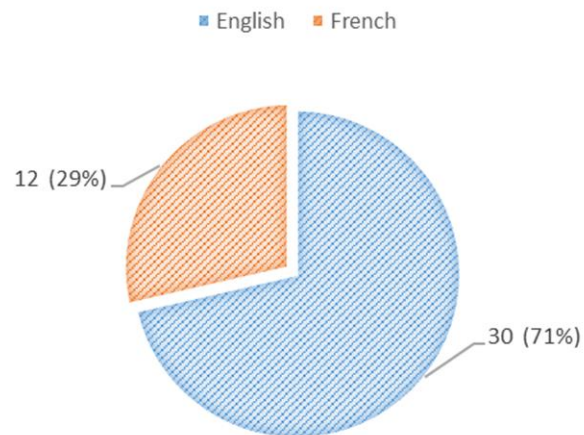
Profile of the participants



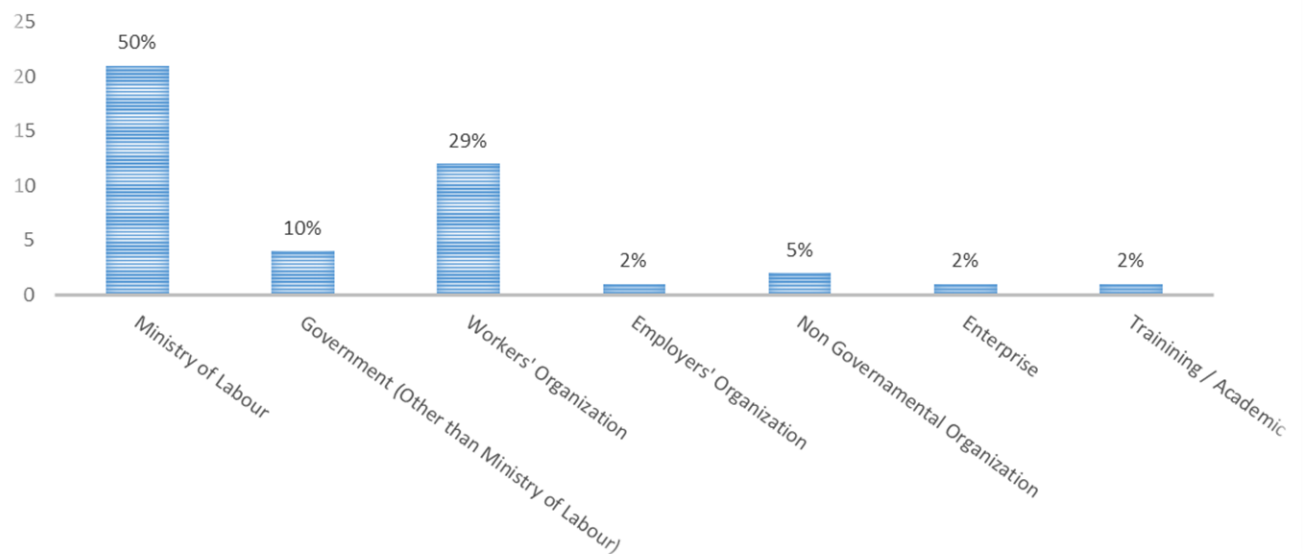
The great majority of the participants were coming from the SADC region and were financed by the SAMM project (38 out of 42)



LANGUAGE OF PARTICIPANTS

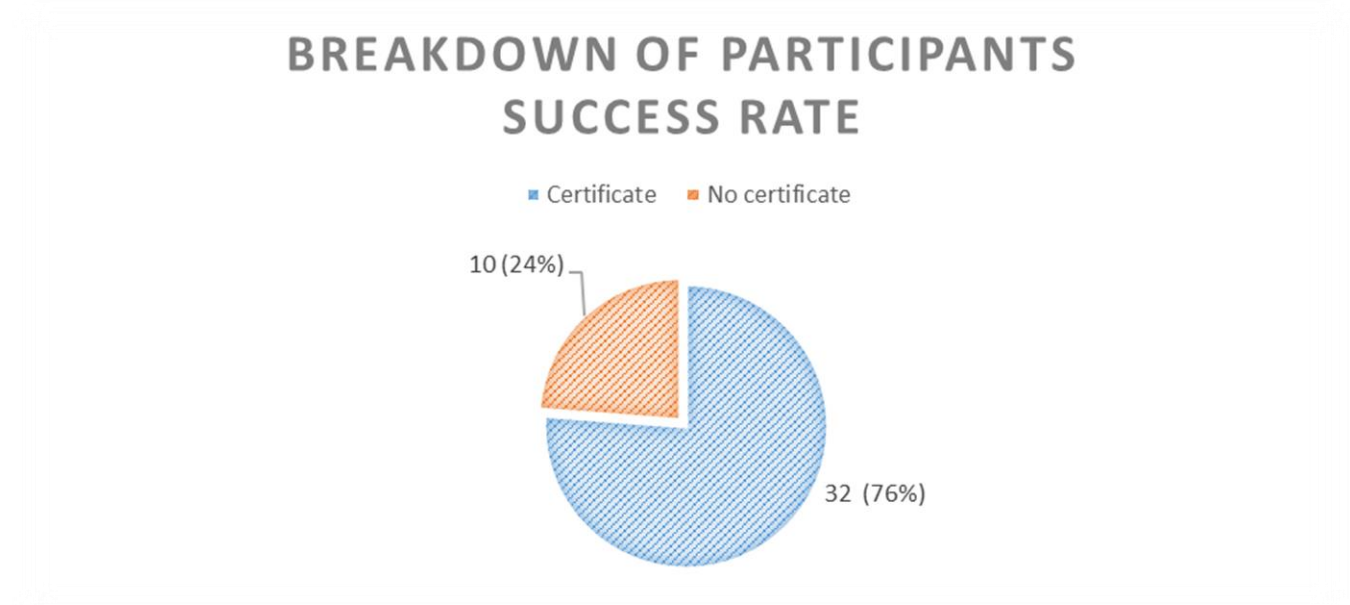
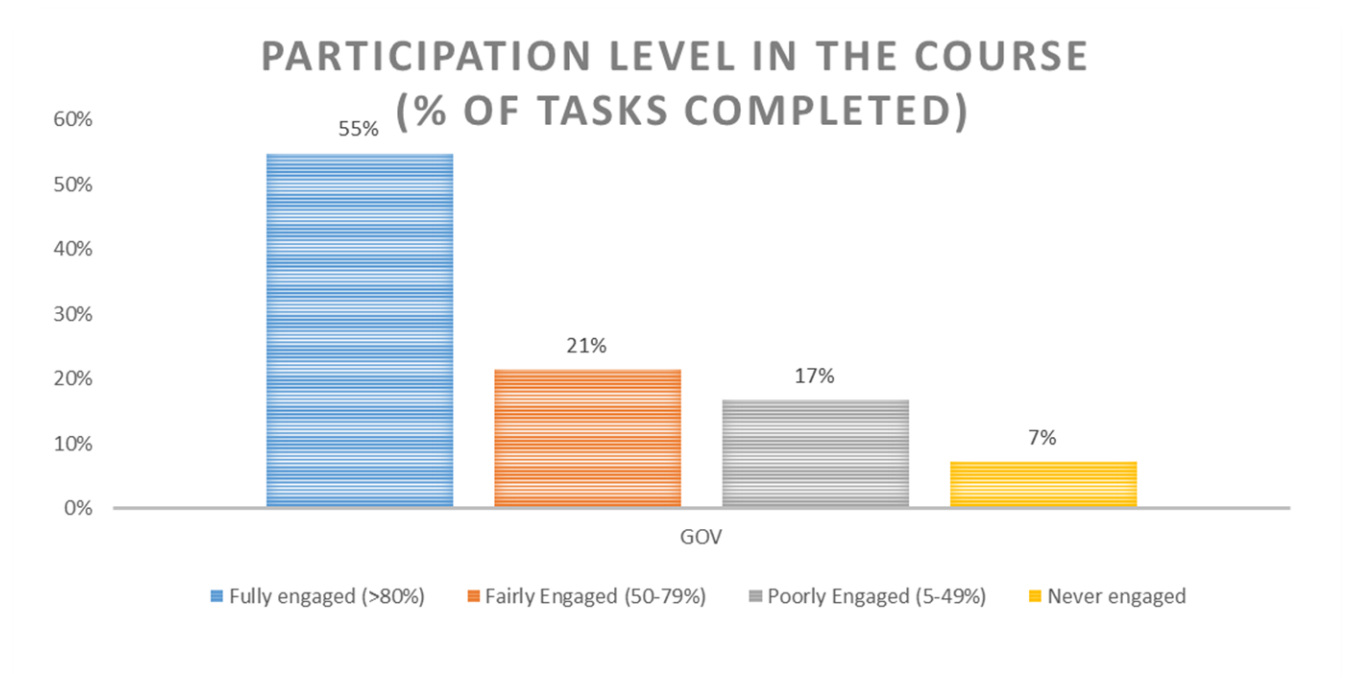


PARTICIPANTS BY ORGANIZATION TYPE

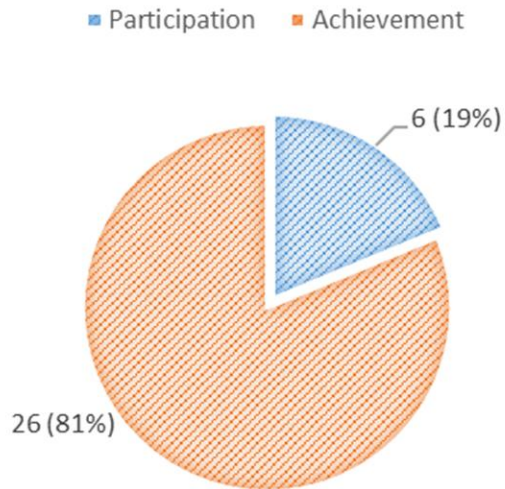


Success rate

Completion rate of the tasks in the eCampus page resulted pretty high: 55% of participants were fully engaged (had completed all or most of the activities), 21% submitted at least half of the tasks and 17% have completed some. Only 3 enrolled students (7%) never engaged at all despite numerous reminders being sent via email.

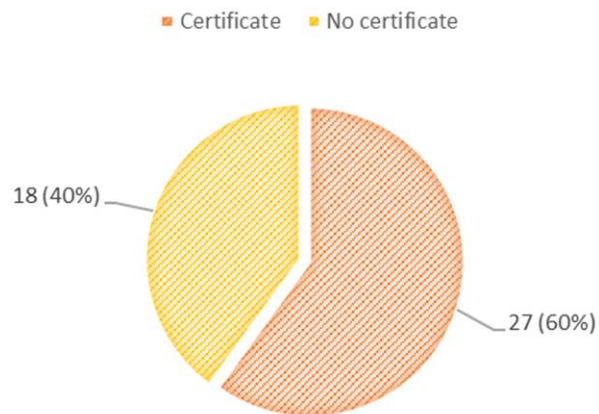


TYPE OF CERTIFICATE

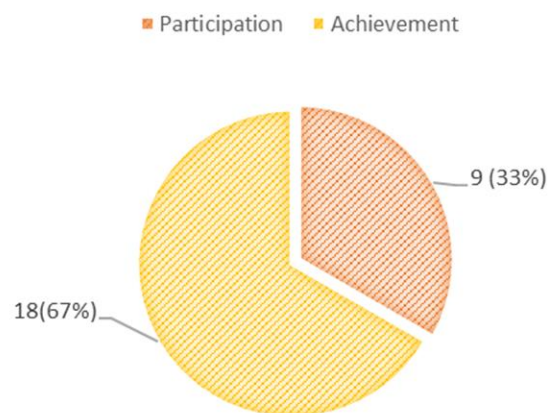


In particular the SAMM sponsored participants had the following results:

SAMM PARTICIPANTS SUCCESS RATE

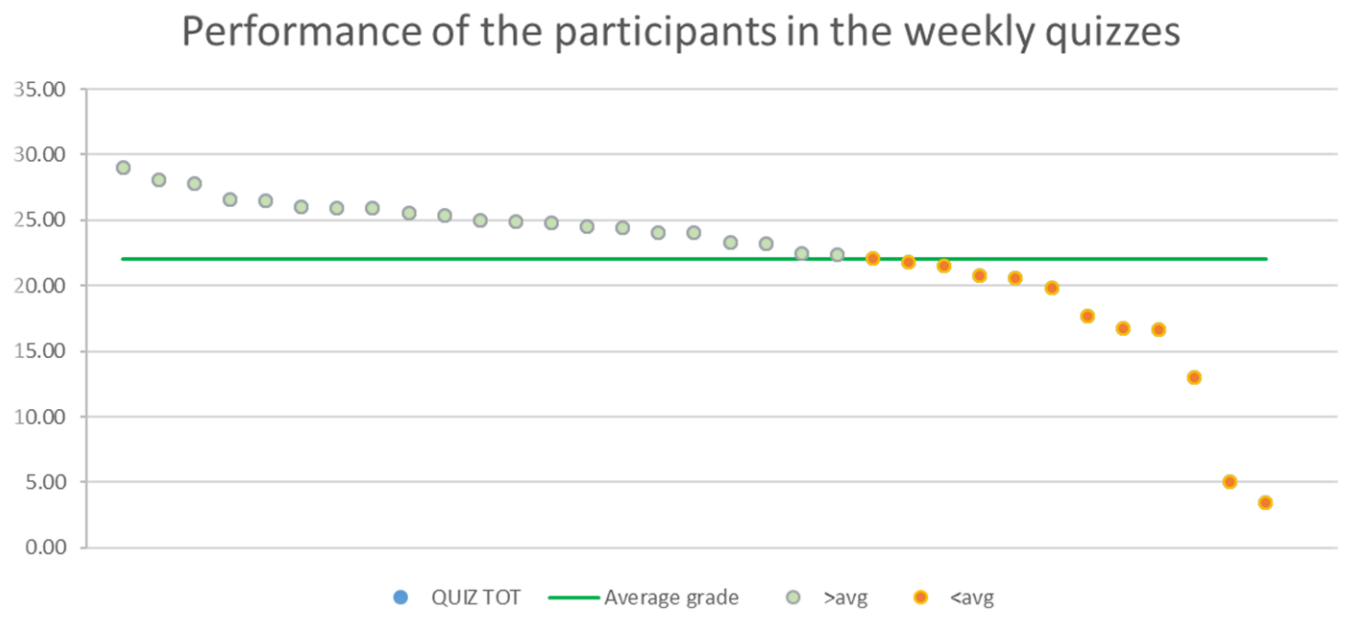


TYPE OF CERTIFICATE (SAMM PARTICIPANTS)



Weekly quizzes result

- Average score 22.07/30
- 21 participants over performed the average score



Group work

The participants were divided in 4 groups: each team nominated an “Ambassador” to coordinate the group work and liaise with the course assistants/tutors.

The main task was the development and implementation of a National Labour Migration Policy taking as common case study the fictional “Republic of Ramsania”.

34 out of 42 participants actively participated in the group work (6 only partially) and each group managed to present their final elaborate during the last webinar of the course

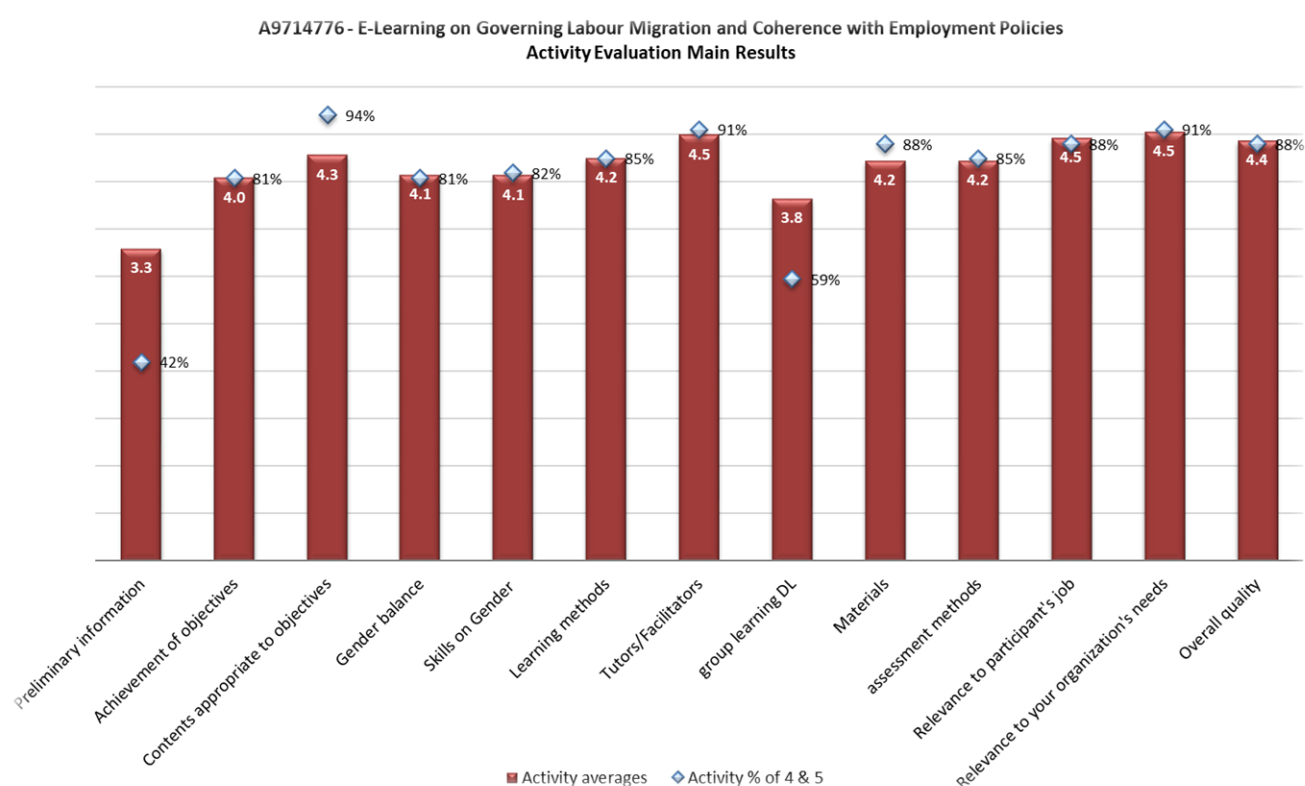
Final essay

23 out of 42 participants submitted their final individual assignment. The participants had to apply what learned during the course to their own context, by producing an essay of more or less 1500-2500 words. The assessment was based on the following components:

- 10 points : clarity of the subject and outline
- 10 points : alignment with content of the course
- 10 points : coherence of the recommendations
- 10 points : mainstreaming a gender perspective.

Final evaluation

A final evaluation questionnaire was sent to participants after the end of each course. In addition to multiple choice questions where participants could indicate their appraisal on a scale from 1 to 5 with 1 being the lowest, a number of open ended questions were also included to encourage participants to share reflections on what was most useful to them and suggestions for improvement of future editions. The graph below offers a visual representation of the participants' responses to the multiple choice questions.



Q: Which three aspects of the activity do you think were the most useful?

La participation aux cours, les exercices individuels et les quiz.
l'interaction entre les enseignants et nous, le travail en groupe et les presentations surtout avec Vincent
La politique de migration des mains d'uvres des pays de la SADC
Les travaux des groupes qui ont permis certains d'entre nous de participer pleinement
Case studies
- Dveloppement de la politique de migration de main d'oeuvre dans le contexte national
- approche base sur les droits de la migration de main d'oeuvre
- Elaboration d'une politique de migration de main d'oeuvre
Formulation of National Labour Migration Policies and linking them to employment policies

National labour Migration Policy and employment policy development cycle
Policy coherence and the discussion on the different levels of the formulation processes
Assessment exercises, group work
Webinars
Forum Discussion
Quizzes
Cohrence du processus d'laboration de la politique
Coopration et intgration rgionale
interactivit travail de groupe les quiz
1. The live webinars
2. The prerecorded videos
Policy coherence, Labour Migration Governance and Special SADC Session.
Steps in developing policy
Training content
Quizzes
Group work
Mainly the development of Migration policy
Quiz 5
Group Work 5
SADC Sessions 5
I do not see the three aspects referred1. to here on this box
Webinars
Group work
Activities
Definition of the aspects, content, the relationship of labour migration and the international standards
Coherence
Coordination
Cooperation
Lectures great, reading material and group activity 4
Developing Labour Migration Policy
Steps to develop labour migration policy
Economic Impact of Labour Migration
Promouvoir la Gouvernance de la migration de main-d'uvre
Assurer le dveloppement de comptence
Amliorer les droits et la protection des travailleurs migrants
Promouvoir la rduction de la main-duvre migrante irrulire
content of course
application of content
practicability of methods
The most useful for me was the policy governance frame work and the chronology used in development of a Labour migration policy
Developing and implementing labour migration policy
Good Governance of Labour Migration
Six steps to Develop Labour Migration Policy

Q: What tools, approaches, topics would you like to further explore?

L'laboration et mise en oeuvre de la politique de migration et processus de consultation.
L'laboration et la mise en oeuvre de politique
Adopting a rights based approach and information systems regarding record of statistical data
Sur les pays du SADC puisque les Comores tant membre
Governance of recruitment
- Intgration de la dimension de genre dans la gouvernance de main d'oeuvre
The linkage between NLMP and International Labour Standards
Governance and management of labour migration
Etude de cas, Pedro-Alice et Djibril
Rdaction de l'Essai
1- coherence between labour migration and employment
2. Visa regimes
3. coherence with training/education policies
Labour Rights for persons with Disabilities and Refugees
Implementation of the Labour migration policy in southern Africa looking at better coordination
Implementation of the policy
face to face approach
Topics:
1. Protection of Labour Migrants
2. Labour Migration and skills development, Health, and Border Management,
3. Diaspora management and engagement
4. Portability of social security benefits
The labour migration policy implementation
Fair recruitment
I would like to futher engage with the policy coherence especially the steps in in developing the labour migration policy, to know more about refugees
3 these topics does not match the instruction
Developing Labour Migration Policy
FORUM- WEBINAIRE- EXERCICE- QUIZ
social protection of workers
I would like to explore Labour migration bilateral agreements or MOU negotiations
The Bases of good governance of Labour Migration
Negotiation of Labour Migration Policy

Q: How would you suggest the tutors, learning adviser or assistant improve the overall quality of their contribution?

1. Ralentir la prsentation de cours pour la meilleure audition.
2. largir le temps prvu pour les cours.
So far so good. No comments
Have an initial session to get to know participants
Les tuteurs sont bons. Il y a une lacune dans l'interprétation en franais, souvent les phrases sont inacheves voire incompréhensibles
Develop a relationship with learners by following up on thse who are slow or delay in submitting assignments.
One could actually be having challenges in learning through the different methodologies being applied.

A mon avis, il serait important que les animateurs proposent des présentations plus ou moins restreinte, concises et très précises par rapport à chaque sujet et consacrer plus de temps aux échanges des participants
lengthen the courses to be able to assimilate the course contents
ils taient parfaits pour moi
By making recorded videos downloadable
Providing more practical experience and testimonials from former migrants
In this course I meet the most conversant tutors perfect
more hands on experience
Allocate more time to each session
I think they did well.
They are doing great, they should just keep up the good work.
I think they should not have long presentations of 2 hours at least 1hr 30 minutes
N/A
I think time zone of each participant needs to be taken into consideration because others have more time than others.
They were good in everything, but they have to be slow, some of them speak too fast
DISPONIBILITE DE DOCUMENTS TRADUITS SELON LES LANGUES UTILISEES
to state the usual practices, to identify loopholes in system and make suggestions/recommendations
The quality being used is highly proficient with little or no shortcomings
For me the Tutors are quite good they can improve by adding their examples to the platform they promise to put in the platform but they don't normally do that

Q: Name three actions you intend to take after participating in the activity.

1. L'élaboration
2. La formation
3. La Soumission des instruments adoptés par l'OIT.
Parler de cette activité d'autres personnes, organiser, si possible des séances de restitution et approfondir mes connaissances par la lecture complémentaire.
Put in practice what I have learned
Share with colleagues
Come up with new ideas to assist our Ministry to better assist employer with employment of non Seychelles
Faire la restitution au niveau de notre organisation
Essayer d'apporter cette petite expérience dans notre domaine de travail
Savoir connaître notre mécanisme sur cette politique de migration de main de notre pays
Continue to read about labor migration, review regulations in my country, review regulations in other countries
- M'inscrire un doctorat et aborder le thème migration et gouvernance
Finalise development of the SATUCC Migration Guide
Incorporate changes from the learning
Train SATUCC Labour Migration Focal Persons
Recommend to others, become more knowledgeable
1. Lancer un processus de concertation pour la conception, l'élaboration d'une politique nationale de migration de main d'œuvre
Appuyer le Ministre pour l'élaboration d'une politique nationale sur la Migration de la main d'œuvre
tat de lieu sur la migration de la main-d'œuvre, sensibilisation et plaidoyer
1. review our draft labour migration policy to check if topics learnt are incorporated.
2. Propose to review the country's system of visa regime
3. recommend this course to colleagues
Capacity building to employers on migration
Follow up countries which are developing labour migration policies and establish whether the trade unions are involved

To participate in my countrys review of the National Migration policy
To intergration disaggregation of migration in Labour market information and Statistics
To ensure issues of gender equality in as far as migration is concerned
Participate in policy formulation
share what i have learnt with others in my Ministry
submit a training report to my bosses
review the local policy, assess its effectiveness, voice out concern of non compliance.
Strengthen the coordination of Labour Migration 5
1. Facilitate the establishment of Labour Migration Unit,
2. Enhance Coordination, Cooperation and ensure policy coherence during policy development, implementation, Monitoring and evaluation of the policy
3. Ensure that technical
Educating the youth on the labour migration policy.
Attending the Ministry of Labour consultation meetings and give in my views according to what i have learnt.
Read a lot of sources to equip myself.
I will be able to advocate for policy development and use the skills I have gained and to train other members of the organisation
Participate in developing and implementing Labour Migration Policy
presenting a paper to my minister of some things we need to do moving forward.
Read more on Labour migration so that i have clear understanding.
-COMPTE RENDU L'ORGANISATION
I intend to participate in a Labour migration policy formulation process, I intend to challenge the use of Labour migration regulations without the existence of a Labour migration policy in Uganda and also encourage the promulgation of an Act of parliament governing external employment in Uganda
My country has developed the National Labour Migration Policy however it is not yet approved by Cabinet so I will try all in my power to see the policy endorsed and approved

Q: Would you recommend this activity to your colleagues?

Oui
oui
yes
Absolument entant travailleur du secteur portuaire
I would perhaps recommend other ITCILO courses
absolutely
Certainement
Certainly
Yes
Bien sr que oui et cela permettra d'avoir une bonne quipe au niveau national
Yes
Je les conseille toujours mes collgues pour les autres modules prcdents. Mais celui ci est beaucoup plus intressant, pertinent et important le suivre. Je vais les recommander de s'inscrire pour enrichir leur comptences
absolument
yes, definitely
Yes.
yes
Highly
yes
yes
Yes 5

Yes
Yes (very much)
Yes very much
Highly recommended
yes i would
Yes this is very important
oui
yes
I would highly recommend to all involved in Labour migration value chains
Yes definitely

Q: Do you have any observations or suggestions?



Nous suggérons que tout le monde participe la formation prochaine Turin pour une meilleure intgration.
je dois avouer que la formation tait d'un trs bon niveau. le seul cours que j'ai trouv pas suffisamment labor tait celui en rapport avec le systme des visas, lequel devra tre amlior, selon moi, lors des prochaines sessions.
so far so good. The only challenges are the differences in time which makes it a bit difficult at times to attend the webinars
C'tait ma premire exprience, j'avais du mal au dbut suivre
Not sure
Nant
It was a great empowering session from the highly accomplished Vincent ,Mirriam and Alex great Migration team and other colleagues that I did not mention by name you were all awesome.
Maintain standards
Prvoir une session en prsentiel des bnfciaires de cette formation pour des changes beaucoup plus pratiques
Organisation du cours en prsentiel, cela nous permettrait de bien prparer la signature des accords bi et multilatéraux entre les bnfciaires de ce cours
j'ai rien n'a dire
Perhaps tablets be provided for ease of listening to the recorded videos instead of using a laptop
It should be offered at higher levels like masters and indeed PhD with intensive research for facts and figures.
My suggestion would be that if the group work is given each and every member should be assigned the role in that way all people will participate
not for now
No
What I have observed is the strictness or inconsistency with regards to the completion of the quizzes/tests some test have durations in terms of completing them and some not and this was also not properly explained. This did not take into considration that we a fulltime employees of whcich we need to complete this work while carrying out the other and equal important office activities. I am not saying it was bad to first complete quiz before you move to next activities but the expiring time which e.g. the last test which was the Knowldge Test. There was supposed to be flexibility on this taking into consideration that whole course is ending on the 16 April 2022.
Not at this point.
Yes I would recommend that the duration of the course be at least 4weeks
N/A
take into consideration the time zone everyone is in turin is 7 hours ahead of me.
At the moment i do not have any, well done
inviter plus des jeunes la formation
no
ILO needs to place emphasis on the development of Labour migration policies for African states because the absence of one breeds ground for total chaos in that sector
The challenge of this course is the time of attendance it colludes with my busy schedule of work

Q: What other topics should, in your view, be included in this training course?

Succession planning in terms of skills development	
Role of private recruiters	
Accord bilatral dans la gouvernance de la migration des mains d'oeuvre	
Conflict resolution ,this arises from the fact that as you negotiate and prioritise on what issues should be covered in an employment policy or National Labour Migration policy difference in opinion or preferances may arise. It is therefore important in my view to incorporate the issues of conflict management.	
1- if coherence with training and education policies could be elaborated more.	
Rights of Persons with disabilities in Labour Migration. Role of Diaspora in supporting Labour Migration matters.	
I think the topics were fine in my view	
Labour Migration Statistics	
Circular Migration	
Labour Migration and health, Boarder Management, Diaspora engagement	
The course covers most of relevant topics already.	
I think the topic on Child labour could be added	
N/A	
ILO compliance I find alot of countries are not compliant so there needs to be a session on what conventions apply to your country	
Policy that protect migrant workers during pandemics	
Drafting, Negotiating and implementation of bilateral agreements	
Inclusion of youth participation in Policy Practice	

4. Annexes

Agenda

 <p>16 WEBINARS 10h00 CET / Tuesdays, Thursdays & Fridays</p>			<p>Welcome Webinar 17/02/2022</p> <p>Introduction of the platform and course structure</p>
<p>Week 3 - Session 3 02/03/2022</p> <p>Six steps to develop a labour migration policy</p>	<p>Week 3 - Session 4 03/03/2022</p> <p>Information systems and statistical data on Labour migration</p>	<p>Week 3 - Session B 04/03/2022</p> <p>SPECIAL SADC SESSION: The inclusion of social partners in development</p>	<p>Week 2 - Session 1 22/02/2022</p> <p>Rationale for and definition of labour migration policy</p>
<p>Week 5 - Session 7 15/03/2022</p> <p>How ensure coherence in the policy framework?</p>	<p>Week 5 16/03/2022</p> <p>GROUP WORK h. 1.30 PM</p>	<p>Week 5 - Session 8 17/03/2022</p> <p>Guidelines on coherence between employment and LM</p>	<p>Week 2 - Session 2 24/02/2022</p> <p>Labour Migration policy development in the national context h. 9 AM CET</p>
			<p>Week 2 - Session A 25/02/2022</p> <p>SPECIAL SADC SESSION: Governance of LM in Southern Africa</p>
			<p>Week 4 - Session 5 08/03/2022</p> <p>Mainstreaming gender in the governance of LM</p>
			<p>Week 4 09/03/2022</p> <p>GROUP WORK h. 1.30 PM</p>
			<p>Week 4 - Session 6 10/03/2022</p> <p>Regional integration process and governance of LM h. 9 AM CET</p>
			<p>Week 4 - Session C 11/03/2022</p> <p>SPECIAL SADC SESSION: Economic Impact of LM</p>
			<p>Week 6 - Session 9 22/03/2022</p> <p>Coherence between LM and employment</p>
			<p>Week 6 - Session E 25/03/2022</p> <p>SPECIAL SADC SESSION: the negotiation of LM policy</p>
			<p>Closing Webinar 28/03/2022</p> <p>Group work presentations</p>

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