



International
Labour
Organization



IOM
UN MIGRATION



Funded by the
European Union



UNHCR
The UN Refugee Agency



UNODC
United Nations Office on Drugs and Crime

ACTIVITY REPORT

A9714786: E- Academy on Labour
Migration

17/10/2022 to 02/12/2022
On line



MIGRATION MANAGEMENT
PROJECT

Contents

| | |
|---|--|
| Background and methodology..... | |
| Objectives..... | |
| Learning analytics | |
| Annexes (Agenda and List of participants) | |



ACTIVITY SUMMARY



E-ACADEMY ON LABOUR MIGRATION

17 OCTOBER – 2 DECEMBER 2022

🕒 7 WEEKS, 100 HRS



Activity code

A9714786

Dates

17/10/2022 to 02/12/2022

N° of participants

Total 126 - SAMM Pax (26)

Language(s)

English, Spanish

Activity Managers

Miriam BOUDRAA

Activity Coordinator

Christophe Marion, Abdelrahman Hisham (co-assistant)

1. Background and methodology

Today there are an estimated 258 million international migrants around the world, the majority of whom are migrant workers. Globalization, demographic shifts, conflicts, income inequalities and climate change will encourage ever more people to cross borders in search of employment and security. Yet, the migration process entails complex challenges in terms of governance, migrant workers' protection, migration and development linkages, and international cooperation. The E-Academy on Labour Migration (e-LMA) offers participants a unique opportunity to benefit from a diversified training package, exploring **fair and effective labour migration governance, linkages between migration and sustainable development, and instruments and mechanisms for protecting migrants' and their families' rights**. Participants will tailor-make their own six-week online course by choosing from several elective courses proposed, and will benefit from an innovative and dynamic learning environment. The e-LMA aims at providing advanced knowledge and enhancing the capacity of key migration actors to better understand labour migration challenges and opportunities in a changing political, economic and social context. The LMA aims at providing advanced knowledge and enhancing the capacity of key migration actors to better understand labour migration challenges and opportunities in a changing political, economic and social context. It covers a wide range of labour migration cross-cutting themes, such as the protection of men and women migrant workers, fair and effective labour migration governance, and linkages between migration and sustainable development.

2. Learning Objectives

By the end of the course participants will be able to:

- **Understand** and address key issues and policies regarding labour migration at the global and regional level, and also from a gender perspective;
- **Promote** migration-development linkages and rights-based approaches to labour migration policies and programmes at national, regional and international levels;
- **Recognize** the pivotal role of social dialogue and key world-of-work actors (representatives of employers' and workers' organizations) in the development of labour migration policy, and in resolving critical issues relating to labour migration;
- **Analyse** and use International Labour Standards and ILO and United Nations supervisory mechanisms and procedures for protecting migrant workers' human rights, including labour rights;
- **Deepen** and master the "Decent Work" approach for migrants and refugees.

3. Target Audience

The course is designed for:

- Policy planners and officials from various governmental institutions and agencies involved in labour migration
- Representatives of workers' and employers' organizations handling labour migration matters
- Staff of NGOs and civil society organizations, and activists working with migrant workers at the grass-roots level
- Representatives of diaspora and migrants' associations
- Staff of international development agencies and regional economic communities
- Researchers and academics working on labour migration issues

- Journalists and media workers

4. Structure, Content And 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 seven weeks from 17 October to 2 December 2022, for an estimated 100 learning hours.

The LMA's content draws upon the **ILO Agenda on Fair Migration** and other key outcomes, such as the Conclusions of the International Labour Conference general discussion on labour migration held in June 2017, the Conclusions of the Tripartite Technical Meeting on Labour Migration held in November 2013, the ILO Multilateral Framework on Labour Migration 2006, and the 2004 International Labour Conference plan of action for migrant workers. The Guiding Principles on Access of Refugees and other Forcibly Displaced Persons to the Labour Market, adopted by the Tripartite Technical Meeting in July 2016 and the Principles and Operational Guidelines on Fair Recruitment, adopted by the Tripartite Meeting of Experts in September 2016, are also important and relevant recent sources.

While inevitably there is some overlap between the content of the weekly plenary forums and the elective courses – as well as some overlap in the content of the elective courses – the objective of the latter is to investigate the topics under discussion in considerably more detail.

The course covered the following technical content:

Weekly Plenary Forum:

- Global and regional labour migration trends
- Adopting a rights-based approach to migration: protecting migrants' human rights, including labour rights, at the global and regional levels
- Protecting migrant workers and refugees in times of crisis (conflict, natural disasters, slow-onset events) – the ILO approach
- What role for Public Employment Services and Private Recruitment Agencies with regards to Fair Recruitment Processes?
- Addressing irregular migration and protecting migrant workers in an irregular situation
- Future scenarios of migration

Elective courses:

Fair and effective governance of labour migration

- Developing and implementing a labour migration policy
- Measuring and Analysing Labour Migration
- Reducing labour migration costs and instituting fair recruitment processes
- Negotiating and implementing bilateral labour migration agreements
- Linkages between employment policy and national migration agenda
- Temporary labour migration
- Integrating the Gender dimension in the governance of Labour Migration

Protection of migrant workers

- Communicating on Labour Migration
- International Labour Standards protecting migrant workers and compliance mechanisms
- Addressing Irregular Migration and protecting migrant workers in vulnerable situations
- Access to justice and labour dispute/grievance-settlement mechanisms
- Extending social protection to migrant workers and their families

Migration and sustainable development

- Skills dimension of labour migration
- Mainstreaming Labour Migration into development policies
- Fostering the social and professional reintegration of return migrants

Crisis Migration

- Employment strategies for inclusion of refugees and host communities in the labour market
- Climate change and mobility
- Building social cohesion between migrant, displaced and host communities

The assessment structure for this course is based on a points system, as follows:

- Between 0 and 59 points: no certification
- Between 60 and 119 points: Certificate of participation
- At least 120 points plus submission of final essay: Certificate of achievement

Here below is a detailed description of how participants could get points:

1) WEEKLY QUIZZES: 7 mandatory quizzes from Weeks 1-7, focusing on essential readings and on plenary sessions. Each weekly quiz weighs to 5 points for a total of maximum 35 points throughout the seven weeks. Points are awarded for correct answers; incorrect answers will not earn any points

2) ELECTIVE COURSES: Each elective module is followed by a quiz and each elective course quiz weighs up to 15 points. Points are awarded for correct answers; incorrect answers will not earn any points

3) FINAL ASSIGNMENT: Weighs up to 80 points

Participants have to submit an end of course “Final essay” applying what they have learned to their own context. They will receive:

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

5. E-Campus

The course was delivered through the ITCILO eCampus platform, a full-fledged e-learning environment that enables course organizers, experts, trainers and participants to interact in a virtual environment designed to maximize the learning experience.

The course platform is available at this link:

<https://ecampus.itcilo.org/course/view.php?id=2585>

And will remain accessible after the course to participants who wish to refresh their knowledge and / or access the materials at a later date.

All partners had access to the platform and were able, if they so wished, to interact with participants in the dedicated forum and to monitor in real time the course agenda and activities on offer.

Please find here below a screenshot of the course homepage.

E-ACADEMY ON LABOUR MIGRATION

2022



Course

People

Course Info & Support / Información sobre el curso y apoyo

NO REQUIREMENTS



Getting Started / Listos para comenzar

📅 START: 17 OCT 2022 📅 END: - 📋 ACTIVITIES DUE: 1 ⌚ -



Week 1 / Semana 1

📅 START: - 📅 END: - 📋 ACTIVITIES DUE: 6 ⌚ -



WEBINAR RECORDINGS /
GRABACIONES



Course language

English (en) ▾

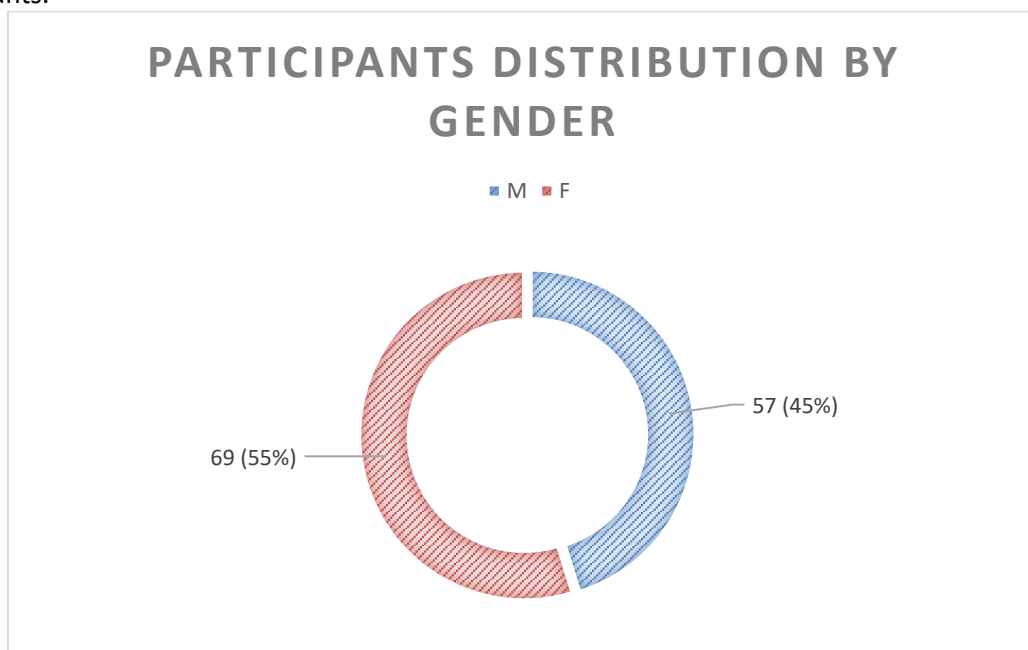
e-LMA Agenda



6. Learning Analytics

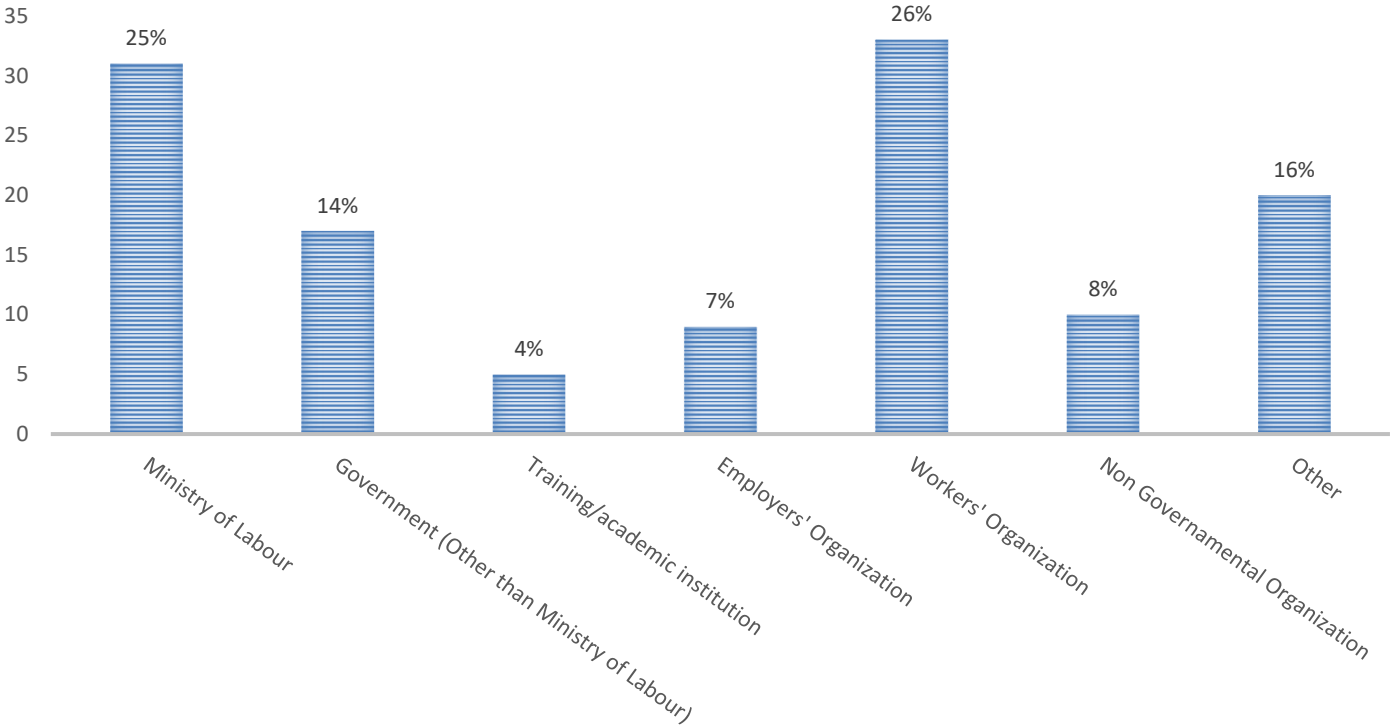
PROFILE OF PARTICIPANTS

From a gender perspective, there was a very good balance (almost equal share) among men and women participants.

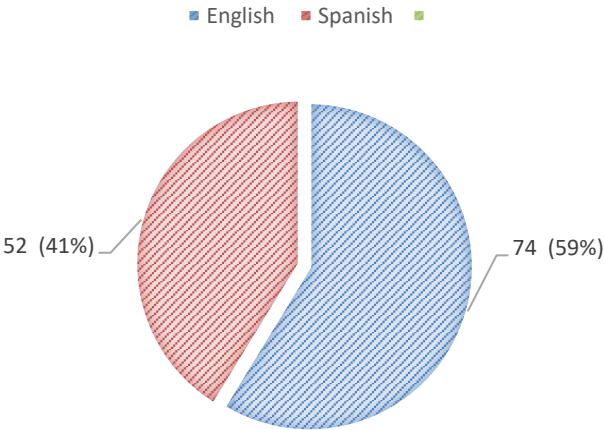


A number of participants were coming from the SADC region and were financed by the SAMM project (26 out of 126).

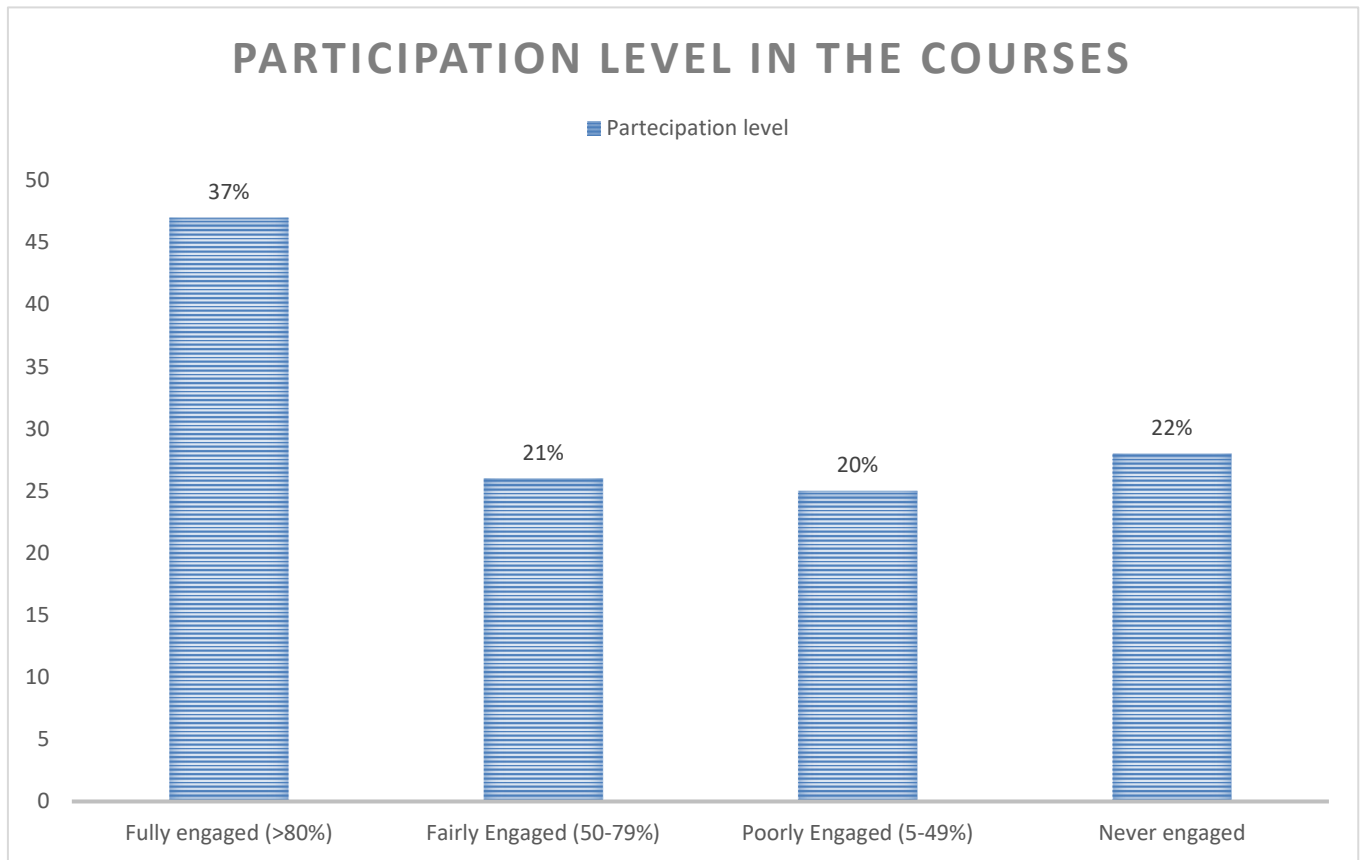
PARTICIPANTS BY ORGANIZATION TYPE



LANGUAGE OF PARTICIPANTS



COMPLETION RATES

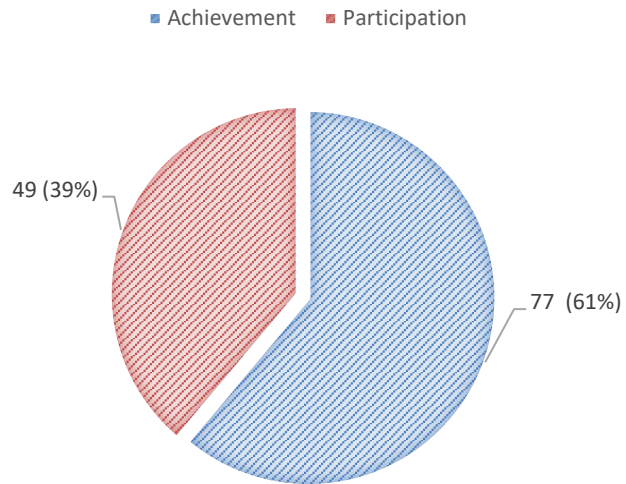


Completion rate of the tasks in the eCampus page showed high performance and completion rates: 37% of the participants were fully engaged (had completed all or most of the activities), and more than 40% additional participants submitted at least some of the tasks.

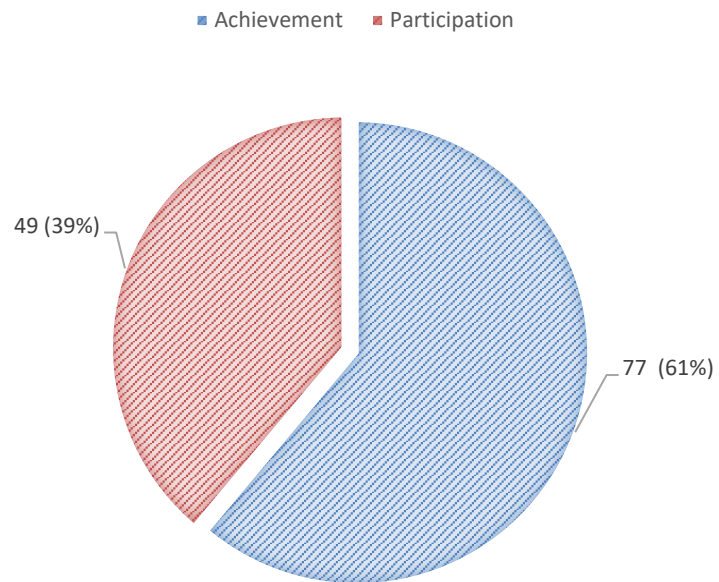
32 out of 47 participants submitted their final individual assignment, with an average grade of 19 out of 30. The participants had to apply what learned during the course to their own context, by producing an essay of more or less 1500-2500 words. The assessment was based on the following components:

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

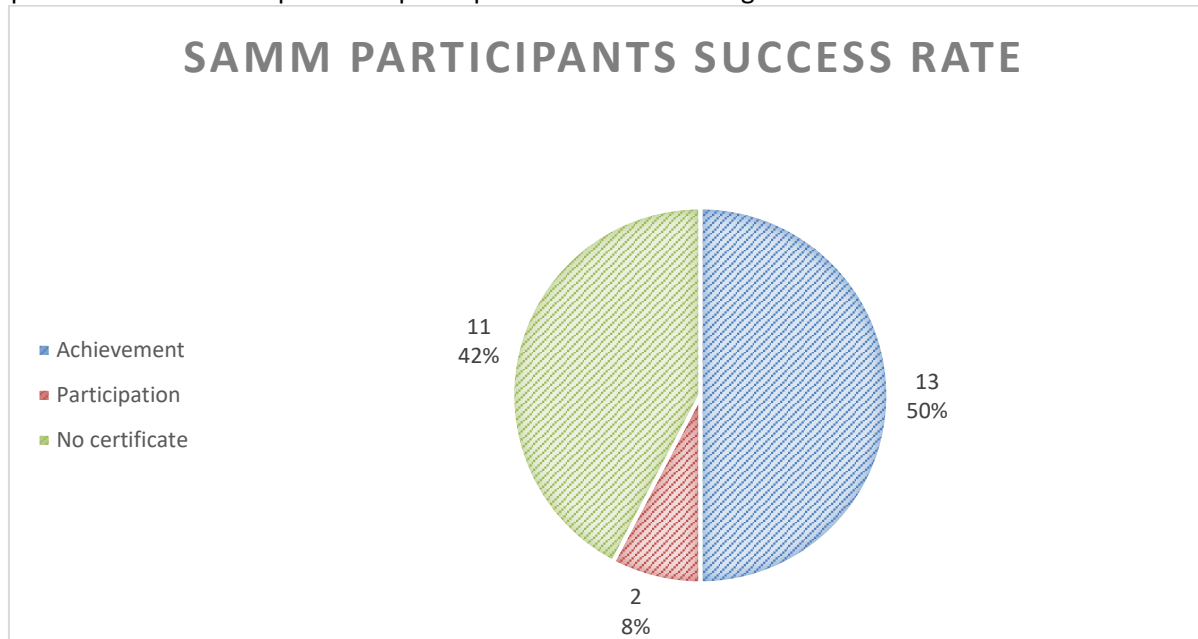
BREAKDOWN OF PARTICIPANTS SUCCESS RATE



TYPE OF CERTIFICATE

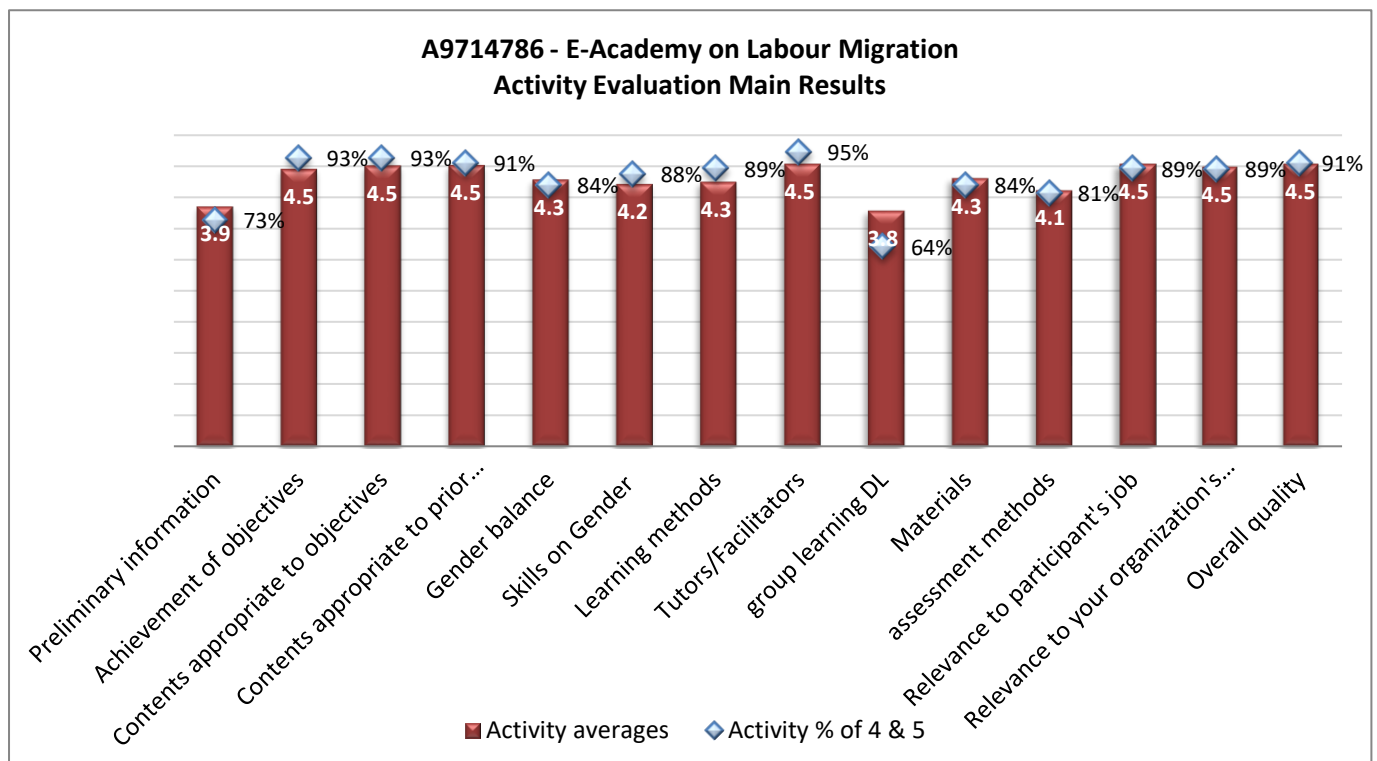


In particular the SAMM sponsored participants had the following results:



FINAL EVALUATION

A final evaluation questionnaire was sent to participants after the end of the 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.



ANNEXES

AGENDA
LIST OF PARTICIPANTS

AGENDA

E-LMA AGENDA 2022

Weekly Forum
(always EN - ES)

theme development

theme protection

theme governance

theme crisis

Week/Semana 1 (17-21 oct)

| TURIN TIME | Monday 17.10 | Tuesday 18.10 | Wednesday 19.10 | Thursday 20.10 | Friday 21.10 |
|-------------------------|---------------------------------------|---------------|--|--|---------------------|
| AM (10.00- 11.30) | Opening the online platform to PAX | | | | |
| PM (3.00- 4.30) | | | Welcome webinar and presentation of the platform | Welcome webinar and presentation of the platform | Quizzes of the week |

Week/Semana 2 (24-28 oct)

| TURIN TIME | Monday 24.10 | Tuesday 25.10 | Wednesday 26.10 | Thursday 27.10 | Friday 28.10 |
|---------------|--------------|---------------|-----------------|----------------|--------------|
|---------------|--------------|---------------|-----------------|----------------|--------------|

| | | | | | |
|------------------------------|---|---|---|---|---|
| AM (10.00-11.30) | | | Communicating on Labour Migration (EN) | Communicating on Labour Migration (EN) | Communicating on Labour Migration (EN) |
| PM (2.00-3.30) | from 3pm to 5pm: Global and regional labour migration trends | Developing and implementing a labour migration policy (EN and ES) | Developing and implementing a labour migration policy (EN and ES) | | Developing and implementing a labour migration policy (EN and ES) |
| PM (4.00-5.30) | | Skills dimension of labour migration (EN and ES) | Skills dimension of labour migration (EN and ES) | Skills dimension of labour migration (EN and ES) | |
| Week/Semana 3 (31 oct-4 nov) | | | | | |
| TURIN TIME | Monday 31.10 | Tuesday 1.11 | Wednesday 2.11 | Thursday 3.11 | Friday 4.11 |
| AM (10.00-11.30) | | Measuring and Analysing Labour Migration (EN) | Measuring and Analysing Labour Migration (EN) | Measuring and Analysing Labour Migration (EN) | |
| PM (2.00-3.30) | | Reducing labour migration costs and instituting fair recruitment processes (ES+EN) | Reducing labour migration costs and instituting fair recruitment processes (ES+EN) | Reducing labour migration costs and instituting fair recruitment processes (ES+EN) | Adopting a rights-based approach to migration: human rights, including labour rights of migrant workers and their families (Paolo Ceriani + Francois Crépeau) |
| PM (4.00-5.30) | | International labour standards protecting migrant workers and monitoring compliance with international labour standards (EN and ES) | International labour standards protecting migrant workers and monitoring compliance with international labour standards (EN and ES) | International labour standards protecting migrant workers and monitoring compliance with international labour standards (EN and ES) | Quizzes of the week |

| Week/Semana 4 (7-11 nov) | | | | | |
|---------------------------|--|--|---|--|---|
| TURIN TIME | Monday 7.11 | Tuesday 8.11 | Wednesday 9.11 | Thursday 10.11 | Friday 11.11 |
| AM (10-11.30) | | Negotiating and implementing bilateral labour migration agreements (EN) | Negotiating and implementing bilateral labour migration agreements (EN) | Negotiating and implementing bilateral labour migration agreements (EN) | Quizzes of the week |
| PM (2.00-3.30) | Protecting migrant workers and refugees in times of crisis (conflict, natural disasters, slow-onset events) – the ILO approach | Mainstreaming Labour Migration into development policies (EN and ES) | Mainstreaming Labour Migration into development policies (EN and ES) | | Mainstreaming Labour Migration into development policies (EN and ES) |
| PM (4.00-5.30) | | Employment strategies for inclusion of refugees and host communities in the labour market (EN and ES) Christine | Employment strategies for inclusion of refugees and host communities in the labour market (EN and ES) | | Employment strategies for inclusion of refugees and host communities in the labour market (EN and ES) |
| Week/Semana 5 (14-18 Nov) | | | | | |
| TURIN TIME | Monday 14.11 | Tuesday 15.11 | Wednesday 16.11 | Thursday 17.11 | Friday 18.11 |
| AM (10-11.30) | | Linkages between employment policy and national migration agenda from a case study approach (EN) | Linkages between employment policy and national migration agenda from a case study approach (EN) | Linkages between employment policy and national migration agenda from a case study approach (EN) | |

| | | | | | |
|----------------------------|--|---|---|---|---|
| PM (2.00-3.30) | What role for PES and PRA with regards to Fair Recruitment Processes? (Stephan Heuke + Marc + Joe + Anna Karin + Luisa (Colombia) @3pm) | Addressing Irregular Migration and protecting migrant workers in vulnerable situation (EN and ES) | | Addressing Irregular Migration and protecting migrant workers in vulnerable situation (EN and ES) | Addressing Irregular Migration and protecting migrant workers in vulnerable situation (EN and ES) |
| PM (4.00-5.30) | | Climate change and mobility (EN and ES) | Climate change and mobility (EN and ES) | Climate change and mobility (EN and ES) PRE-RECORDED | Quizzes of the week |
| Week /Semana 6 (22-26 Nov) | | | | | |
| TURIN TIME | Monday 21.11 | Tuesday 22.11 | Wednesday 23.11 | Thursday 24.11 | Friday 25.11 |
| AM (10-11.30) | | Building social cohesion between migrant, displaced and host communities (EN) | Building social cohesion between migrant, displaced and host communities (EN) | Building social cohesion between migrant, displaced and host communities (EN) - PRE-RECORDED | |
| PM (2.00-3.30) | Addressing irregular migration and protecting migrant workers in an irregular situation (Kaat Landuyt) | Temporary Labour Migration (EN and ES) | Temporary Labour Migration (EN and ES) | Temporary Labour Migration (EN and ES) | |

| | | | | | |
|--------------------------------|---|--|--|--|---|
| | | Access to justice and labour dispute and grievance-settlement - mechanisms (EN and ES) | Access to justice and labour dispute and grievance-settlement - mechanisms (EN and ES) | Access to justice and labour dispute and grievance-settlement - mechanisms (EN and ES) | Quizzes of the week |
| PM (4.00-5.30) | | | | | |
| Week/Semana 7 (28 Nov - 2 Dec) | | | | | |
| TURIN TIME | Monday 28.11 | Tuesday 29.11 | Wednesday 30.11 | Thursday 01.12 | Friday 02.12 |
| AM (10-11.30) | | Fostering the social and professional reintegration of return migrants (EN) | Fostering the social and professional reintegration of return migrants (EN) | Fostering the social and professional reintegration of return migrants (EN) | |
| PM (2.00-3.30) | Future scenario of migration (Simona Vezzoli) | Extending social protection of migrant workers and their families (EN and ES) | Extending social protection of migrant workers and their families (EN and ES) | Extending social protection of migrant workers and their families (EN and ES) | Way Forward : the ILO responses to Labour Migration |
| PM (4.00-5.30) | | Integrating the Gender dimension in the governance of Labour Migration (EN and ES) | Integrating the Gender dimension in the governance of Labour Migration (EN and ES) | Integrating the Gender dimension in the governance of Labour Migration (EN and ES) | Quizzes of the week + next steps |
| | | | | | |

<https://www.sammproject.org>



Funded by the
European Union