

2015

SHOWCASE PROJECTS



**FOSTERING
LABOUR MOBILITY
AND HUMAN DEVELOPMENT**

IOM South-Eastern Europe, Eastern Europe and
Central Asia

FOSTERING LABOUR MOBILITY AND HUMAN DEVELOPMENT: SHOWCASE PROJECTS 2015

IOM South-Eastern Europe, Eastern Europe and Central Asia



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IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

This publication is a result of IOM team's joint efforts coordinated by Marina Manke, Tanja Dedovic and Raehanna Reed from the IOM Regional Office for South-Eastern Europe, Eastern Europe and Central Asia's Labour Mobility and Human Development Unit. The content consolidation, design and layout has been done by Raehanna Reed.

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IOM refers to the UNSC resolution 1244-administered Kosovo in an abbreviated manner as “Kosovo/UNSCR 1244”. For the purpose of this report, it has been agreed to reference UNSC resolution 1244-administered Kosovo as “Kosovo*”, this designation being without prejudice to positions on status and in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence.

South-Eastern Europe, Eastern Europe and Central Asia (SEEECA) List of Countries and Territories:

South-Eastern Europe: Albania, Bosnia and Herzegovina, Israel, Montenegro, Serbia, the former Yugoslav Republic of Macedonia, Kosovo* and Turkey.

Eastern Europe: Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Russian Federation and Ukraine.

Central Asia: Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan.

Layout and design: Raehanna Reed

Publisher: Regional Office for South-Eastern Europe,
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FOREWORD

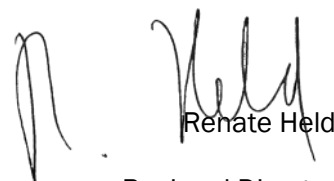
The dialogue surrounding labour mobility and its links to development in South-Eastern Europe, Eastern Europe and Central Asia (SEECA) is centred on three key themes, which are also core areas of IOM's work within its Labour Mobility and Human Development (LHD) portfolio.

The first theme is that the governments are increasingly recognizing the important **link between migration and development** and the valuable contributions that migrants make to both the countries where they live and work, as well as the countries of their origin. Greater awareness of these issues is helping to broaden the dialogue and discussion on migration generally, and labour migration management and its linkage to development more specifically. Governments, development partners and the private sector are showing increasing interest in **engaging with the diaspora** and other transnational communities to enhance the benefits of migration for development. **Remittances** in the region are among the highest in the world and are of great importance for many economies. Monetary remittances in the region have turned into an important means of alleviating poverty and stimulating local economies. At the same time, social remittances, which include the transfer of skills, knowledge and technology, are making similarly important contributions to sustainable development and the objectives of creating knowledge-based economies, innovation promotion and global competitiveness.

The second theme relates to significant **labour mobility flows** primarily taking place within the region itself, but also increasingly incoming from outside towards some countries in the region. For several countries, in particular in Eastern Europe, almost half of the labour mobility is directed out of the region towards more advanced economies in the European Union, the USA, Canada and Australia. There is a growing consensus that the regulation of labour mobility should be centred on the protection of migrants' rights, an improved knowledge base, an increase of migrants' professional preparedness and legal awareness about their rights and duties, as well as the promotion of standards of ethical and fair recruitment.

The third theme is that **migrant integration** – both social and economic – has become a priority area for several governments as a vital element of a successful migration management. The integration of migrants into the societies which they live in is a crucial condition in order for them to positively contribute to these societies. Migrants are uniquely placed to adapt to, become part of, and contribute to multiple communities. This, in turn, may lead to greater social cohesion and further social and economic integration so that the benefits are widespread.

As the leading intergovernmental organization in the field of migration, IOM is increasingly called upon by its Member States to examine and respond to complex migration situations, including labour mobility, integration and social cohesion, diaspora engagement, as well as the links between migration and development. It is with great pleasure that we present this publication "Fostering Labour Mobility and Human Development in SEECA: Showcase Projects of 2015". This report highlights various projects implemented in the region and presents the current state of progress in the three LHD related areas of human development, labour mobility, migrant training and integration. We hope that this report will enable readers to get a comprehensive overview of the varied work that the IOM missions are implementing in the region in close partnership with the governments, social partners and private sector. As with all our undertakings, we wish that this work will ultimately benefit the millions of migrants in SEECA, in the countries that send and receive them, as well as many more millions of members of their families.



Renate Held
Regional Director
IOM Regional Office for South-Eastern
Europe, Eastern Europe and Central Asia



FOSTERING LABOUR MOBILITY AND HUMAN DEVELOPMENT

Showcase projects 2015

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OUR REGION

MIGRANTS IN THE WORLD



232 MILLION
MIGRANTS IN THE
WORLD



48%
OF MIGRANTS ARE
WOMEN

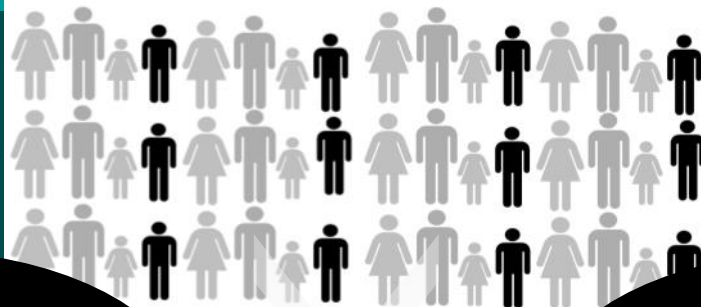


12.2%
OF MIGRANTS
ARE YOUTH
(15-24)



3.2%
OF THE TOTAL
POPULATION ARE
MIGRANTS

MIGRANTS IN THE REGION



MIGRANTS FROM THE REGION

29 MILLION
MIGRANTS IN THE REGION

37 MILLION
MIGRANTS FROM THE REGION



12%
OF WORLD
MIGRANTS



8.7%
ARE YOUTH
MIGRANTS



16%
OF WORLD
MIGRANTS



10%
OF THE TOTAL
POPULATION
ARE
MIGRANTS



52%
OF
MIGRANTS
ARE
WOMEN



7.5%
OF THE TOTAL
POPULATION
ARE
MIGRANTS



82%
OF MIGRANTS
MOVED
WITHIN THE
REGION

TOP MIGRANT DESTINATION COUNTRIES



KEY SOCIOECONOMIC DATA



UNEMPLOYMENT

12.9%

UNEMPLOYMENT

25.7%

YOUTH UNEMPLOYMENT



7,335 USD GDP PER CAPITA



2000-2013:

3.7%

POPULATION GROWTH

REMITTANCES

10.3 %

REMITTANCE INFLOWS AS % OF GDP



HIGHEST PRICE REMITTANCE CORRIDOR:
Austria & Germany to Bosnia and Herzegovina (11.7 %)

LOWEST PRICE REMITTANCE CORRIDOR:
Russia to Tajikistan & Uzbekistan (1.9 %)

TOP REMITTANCE RECIPIENTS

TAJIKISTAN 48.8%

KYRGYZSTAN 32%

Note on data sources: UN DESA 2013 on international migrant stock, World Bank April 2015 on remittances, World Development Indicators for 2013 on socioeconomic data.

OUR STRATEGY

IOM's work in the region of South-Eastern Europe, Eastern Europe and Central Asia (SEEECA) is governed by its [Regional Strategy for 2015-2020](#). Two thematic objectives of the Strategy – 5 and 6 – are directly linked to the work that relates to areas of labour mobility and human development:

Thematic objective 5: To expand channels for regular migration and refine existing frameworks for labour migration facilitation in line with principles of ethical and fair international recruitment.

Thematic objective 6: To strengthen links between migration and development to maximize the benefits of migration and reduce its negative effects for countries, communities and migrants.

Actions implemented in line with these two thematic objectives fit well with [the Sustainable Development Goals and Targets](#), adopted by the governments in the world in September 2015 within the 2030 Agenda for Sustainable Development.

To achieve **Objective 5**, IOM works in partnership with the governments, civil society actors, private sector and other international organizations to

- help develop sound and effective policies which regulate labour mobility, aligning them with relevant sectoral and overall development policies (employment, social welfare, education, health etc.), taking into consideration a sectoral and skill-based approach and reflecting labour market needs and projections;
- broaden existing evidence base for policymaking, by enhancing existing labour market information systems and data gathering to ensure that migration-specific information is

captured and processed, feeding into monitoring and forecasting;

- build capacity of the governments to implement labour migration policies along the labour migration cycle – at pre-departure stage, during migration and upon return, in partnership with relevant stakeholders, including the private sector, trade unions, migrant associations and international stakeholders;
- promote an inter-agency partnership and cooperation between migration authorities and employment agencies within countries, as well as between employment agencies or between migration authorities along labour migration channels;
- support the development and implementation of bilateral agreements and other multilateral frameworks among countries of origin and destination promoting circular migration, portability of social benefits and recognition of qualifications, using a sectoral approach and ensuring protection of migrants' rights;
- promote fair and ethical recruitment in line with the International Recruitment Integrity System (IRIS) and overall international norms and frameworks;
- contribute to the development of qualification and skills of those who may opt to search for employment abroad or return back home, via proper training and vocational education, pre-departure orientation and information support, while paying particular attention to the needs of marginalized groups, including women and youth.



Future interventions will be planned in synergy with the Agenda 2030 Sustainable Development Goals (SDGs) and the Migration Governance Operational Framework (MiGOF) adopted by IOM Council in November 2015.

To achieve **Objective 6**, IOM strives to

- implement economic and community development programmes to address root causes of economically motivated migration;
- support governments at the national and regional levels in mainstreaming migration into development and sectoral policies;
- promote permanent, temporary and virtual return of qualified nationals to the countries of origin, to facilitate the transfer of knowledge and skills acquired by migrants during their time abroad to their home communities;
- facilitate economic and social (re-) integration of migrants using tailor-made approaches to enable them to be more effective agents of development in countries of origin and destination;
- raise awareness in the host societies of the benefits of migration, addressing prejudices and cultural stereotyping and promoting tolerance, social cohesion and cultural diversity;
- contribute to building sustainable partnerships among countries of origin, migrants, migrant networks and communities, including by undertaking diaspora mapping and building the capacity of responsible government bodies in developing and implementing diaspora engagement roadmaps;
- facilitate the development of policies and mechanisms that improve remittance services for migrants and enhance their developmental impact, as well as promoting diaspora investment, philanthropy and tourism;
- partner with financial institutions and other private entities to lower remittance transfer costs and link remittances and other financial gains from migration with matching schemes to promote entrepreneurial activities;
- empower migrants through financial literacy training and information dissemination, including on the available official channels for remittance transfer, on investment opportunities and access to credit options, ensuring gender sensitive approach by addressing specific needs of female migrants and migrant family members;
- utilize the potential of modern means of communication and technology for reaping the benefits of migration, including crowdsourcing, social media and development of global databases, registers and virtual platforms.

OUR TEAM & AREAS OF WORK

The team of Labour Mobility and Human Development (LHD) specialists in the SEECA region includes the LHD Unit in the IOM Regional Office for SEECA and around 15 LHD focal points in the field missions. The LHD regional and country specialists are responsible for providing policy and operational guidance in matters related to labour mobility, diaspora communities and their links to development, as well as the social, economic, political and cultural

inclusion of migrants in their new environment for the social cohesion of host societies.

The LHD team helps build IOM regional capacity to address needs and priorities of the governments, civil society, private sector and migrants, to implement programmes in the field of labour mobility and human development to promote migrant workers' rights.



IOM LHD specialists at the Vienna reunion, November 2015, Vienna, Austria



Three thematic pillars of work best capture the different programming activities and areas of intervention of IOM within its LHD portfolio in SEECA:

1 MIGRATION & DEVELOPMENT

2 LABOUR MOBILITY

3 INTEGRATION & MIGRANT TRAINING



This document presents work within each of these three LHD pillars separately. In the following sections, we will highlight the IOM approach for each of these three pillars and follow by explaining how these are practically implemented through projects with examples of country experiences within the SEECA region.

It should be noted, however, that the three pillars are very closely interlinked, and an integrated approach is required for implementing comprehensive solutions and programmes.



MIGRATION & DEVELOPMENT

Strengthening links between migration and development

Migration is increasingly recognized as a significant factor for the achievement of all three pillars of sustainable development – economic, social and environmental. However, more needs to be done to strengthen the role of migration as an enabler of sustainable development for individuals, communities and societies, while addressing its negative impacts.

More sophisticated mechanisms for labour migration management coupled with targeted measures are necessary, to enable migrants and diaspora to become more effective agents of development, to lower costs of migration and risks associated with it, and to strengthen the impact of remittances and other migrant contributions.

This requires measures not only in the migration sphere but also mainstreaming migration into broader developmental frameworks at national, regional and international levels, including the 2030 Agenda for Sustainable Development.

In SEECA, IOM will continue carrying out the following activities to achieve these objectives:

- community development;
- mainstreaming migration into development and sectoral policies;
- return of qualified nationals;
- economic and social (re) integration of migrants and social cohesion;
- sustainable partnerships among countries of origin, migrants, migrant networks and transnational communities, private sector;
- policies and mechanisms that enhance the developmental impact of remittances and promote diaspora investment;
- lower remittance transfer costs and promote entrepreneurial activities;
- financial literacy and other training and information dissemination;
- utilize the potential of modern means of communication and technology.

1.1

MAINSTREAMING MIGRATION & POLICY COHERENCE

The need to mainstream migration across sectors and within community, national and regional development planning processes is increasingly being recognized. LHD is committed to adopting a comprehensive approach towards integrating migration in development plans and programmes through coordinated and participatory mechanisms that build on the unique institutional context of each country.

While being a relatively new area for most countries in the region, IOM's support to the governments and other partners in the area of migration mainstreaming has been growing in the last few years. Kyrgyzstan, Serbia and Moldova are now engaged in the Global Mainstreaming Programme. Outside of a project context, IOM is increasingly called upon to review drafts of sectoral policies and strategies – employment, education, private sector development, overall development – and ensure that the positive impact of migration is duly reflected.



MAINSTREAMING MIGRATION

Project Title: Global Joint Programme on Mainstreaming Migration into National Development Strategies

Mission: IOM Bishkek, Kyrgyzstan; IOM Belgrade, Serbia; IOM Chisinau, Republic of Moldova

Donor: Swiss Agency for Development

Timeframe: February 2014—January 2018

Together, IOM and UNDP are implementing a four-year programme titled “The Global Joint Programme on Mainstreaming Migration into National Development Strategies” across 10 different countries. The Joint Programme aims to enable these countries to **integrate migration priorities** into their national development planning documents and policies, to monitor and adjust their approaches to migration and development, and to foster an active and mutually beneficial partnership among countries participating in the programme in migration mainstreaming. The programme is funded by the Swiss Agency for Development.

3 COUNTRIES

in the SEECA region are implementing the IOM & UNDP’s Global Joint Programme on Mainstreaming Migration into National Development Strategies:
Kyrgyzstan, Serbia and Moldova.

KEY OBJECTIVES

1

STRENGTHEN the evidence base on migration and development through situation and needs assessments

2

IDENTIFY migration development policy priorities

3

SUPPORT greater institutional coherence and capacity on migration & development through the creation of inclusive coordination mechanisms and targeted training interventions

Country case: Kyrgyzstan

To ensure that the Migration and Development (M&D) policies and priorities are implemented properly, IOM has signed a Memorandum of Understanding with the Academy of Public Governance under the Presidential Administration of the Kyrgyz Republic.

IOM and the Academy will mainstream migration and development courses into the training curricula for public servants and continuous education programmes of the Academy.

Within the programme, public servants who work at different levels of government (from local authorities to those who work for ministries) will undergo specific training sessions on migration and development. These training sessions are conducted not only to develop the capacities and knowledge of public servants, but also to pilot the new M&D training curricula and ensure that the Academy has sufficient expertise in conducting these types of training sessions in the future.



IOM's new training manual on Migration and Development has been translated into Russian and will be translated into the Kyrgyz language to accommodate the needs of Kyrgyz speaking civil servants in rural areas of Kyrgyzstan.

IOM and the Academy have also agreed to conduct a number of public lectures on Migration and Development to increase public awareness about the migration and development nexus and to enhance the national expert pool in Kyrgyzstan which is in dire need of think tanks that can provide policy developers and decision makers with expertise on various aspects of migration.

Through programme interventions, the Academy will have a sustainable academic basis to continue providing training sessions to civil servants on various topics related to migration and its relevance to different aspects of development.

This approach should expand the general understanding of migration and development nexus and help Kyrgyzstan implement its migration governance policy.



Training on mainstreaming migration into development, November 2014, Issyk-Kul, Kyrgyzstan

MAINSTREAMING MIGRATION

Country case: Serbia

To strengthen the evidence base for migration and development policy, through the Global Joint Programme “Mainstreaming Migration into National Development Strategies”, IOM Serbia has helped to conduct studies to inform and substantiate the process of revision of existing policies, especially the Serbian employment and minority education strategies.

These studies:

- Collect new knowledge on internal and external migration in Serbia
- Gather information on labour mobility in Serbia and its effects on demographic situation and labour market
- Provide an overview of internal and international migration in the context of migration and development
- Provide an overview of efforts in academia to research migration and development.

In an effort to promote the operationalization of M&D priorities in development sectors:

4

PILOT INITIATIVES
are being
implemented

1. Developing Youth and Diaspora Networking

2. Increasing the role of social protection in migration governance

3. Developing a specialized academic curriculum on migration and development

4. Increasing local policy programming for migration and development

Bringing mainstreaming concept closer to national reality—stakeholder meeting, Serbia

Institutional coherence and greater coordination among government institutions is necessary for sustainable results. A series of trainings are being conducted to introduce M&D into local policy planning and programming





Experience exchange on mainstreaming migration into policies and practice, Moldova

Country case: Republic of Moldova

Through the Global Joint Programme "Mainstreaming Migration into National Development Strategies", IOM provided support to the mid-term review of the UN - Republic of Moldova Partnership Framework (UNPF) 2013–2017, which assessed the achievements in fulfilling the country's development agenda.

IOM Moldova helped to elevate the migration perspective and create a set of migration-related and gender-mainstreaming indicators. These were integrated in the Action Plan Results Matrix of the current UNPF. A set of recommendations were also formulated to adjust programming activities for the next UNPF cycle to further integrate migration concerns. IOM continues to render support to the

production of the Extended Migration Profile series which has become a key policy planning tool over the past 10 years. Produced with the financial support of the EU, the latest version of the EMP (2008–2015) provides a snapshot of the country's migration situation and is a country-owned tool, prepared in consultation with a broad range of stakeholders, which can be used to enhance policy coherence, evidence-based policymaking and the mainstreaming of migration into development plans. This will help to strengthen the implementation of policies to minimize the negative social costs of migration and also enhance the development potential of migration. IOM Moldova has also translated the IOM Guide "Migration Profiles: Making the Most of the Process" into Russian.

MIGRATION PROFILES



A Migration Profile (MP):

- a concise report on migration in a country or region
- prepared according to a common framework
- prepared in consultation with the government
- enhances policies and practice

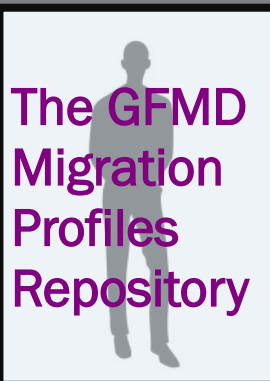
In 2011, IOM developed **Migration Profiles: Making the Most of the Process** - a guidance tool on how to develop and conduct a Migration Profile exercise.

SINCE **2006**
IOM has prepared
Migration Profiles
for MORE THAN

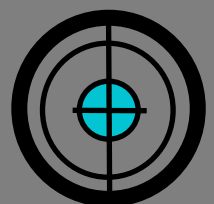


50 COUNTRIES
AROUND THE WORLD

**The GFMD
Migration
Profiles
Repository**



gathers all of the country profiles in one central location and provides useful guidance tools and background information.



RESEARCH & POLICY DIALOGUE

Project Title: Research and Policy Dialogue Initiative on Migration and Remittances in Ukraine

Mission: IOM Kyiv, Ukraine

Donor: Global Affairs Canada

Timeframe: August 2013–February 2016

IOM Ukraine is assisting the Ukrainian Government in developing policies to effectively harness the link between migration and development. Remittances to Ukraine generate significant development potential and were continuously growing until 2014. According to the World Bank estimates, the 9 billion USD that Ukraine received in 2013 placed the country in the top 10 recipient countries in the world and among leaders in Eastern Europe and Central Asia (ECA) region. However, the area of migration and development remains largely unexplored, thus leaving development potential of migration untapped.

To achieve these goals, IOM conducted a large scale study in order to provide a broad range of information, and develop evidence-based policy recommendations aimed at more productive use of migrant remittances and savings in Ukraine

The study included the following elements:

- nationally representative household survey
- survey with long-term migrants at border crossing points in Ukraine

KEY OBJECTIVES

1

ESTIMATE the volume of migrant remittances and savings, their use and their impact on the socioeconomic development of Ukraine

2

PROVIDE relevant data to promote stability and sustainable economic development in Ukraine, facilitating management strategies of migration

3

INCREASE awareness among key public and private stakeholders on the migration and development nexus

- focus group discussions in Ukraine and three major destination countries (Russian Federation, Italy and Canada)
- in-depth expert interviews in Ukraine.

The project is funded by the Government of Canada.

Canada 

“Ukrainian migrants are Ukraine’s biggest investors.”

“For several years now their remittances exceed foreign direct investment and official development assistance altogether. With this research project, IOM wants to explore ways for Ukrainian migrants, their families, local communities and the government to get more from these money transfers, bearing in mind how other countries successfully link migration and development.” - Manfred Profazi, IOM Ukraine Chief of Mission



MY JMDI TOOLBOX: MAINSTREAMING MIGRATION AT THE LOCAL LEVEL

“My JMDI Toolbox”, developed with the Joint Migration and Development Initiative (JMDI), is a **flexible and comprehensive tool** for local stakeholders on how to mainstream migration into local development planning.

My JMDI Toolbox:

- 6 training modules
- a set of identified good practices
- a list of further resources and courses
- a set of selected key resources from JMDI partners



TRAINING MODULES

Core Module: Introduction to Migration and Local Development

Module 2: Managing the link between migration and development

Module 3: Establishing partnerships, cooperation and dialogue on M&D at local level

Module 4: Empowering migrants at the territorial level

Module 5: Creating jobs and economic opportunities at the local level

Module 6: Increasing the impact on development through integration and re-integration policies

1.2

DIASPORA ENGAGEMENT

Drawing on its long-standing experience, IOM has formulated a comprehensive strategic approach centred on the 3Es for action: to enable, engage and empower transnational communities as agents for development – with each area involving a range of interventions by governments and other stakeholders, supported by IOM through policy advice and programming.

In the region of SEECA, many governments are quite advanced in their efforts of engaging their diaspora in socioeconomic development, including Israel, Moldova, Armenia. With the support of IOM and other partners, other countries are also developing strategies (Kosovo*, Albania, Georgia), conducting thorough mapping exercises (Kyrgyzstan, Tajikistan, Serbia) and initiating practical implementation mechanisms at local and country-wide level (Bosnia and Herzegovina, Kosovo*).



ENGAGING OUR NATIONALS ABROAD

Project Title: Engaging the Tajik Diaspora in Development

Mission: IOM Dushanbe, Republic of Tajikistan

Donor: IOM Development Fund (IDF)

Timeframe: August 2013–November 2014

National Compatriots Forum, 24-25 June 2014, Dushanbe



Workshop on Diaspora Engagement, 18 November 2014, Dushanbe

The IOM Development Fund supported “Engaging the Tajik Diaspora in Development” Project provided substantial assistance to the Government of Tajikistan (GoT) in the implementation of its Action Plan for 2011–2014 and the development of the new Action Plan for 2015–2020 through building technical skills of the GoT on diaspora engagement practices.

With IOM’s support, a diaspora mapping in the Russian Federation, the main destination country for migrants from Tajikistan, was completed. The mapping results were presented at the first ever national Forum of Compatriots, which was conducted during the celebrations of the Day of National Unity on June 24-25, 2014.

The project's outcomes included setting up of working contacts between diaspora representatives and state structures as a result of the Forum; gathering diaspora's recommendations for the forthcoming diaspora engagement Action plan for 2015 – 2020; translation of the IOM Diaspora Engagement Roadmap Handbook from English into Russian.

Following the National Compatriots Forum, GoT representatives clearly recognized the benefits of engaging diaspora in the development of the country. They decided to conduct a High level Workshop on Diaspora engagement for key state structures - members of Inter-ministerial Commission (IMC). This can be considered as the first necessary step for further development of practical measures of engaging diasporas.

REMITTANCES
account for up to
48.8%
of TAJIKISTAN's
GDP *(World Bank, April 2015)*

DIASPORA REPORT: http://www.iom.tj/files/en_IOM_Tajikistan_Diaspora_1June2015.pdf

DIASPORA MUSIC VIDEO: <https://www.dropbox.com/s/do5hikg7yjb817p/Music%20video%20%28Vatan%29.mpg?dl=0>

THE DEED PROJECT

Project Title: Diaspora Engagement for Economic Development (DEED) in Kosovo*

Mission: IOM Pristina, Kosovo*

Donor: Ministry for Foreign Affairs of Finland

Timeframe: July 2014—June 2016



The Kosovar diaspora has enormous potential to assist in the sustainable development of Kosovo*. In addition to the **15-20%** of GDP that comes from financial transfers from the diaspora, Kosovars living abroad have a wealth of skills and knowledge that can help Kosovo* overcome many of the persistent challenges it faces.



The DEED Project, implemented in cooperation with UNDP, the Ministry of Diaspora (MOD) and the Ministry of Trade and Industry of Kosovo*, is an innovative initiative for enabling the Kosovar diaspora to take an active and effective role as development agents in their communities of origin.

One way that DEED has sought to achieve this goal is through improving knowledge on diaspora from Kosovo* through a diaspora registry. The registration process collects a variety of information on Kosovar diaspora including a member's current location, their occupation and education and information about family members. This registry, once completed, will form the basis of a database to compile a large amount of data on the diaspora into a single source.

This comprehensive database is the first of its kind in the region, and is especially useful in Kosovo* because of the expansive, highly-skilled and successful nature of its diaspora. Uses of such a database could range from filling skill gaps which exist in the labour market of Kosovo* by matching data on personnel from the diaspora who could potentially contribute their expertise, to improving inclusive

700%
INCREASE
of Kosovar
Diaspora
registration



KEY OBJECTIVES

1

STRENGTHEN capacities of Kosovo* authorities to implement the strategy for diaspora from 2013–2018

2

INCREASE the capacity of relevant stakeholders to facilitate migrants' investments in Kosovo*

3

STRENGTHEN capacities of remittance recipients, and diaspora business networks to increase the positive impact of migration on the socioeconomic environment of Kosovo*



polymaking by giving a “voice” to the diaspora community.

The DEED project is a leader in organizing activities and yearly campaigns to promote awareness of the registry and encourage the diaspora to continue registering. These campaigns are held during the summer months, when the largest number of diaspora members visit Kosovo* and are widespread throughout the country, from border crossings, to airports as well as in centres of individual cities and regions.

The activities held during the campaigns have involved spreading information through brochures and pamphlets, free sim cards for those who register, various concerts, and fun activities.

PROJECT WEBSITE:
<http://deed-ks.org/>



ALBANIAN MIGRATION & DEVELOPMENT

Project Title: Harnessing the Positive Impact of Albanian Migration for the Development of Albania: Capacity-Building Actions for the Albanian Ministry of Foreign Affairs

Mission: IOM Tirana, Albania

Donor: IOM Development Fund (IDF)

Timeframe: September 2015—November 2016

There is a need to support new avenues in which the Albanian Communities Abroad (ACA) can retain their connection to Albania and contribute to its economic and social growth. The challenge for policy makers in Albania is to create an environment that encourages and supports the engagement of migrants in the development their country of origin. The communication between ACA and the Albanian government is still weak. This project's objective is to support the efforts of the Government of Albania in initiating the process of engaging the ACA to contribute to the country's economic and social development.

This project is the **first set of actions of a broader programme** that the Government of Albania is developing with IOM's assistance to increase engagement of Albanian communities abroad. A number of interventions are designed to engage the ACA into concrete development initiatives such as encouraging investments into local communities in Albania, returning qualified nationals and the promotion of innovation.

IOM will work with relevant stakeholders in developing a policy framework on ACA engagement to facilitate their greater participation in development initiatives of Albania.

A comprehensive dialogue between the Government and ACA will be established focusing on development initiatives in Albania.

USA, ITALY & GREECE have significant Albanian emigration stocks. Outreach activities will be organized to profile ACA and to establish links to these groups.

The FIRST Governmental Conference on Engagement of ACA into development initiatives will be held.



1.3

SOCIOECONOMIC EMPOWERMENT & ENTREPRENEURSHIP

Socioeconomic empowerment of vulnerable groups of population and entrepreneurship fostering are important areas of IOM's work within its economic and community development portfolio. The objective is to make migration work for development by addressing root causes of economically motivated migration. These projects contribute to community development in countries of origin by creating income-generating activities and employment, improving social services.

IOM in SEECA has done a comprehensive mapping out exercise of IOM's and other stakeholders' experience in the area and came up with an **enterprise development model**, based on four factors of success, which is now being applied in practice throughout the region.



THE MSME PROJECT

Project Title: Support to Micro, Small, and Medium Enterprises in Kosovo* (MSMEs Grants Programme)

Mission: IOM Pristina, Kosovo*

Donor: The European Union and the Ministry of Trade and Industry (MTI) in Kosovo*

Timeframe: February 2014—July 2016



Factory floor of "Scampa," an enterprise awarded through the MSME Grants Programme producing biodegradable plastic bags

80%
of employment in
Kosovo's* market
economy is provided
by MSMEs

The MSMEs Grants Programme aims to strengthen the local economy and reduce the trade deficit in Kosovo* by improving the capacities of Micro, Small, and Medium-sized Enterprises (MSMEs) to upscale production in an efficient and sustainable way through the provision of micro (up to €25,000) and small grants (up to €200,000). Through this programme, IOM supports selected micro, small, and medium enterprises to improve their production and competitiveness to replace the need for domestic imports and increase export potential.

A major challenge facing the economy of Kosovo* is the significant trade deficit. Imports account for approximately 50 per cent of GDP while exports represent only 6 per cent, resulting in the largest trade deficit as a ratio of GDP in the region (185 per cent of the regional average). Further challenges are high levels of unemployment, reaching 35 per cent for general population, 44 per cent for the female population, and 60 per cent for youth. The lack of jobs act as a significant migration push factor for economic reasons, often through irregular channels.

Micro, small, and medium-sized enterprises (MSMEs) form a main part of the private sector economy in Kosovo*. The sector is facing serious barriers in terms of financing investments, increasing production capacity, and enhancing competitiveness on both the local and regional markets. Obtaining funding for development from the usual sources of finance, such as banks and microfinance organizations, remains a challenge for MSMEs. Kosovo* government's financial and human resource capacity to provide alternative financing programmes to small businesses is also limited.

Through the MSMEs Grants Project IOM organized a grant scheme with two different awards to help address the barriers faced by enterprises and eventually stimulate economic growth through the creation of new employment opportunities. The application

process was highly competitive and, ultimately, 21 microenterprises and 15 small and medium-sized enterprises received grants to invest in new equipment, machinery and technology.

Beyond the distribution, monitoring of the grants, and indirect capacity-building of grantees to procure equipment, IOM is also working on identifying key constraints faced by MSMEs and other relevant stakeholders, including local financial institutions, chambers of commerce, diaspora associations, and government authorities through comprehensive surveys and a stocktaking report. The findings of these efforts will feed into policy recommendations and best practices that the Government of Kosovo* and the donor community will be able to use in optimizing future grant schemes.



TOTAL amount of
grants distributed:
€3 MILLION

ADDITIONAL

**€2
MILLION**
invested by the
grantees
themselves as
co-financing

Through the MSME Grants Programme, Exim Metal will be able to expand exports of hydrostatic pipes

THE MED PROJECT

Project Title: Microenterprise Development Project (MED) in Armenia
Mission: IOM Yerevan, Armenia
Donor: Multiple donors through seed funding
Timeframe: 1997—Present (Open-ended)



Since 1997, the Microenterprise Development Project (MED) has sought to increase the economic self-sufficiency of vulnerable people and facilitate integration of returnees, refugees and displaced persons through microenterprise training, microcredit loans/grants and employment opportunities. The main objective of the project is to contribute to sustainable socioeconomic development of the local

vulnerable population. By assisting returning migrants and their families through business training and consultations and facilitating access to financial resources, IOM hopes to help to reduce migratory pressures and give opportunities to a population who may not have access to these services otherwise.

This project is not only unique in terms of its longevity but also in its expansiveness.

18 YEARS

serving beneficiaries

It creates income-generation opportunities for vulnerable communities in Yerevan, Shirak, Lori, Tavush, Syunik, Gegharkunik, Ararat and Armavir regions of Armenia.

By supporting individuals and small groups it impacts development at the local level. The project offers a comprehensive package of income generating measures, financial and non-financial services including an intensive orientation and training course in small business management based on a **Training Curriculum** developed by IOM.

IOM Armenia has an established network of Business Advisers and Field Agents and has worked to select and create tools (such as a comprehensive Business Training Curriculum).

3,400

have completed
training
in microbusiness

PERSONS

At the end of the training cycle, IOM Business Advisors support participants in developing business plans that are reviewed by the Loan Selection Committee. The loan funds are then allocated to the approved business plans. The business advisors continue to work with the beneficiaries and help provide additional support and guidance.

OVER 9,900

loans
amounting to MORE than
8.5 Million ^{USD}
have been extended

3,547

businesses were supported
(55% are women-run
businesses)



A MED beneficiary has a business monitoring session

5,212

direct beneficiaries, loan
recipients and persons
employed

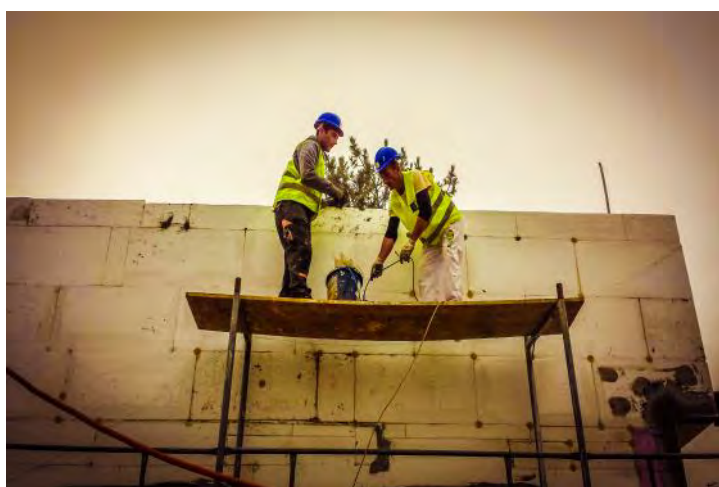
THE EU-BK PROJECT

Project Title: EU-Beautiful Kosovo* Programme Phase II:
Poverty Reduction through the Enhancement of Economic
Opportunities in Kosovo*

Mission: IOM Pristina, Kosovo*

Donor: The European Union

Timeframe: December 2013—June 2016



The EU-Beautiful Kosovo* Programme Phase II aims to contribute to the poverty reduction through the enhancement of economic opportunities for the population of Kosovo*, especially marginalized groups including the unemployed. Through the EU-BK Programme, IOM provides short and medium-term job opportunities via community infrastructure projects, such as constructing and upgrading public buildings and areas, social welfare facilities, school yards, sports centres, parks, and cultural heritage sites.

High unemployment remains a major issue of concern in Kosovo*, and providing an enabling environment for an improved economy is a priority for both the Government of Kosovo* and the EU. The unemployed segment of the population includes many specific groups that face enormous difficulties entering the labour

market, in particular unskilled workers (among 60 per cent of unemployed Kosovars are unskilled). Among these unskilled workers are highly vulnerable persons including: persons with disabilities, vulnerable youth, women, minorities and returnees.

In this context, the main aim of EU-Beautiful Kosovo* Programme Phase II is to support temporary and long-term job opportunities and skills development for beneficiaries among these vulnerable groups through work. Municipalities submitted design plans for needed community infrastructure and projects were carefully selected.

Roughly 76 per cent of beneficiaries are registered at employment centres throughout Kosovo*. These recipients will not only benefit from the opportunity to re-



enter the labour market, but also receive on-the-job training and potentially long-term employment from the contracted companies.

Beyond the employment generation, EU-BK's infrastructure projects contribute to the renewal and beautification of community spaces in municipalities throughout Kosovo*. These projects have included renovation and building of school yards, health-care facilities, cultural centres, green areas, river beds, and rehabilitation of historical and cultural heritage sites.



MORE THAN
1,700
Short-term jobs
will be created by the end of the EU
BK Phase II

EU-BK PHASE I (2011-2013):
46 Projects Implemented

EU-BK PHASE II (2013-2016)
27 Projects Implemented

EU-BK beneficiary works on Fushe Kosovo School

SOCIAL ENTERPRISE

Project Title: Socioeconomic Integration through Social Enterprise Development to Address the Problem of Drug Abuse Among Georgian Nationals, Including Returning and Potential Migrants

Mission: IOM Tbilisi, Georgia

Donor: Federal Office for Migration, Switzerland

Timeframe: June 2014—June 2016



IOM colleagues participate at an event at Gori Sapling Tree Nursery.

IOM Georgia is implementing a project for rehabilitation, socioeconomic inclusion and empowerment of at-risk, stabilized and former drug users by supporting Social Enterprises to mainstream therapy through work. The project targets beneficiaries who have a migration history or intentions to migrate from Georgia. Currently, Georgia faces complex challenges such as high unemployment rates, strong outward migration and a growing number of problem drug users.

The aim of the programme is to develop national capacities for socioeconomic inclusion and empowerment as a sustainable solution to the problem of drug abuse in Georgia. Through this pioneering project, IOM supports the establishment and further development of Social Enterprises as an innovative and effective approach towards job

placement and labour market inclusion of socially disadvantaged population groups, addressing root causes of migration.

Supported Social Enterprise Implementing Partners are provided grants of up to 100,000 CHF, matched by their own 10-20 per cent contribution. Through this programme, each social enterprise will open minimum 8 to 10 job places for at-risk, stabilized and former drug users among Georgian nationals, including returning and potential migrants, resulting in an overall employment of at least 25 persons from the target group over the course of the project. These opportunities offer former drug users rehabilitation through work, increasing professional skills' development and ultimately, facilitating social integration.

Within this programme IOM cooperates with the following five Social Enterprise Implementing Partners:

Gori Sapling Tree Nursery

Will be operating tree nursery for flowers, bushes and trees as well as a biological farm for growing bio vegetables, including breeding of animals, poultry and fish.

LTD Perspektiva

Will be operating wooden (carpentry) workshop under the National Probation Agency of Georgia, producing souvenirs, toys, furniture pieces and inventories.

Tanadgoma

Will be operating an advertising studio within the Centre for Information and Counselling on Reproductive Health, including the production of promotional and visibility tools and materials.

Kamara

Kamara runs an Art Café where non-alcoholic beverages and freshly baked pastry are available. Drug users in a remission period are employed in the Art Café and have an opportunity also to exhibit art pieces produced by them during art therapeutic sessions.

Centre for Crime Prevention

Will be operating a Cafeteria and a Car Wash under the Ministry of Justice.



PUBLIC INFORMATION CAMPAIGNS will be held to promote work therapy and overcome stigma among potential employers and the general public



EMPOWERING MINE SURVIVORS

Project Title: Assisting Mine Survivors Residing in Conflict Affected Rural Areas through Livelihood Support Grants

Mission: IOM Baku, Azerbaijan

Donor: The UK Conflict Stability and Security Fund (CSSF)

Timeframe: February 2014—July 2016

Azerbaijan's landmine problem is largely a result of the conflict with Armenia between 1988 and 1994, and abandoned Soviet-era munitions dumps and unexploded ordnance (UXO) still pose significant threats. According to the recent information provided by the Azerbaijan National Agency for Mine Action (ANAMA), a state agency responsible for planning, coordinating, managing and monitoring mine action related activities all over the country, the total number of mine victims is 2,909.

Existing data demonstrate that a huge share of mine victims in Azerbaijan – up to 80 % – are unemployed. Mine survivors are being deprived of possibilities to earn income, due to their disabilities, level of education, prior work experience and difficulties maintaining steady employment, lack of collateral, and sometimes a lack of a verifiable credit history.

IOM Azerbaijan believes that self-employment presents an important option for mine survivors to generate income since it can be difficult for victims with disabilities to obtain formal employment, especially in rural areas. In this regard, the project aims to enhance socioeconomic reintegration of mine survivors and their families, as a vulnerable and marginalized group, into the Azerbaijan society, by helping them to earn their livelihoods, improve their standard of living and become participatory members in their society with enhanced self-esteem.

The action covers mainly 5 target districts in the country, namely Aghjabedi, Bilasuvar, Beylagan, Imishli and Saatli, the areas mostly affected by the conflict where the significant number of mine survivors reside.



Within the framework of the project, it is expected to directly support at least 50 mine survivors (through trainings) and 25 micro and small enterprises (MSME) initiatives (through small grants), during the 6-month implementation period. The project envisages that approximately 150 family members would also benefit indirectly, e.g. through increased family income and employment in family business.



AT LEAST 50 MINE SURVIVORS
will benefit from the project through trainings

25 MSME GRANTS
will be provided through the project

A microenterprise supported by the programme



LABOUR MOBILITY

Ensuring Safe and Legal Labour Mobility

When properly managed, labour mobility has far-reaching potential for migrants, their families and communities in the countries of origin and destination. While job creation in the home country is the preferred option, demographic, social and economic factors are increasingly driving specialists at all levels to look for employment opportunities abroad. As a result, a growing number of countries of origin and destination view international labour migration as an integral part of their national development and employment strategies.

Countries of origin can benefit from labour mobility because it relieves unemployment pressures and contributes to development through remittances, knowledge transfer, and the creation of business and trade networks. For destination countries facing short-term or prolonged labour shortages, orderly and well-managed labour migration can lighten labour scarcity and facilitate cross-border skill matching.

The IOM approach to international labour mobility is to foster synergies between labour mobility and development and to promote legal avenues as an alternative to irregular migration. LHD 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, recruitment facilitation and inter-State dialogue and cooperation.

2.1

TOWARDS ORDERLY MOBILITY AND RIGHTS PROTECTION

IOM offices have been assisting the governments and other partners in facilitating labour mobility in the region for already several decades. The support has included policy development and legal framework setting; empowering service providers and other structures supporting migrants along the whole migration cycle; developing and replicating pilot schemes of facilitated labour migration, with the latest experience being in Central Asia within the DFID funded Regional Programme.

At the centre of IOM's work lies the objective of ensuring a rights-based and whole of government approach; adherence to ethical and fair recruitment standards and targeted support aligned with personal needs and professional characteristics of various categories of migrant workers.

Regional dialogue and cooperation are similarly core to IOM's work, as is in the BPRM funded regional programme "Managing Mixed Migration Flows through Capacity Building in Central Asia".



REGIONAL MIGRATION PROGRAMME

Project Title: Regional Migration Programme, DFID Central Asia
Mission: Russian Federation, Tajikistan, Kyrgyzstan, Kazakhstan
Donor: United Kingdom, Department for International Development (DFID)
Timeframe: March 2010–August 2015

The Regional Migration Programme (RMP) implemented in three Central Asian countries and the Russian Federation by IOM, UN Women and the World Bank exemplified labour migration programming as a strategy to reduce poverty levels and strengthen labour migration management in the region by improving the livelihoods of migrants and their families while protecting their rights. The programme promoted policy development, provided technical assistance and fostered regional dialogue on migration across Tajikistan, Kazakhstan, Kyrgyzstan and the Russian Federation.

RMP assisted the Government of Tajikistan with its National Labour Migration Strategy and with institutional capacity-building for the Migration Service of Tajikistan and the

Agency for Employment Abroad under the Ministry of Labour, Migration and Employment of Tajikistan.

In Kyrgyzstan, RMP assisted the Government with its National Strategy for Sustainable Development and with institutional capacity-building for two employment centres in Bishkek and Osh, operating under the Ministry of Labour, Migration and Youth.

In Kazakhstan, RMP supported the development and adoption of its Law on Migration and drafting migration legislation for foreign domestic workers. Expert support with migration policy development in the Russian Federation was similarly provided through RMP.

OVER 200 supported with job placement

931,308 benefited from counselling, direct assistance, referral over 5 years, versus 343,300 originally planned



The programme directly assisted migrant workers and their families through a network of Migrants Resource Centres (MRCs). Legal, medical and humanitarian assistance was also provided by other partners. Under the programme, migrant workers in their countries of origin were also supported by the programme through self-help groups.

One component of the programme was to establish facilitated recruitment through collaboration between employers, state agencies, private recruitment agencies (PRAs) and other stakeholders. Migrants from Kyrgyzstan and Tajikistan were enrolled for employment in the construction and public transport sector in Kazakhstan. In the Russian Federation skilled workers such as carpenters and seamstresses were sought after. RMP also conducted the first monitoring of working conditions for groups of migrants working in Kazakhstan and in the Russian Federation.

The economic crisis affected the pace of

implementation of the facilitated recruitment component. Because of lower salaries, it was more difficult to identify potential workers. The new migration procedures in the Russian Federation with changes in the procedures for applying for patents and Russian language certification caused delays in migrants obtaining work permits (patents).

This situation led the RMP team to explore ways for migrants to apply for a patent while still in Tajikistan/Kyrgyzstan, before departing to work in the Russian Federation. The RMP team received positive initial feedback to this idea and initiated discussions on the technicalities with the officials from the Federal Migration Service of Russia. As a result of the programme, a number of procedural challenges for migrants' certification and integration were identified. Following the programme's completion, a number of practical recommendations were elaborated and shared with relevant stakeholders.



REGIONAL COOPERATION

Project Title: Addressing Mixed Migration Flows through Capacity building in Central Asia

Mission: IOM sub-regional office for Central Asia, Astana, Kazakhstan

Donor: US Bureau of Population, Refugees and Migration, Government of the United States (PRM USA) with seed funding from the Government of Kazakhstan

Timeframe: October 2014–September 2016

Migration dynamics affecting Central Asia is of complex nature. The available evidence shows that search for employment remains the dominant reason for migration, with hundred thousands of citizens from Kyrgyzstan, Tajikistan, Uzbekistan annually departing to work in more developed economies of Kazakhstan and the Russian Federation. At the same time, labour mobility is intertwined with relocations caused by degradation of environmental conditions and land, as well as forced movements related to personal insecurity and search for international protection.

To address these challenges related to mixed migration flows within, to and out of Central Asia, IOM works in partnership with governments and international organizations – UNHCR, UNDP, WHO, OCHA – on building state capacities, through regional dialogue and technical capacity-building, evidence base development.

The [Almaty Process on Refugee Protection and International Migration](#) was launched as a Regional Consultative Process (RCC) on 5 June 2013, reaffirming the countries' commitment to regional dialogue and practical cooperation in the area of Refugee Protection and International Migration.

[“Mapping on Irregular Migration in Central Asia”](#), published in 2014 with support of IOM Development Fund, offers a regional analysis on irregular migration flows, and provides recommendations on regional cooperation in addressing the issue of irregular migration. It also identifies country-specific issues and discusses measures as well as highlights future policy directions based on international standards in enhancing migration governance with the purpose of protecting migrants' rights and improving their socioeconomic well-being and sending and receiving countries' development.

4 THEMATIC AREAS

1. Disaster Risk Reduction, Emergency Preparedness & Migration Crisis Operational Framework (IOM MCOF)

2. Irregular Migration, Migration Management and International Migration Law (IML)

3. Trafficking in Human Beings and direct assistance to vulnerable migrants

4. Human Mobility, Labour Migration and Migrants' Rights



Government representatives at a technical workshop in Ashkhabad, Turkmenistan

REGIONAL LABOUR MOBILITY IN SOUTH-EASTERN EUROPE

“Labour Mobility as a Factor of Development in South-Eastern Europe”, produced with the Regional Cooperation Council, is a regional **study** to inform the regional consultative process on enhancing labour mobility in the region.

The report contains:

- An assessment of the restrictions on labour mobility in South-Eastern Europe. Describes how restrictions limit opportunities of job-seekers to individual economies and prevent possible employers of hiring people with skills from neighbouring countries.
- A set of recommendations to help alleviate unemployment in general and facilitate labour mobility in the region.

10

RECOMMENDATIONS



- range from visa facilitated regimes for business people, professionals and skilled labour (where visa regimes still exist),
- to simplified residence permit procedures,
- mutual recognition of diplomas and qualifications,
- creation of sound migration flow databases,
- improvement of portability of social benefits, and other relevant measures that would facilitate intraregional labour mobility.



PROMOTING WORK OPPORTUNITIES

Project Title: Promoting Decent Work Opportunities and Protection of Migrant Workers in Albania
Mission: IOM Tirana, Albania
Donor: UN Coherence Fund
Timeframe: January 2015—June 2016

Labour mobility of Albanians has been a dominant trend in the last two decades. Males have been primarily engaged in the work abroad, however, recent evidence shows that the number of females is growing.

Notwithstanding measures to effectively manage migration flows from Albania, no effective labour mobility management system is in place. Private employment agencies recruit Albanian workers for employment abroad, however there is no mechanism in place to ensure standards on ethical and fair recruitment, in particular for female migrant workers.

Albania is also becoming an attractive country for foreign migrant workers who choose Albania as a destination. The number of foreign migrant workers has been constantly increasing and will likely continue to increase. The majority are male; however the ratio is changing every year with more females immigrating to Albania, primarily as domestic workers. Despite increasing numbers, no assessment has yet been undertaken on the exercise of foreign workers' human and labour rights in Albania.

The project will contribute to the development of an effective labour mobility management system in Albania which promotes decent work opportunities and protects migrant workers.

The recommendations of the assessments will help the Government of Albania ensure ethical and fair recruitment of Albanian citizens for employment abroad, as well as of foreign migrant workers in Albania, and protect their rights.

1ST

Assessment of migrant workers' rights in Albania

Recommended ethical recruitment standards for the Albanian public and private employment agencies;

Study visit of the Albanian Government officials abroad to learn from experience and operational work of private recruitment agencies regulation;

Assessment of the compliance of the Private Employment Agencies regulatory framework in Albania vis-à-vis ratified international labour standards, with particular focus on the standards of recruitment for female migrant workers;

Standard methodology for annual assessments by the Ombudsman.



Good governance of migration processes is possible only when based on solid data and comprehensive monitoring and analysis of migration flows. Labour mobility in and out of Albania is an important process affecting the country. Hence, the new issue of the Extended Migration Profile in Albania developed by the Government with the support of IOM and launched in December 2015 has a separate chapter describing labour migration stocks and flows in 2012-2014. It also contains a section looking into the relation between migration in Albania and the situation in the labour market.

Extended migration profile workshop, Tirana, May 2015

IRIS



The International Recruitment Integrity System (IRIS) is a new international framework to reduce migrant workers' exploitation and trafficking for forced labour. IRIS is a global voluntary multi-stakeholder certification process that will recognize recruitment intermediaries committed to ethical recruitment principles, enabling end-user employers to identify ethical practitioners and help prevent labour abuses in their supply chains. IRIS provides a platform for addressing unfair recruitment and bridge international regulatory gaps governing labour recruitment in countries of origin and destination.



IRIS
International Recruitment Integrity System

Through IRIS, IOM hopes to benefit:

- Recruitment Intermediaries
- Employers
- Workers
- Governments

MORE ON IRIS: iris.iom.int/

PILOTING TEMPORARY MIGRATION

Project Title: Piloting Temporary Labour Migration of Georgian Workers to Poland and Estonia

Mission: IOM Tbilisi, Georgia

Donor: IOM Development Fund (IDF)

Timeframe: October 2015–October 2017



Since **2009**

Georgian citizens have been able to work in Poland for up to 6 months per year without a work permit



over 4,000

workers from Georgia have used the scheme primarily working in the agriculture and construction sectors

Estimates of the volume of Georgian labour migration vary, but researchers agree that migrant workers make up a relatively large share of the population residing abroad. Available surveys reveal the continued interest among Georgians living in Georgia to participate in temporary labour migration. Due to the underdeveloped regulatory framework and support mechanisms, Georgian migrants often use personal contacts and networking or resort to services of private recruitment agencies or acquaintances to find work abroad. The predominantly informal nature of employment increases their vulnerability to labour and human rights abuses.

IOM Georgia is piloting a new project “Temporary Labour Migration of Georgian Workers to Poland and Estonia” to develop operational frameworks for facilitating worker mobility from Georgia to Poland and Estonia that promote effective job-matching, migrant skill development and protection of their labour and human rights. Partners of the project including the Ministry of Labour, Health and Social Affairs (MoLHSA) and its Social Service Agency (SSA), the Ministry of Justice of Georgia, acting as a Secretariat to the State Commission of Migration Issues (SCMI), and its Public Service Development Agency (PSDA).

Due to scarce information on labour market needs in Poland and Estonia, the project will include rapid labour market analyses in both Estonia and Poland to enable a more targeted approach to matching workers with employment opportunities. As a result, the pilot temporary recruitment schemes will be formulated based on concrete needs, building a basis for long-standing bilateral cooperation for temporary and circular migration schemes between Georgia and the two countries.

KEY OBJECTIVES

1

INFORM the Georgian Government and partners in Estonia and Poland about relevant regulative frameworks and economic needs for labour migration from Georgia, making them aware about existing implementation gaps in light of past experiences and possible ways to improve future labour migration processes.

2

RAISE capacity of the labour migration management structures of Georgia, Poland and Estonia to effectively facilitate labour migration from Georgia in a cooperative, comprehensive manner and in adherence to ethical recruitment standards and practices.

3

TEST temporary and circular labour migration operational model on the basis of ethical recruitment standards for improvement of future temporary and circular labour migration support schemes out of Georgia.

The project will also introduce the International Recruitment Integrity System (IRIS), by conducting a critical review of the current regulatory framework in each of the three countries to assess their compliance with ethical recruitment principles and identify existing gaps. Private-public partnership will be another area of the project's methodology. The experience sharing workshops will specifically target employers and employment mediators from key areas of employment in Poland and Estonia to enable the recruitment process and streamline the application of ethical recruitment principles by private employment agencies (PrEAs), including through participation in the Public Private Alliance for Fair and Ethical Recruitment (PPA) and IRIS.

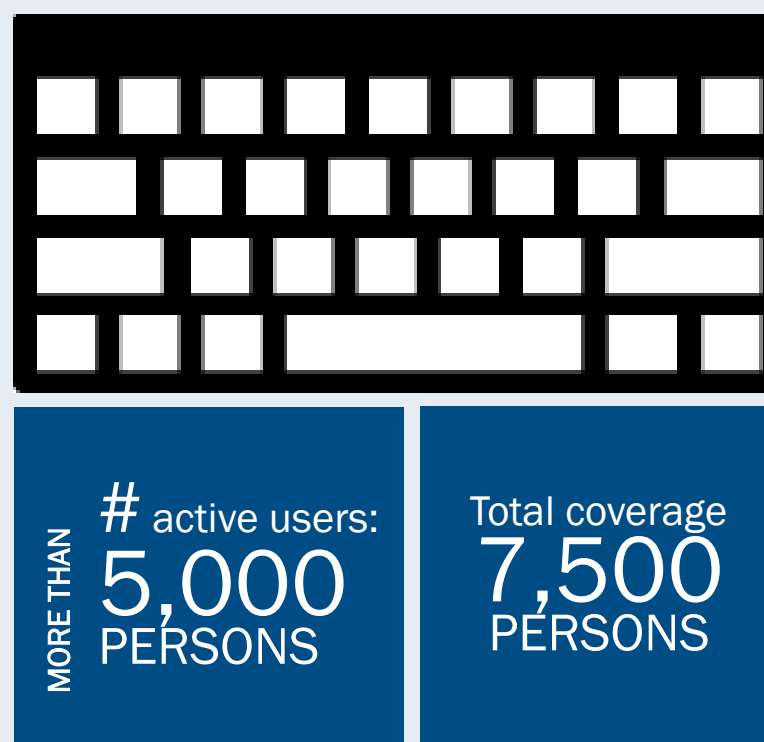
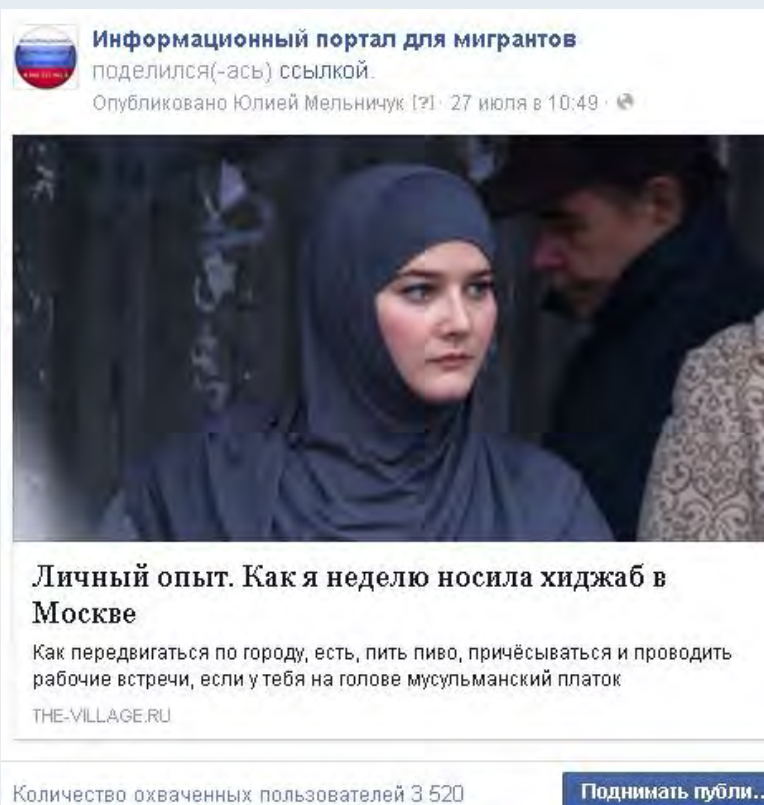
The project sets precedent for the Government's involvement in the temporary labour migration management process. All the activities planned within the project aim at developing the capacities of the main partner agencies in managing temporary labour migration processes in a sustainable way.

SOCIAL NETWORKS FOR MIGRANTS

Project Title: Regional Migration Programme
Mission: IOM Moscow, Russian Federation
Donor: United Kingdom, Department for International Development (DFID)
Timeframe: January 2013–August 2015

With the accessibility of the internet, mobile phones, social and other new media technologies, migrants are becoming most active users of internet resources and are actively engaged in information exchange and communication via internet social networks. Internet is perceived as a trustworthy source where information comes in a free and informal way and possibilities of communication are endless.

IOM Moscow has initiated an online information campaign among migrants in the Russian Federation to harness the potential of internet social networks as a communication and awareness-raising mechanism. Within the framework of the Regional Migration Programme, IOM Moscow opened a page of *Information Portal for Migrants* on Facebook. This portal is used to promote Information Resource Centre services and inform migrants on changes in migration legislation, labour & social issues as well as cultural and social events. The information campaign activity in Facebook is also aimed at supporting migrants' adaptation to the life in the Russian Federation and reducing xenophobia and intolerance towards persons of different origins and backgrounds. Posts are made at least twice a day (morning and evening time), including the weekends. At least 30 per cent of the posts are visual, photo or music materials.



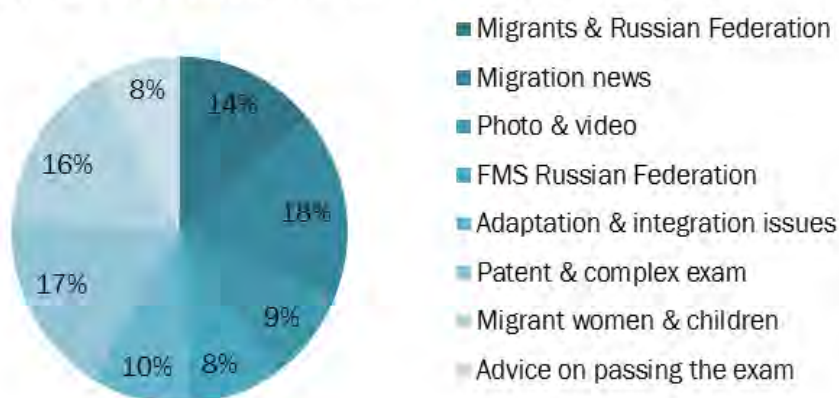
52% are
48% are



The majority of active users communicate in Russian; English is the second language of the group

TOPICS COVERED

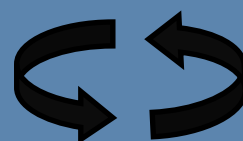
Topics covered in terms of percentage



In 14 Months...



#NUMBER of "Likes" increased ten times



#NUMBER of reposts increased by 75%

38%
of users are between
AGES: 22—34



92%
of users are between
AGES: 18—44



Who ARE members of the group?

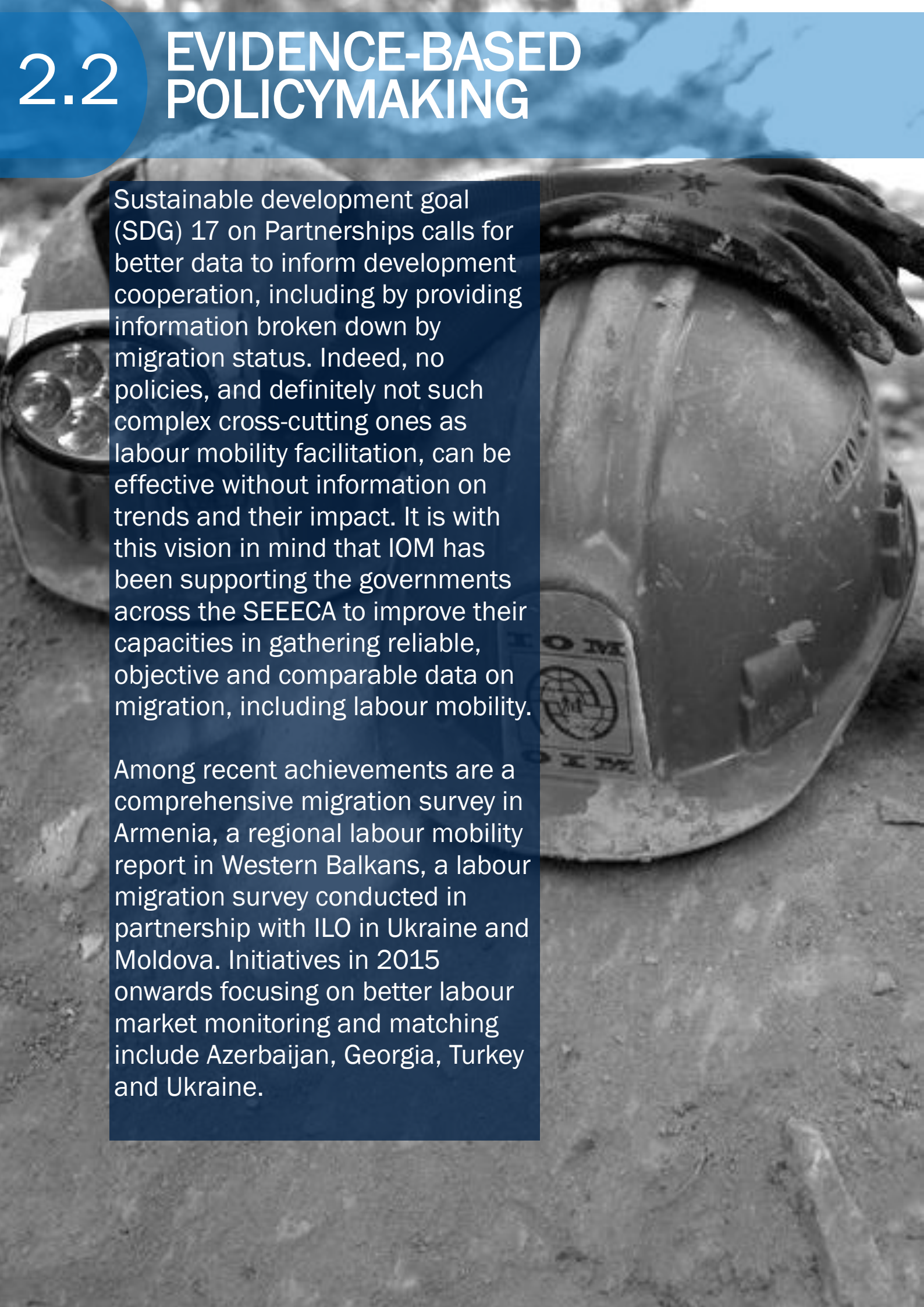
The majority of active users are Central Asia migrants (from Uzbekistan, Tajikistan, Kyrgyzstan, and Kazakhstan) as well as migrants from Armenia. The smallest representation hold migrants from Ukraine and Belarus

2.2

EVIDENCE-BASED POLICYMAKING

Sustainable development goal (SDG) 17 on Partnerships calls for better data to inform development cooperation, including by providing information broken down by migration status. Indeed, no policies, and definitely not such complex cross-cutting ones as labour mobility facilitation, can be effective without information on trends and their impact. It is with this vision in mind that IOM has been supporting the governments across the SEECA to improve their capacities in gathering reliable, objective and comparable data on migration, including labour mobility.

Among recent achievements are a comprehensive migration survey in Armenia, a regional labour mobility report in Western Balkans, a labour migration survey conducted in partnership with ILO in Ukraine and Moldova. Initiatives in 2015 onwards focusing on better labour market monitoring and matching include Azerbaijan, Georgia, Turkey and Ukraine.



ENHANCING LABOUR MARKET INFORMATION SYSTEM

Project Title: Consolidation of Migration and Border Management Capacities in Azerbaijan (CMBA)
Mission: IOM Baku, Azerbaijan
Donor: The European Union, BP (co-funder)
Timeframe: December 2013—June 2016

IOM is supporting the Azerbaijani Government in strengthening the capacity of the Labour Market Information System (LMIS) to present accurate and timely information, which will ultimately improve the management of migration and specifically, labour migration.

The LMIS development project targets improvement of the national capacity to manage labour migration in Azerbaijan. It supports the inclusion and proper management of labour market information in the LMIS structures available in Azerbaijan by carrying out an assessment on how labour migration information is captured and passed onto the LMIS, with a view of identifying challenges and proposing methodologies and procedures, both at technical and policy levels in line with EU best practices. LMIS is an active labour market policy instrument that

collects/evaluates labour market information and disseminates it to all stakeholders (both labour supply sides and labour demand sides). Currently an assessment report is being prepared by the involved experts, where a particular focus is made on administrative sources of labour market information, such as employment and unemployment statistics, statistics on the employment of foreigners and the identification of labour market needs.

The activity is being carried out under EU funded and BP co-funded “Consolidation of Migration and Border Management Capacities in Azerbaijan (CMBA)” project, which aims to enhance the capacities of Azerbaijani authorities in the area of migration and border management in line with relevant EU-Azerbaijan Agreements, in particular the Visa Facilitation and Readmission.

Training on labour inspections, September 2015, Baku, Azerbaijan



LABOUR MIGRATION MANAGEMENT

Project Title: Supporting Labour Migration Management in Turkey
Mission: IOM Ankara, Turkey
Donor: United Kingdom
Timeframe: April 2015—September 2016

Turkey has been affected by diverse forms of migratory movements and acts as a sending, transit and destination country. Both emigration of nationals and immigration of foreigners for employment purposes have been dominant forms of migration affecting the country. Some parts of labour migration in Turkey are happening outside the regulative framework manifesting themselves as “irregular migration”. Informal employment is prevalent among migrant workers who work in labour intensive and lower wage sectors, such as textile, construction, agriculture, tourism, as well as domestic and care services. In this context of a country of destination for migrant workers, the Government of Turkey is currently implementing comprehensive reforms in migration sphere, including labour migration management. With its wealth of experience, through the first of its kind LM project IOM aims to support Turkey’s efforts in developing a comprehensive and human rights based labour migration management system with enhanced inter-institutional legislative and administrative capacity to tackle irregular migration and promote registered employment of foreigners in Turkey.

*The project is very **timely and strategically important** given the impact of the Syria Crisis on the Turkish labour market. One of the main added value of the project is that it goes beyond the impact of Syria spillover, however, and employs a multi-sectorial and multi-stakeholder approach*

Interinstitutional cooperation is a cornerstone of the project:

Governmental institutions, labour unions, NGOs, academics, private sector are all involved



1ST

project of its kind, directly implemented with the Ministry of Labour and Social Security (MOLSS) as the main beneficiary in cooperation with the Directorate General for Migration Management (DGMM) of the Ministry of Interior



KEY OBJECTIVES

1

SUPPORT technical and policy development in Turkey by identifying gaps in current framework and support comprehensive and human rights based labour migration management.

2

ASSIST governmental officials, labour inspectors, candidate labour attaches in better responding to irregular labour migration and PROMOTE registered employment of foreigners.

3

PROVIDE impartial and practical information about the risk and dangers of irregular labour migration and PROMOTE ways of registered employment in Turkey for migrants on the move.

In the long term, the project will increase the cooperation between Turkey and countries of origin and decrease irregular migration that take place in the form of unregistered employment. Research and sectorial needs analysis will offer reliable guidance and evidence base not only for necessary actions aimed at reducing irregular labour migration, but also for better regulation and skill matching in the sectors where there is demand for foreign labour. Alongside the capacity-building of the Turkish stakeholders to systematize the regular collection of such data and build linkages with countries of origin, the project will ensure that the emerging migration management system is timely, evidenced-based, flexible to the changing labour market demands, and responsive to the rights of migrant workers.



INTEGRATION & MIGRANT TRAINING

Providing Effective Integration of Migrants and Social Cohesion

Effective integration policies need to be set among the first priorities of a governmental migration agenda, irrespective of whether the admission policies are for temporary or permanent migrants. Successful integration is essential for all stakeholders, not only to maximize the benefits gained from migration but also for the security, stability, social harmony and prosperity of the society as a whole. LHD focuses on a wide range of activities designed to facilitate the integration of migrants and promote their social, economic, political and cultural inclusion – both permanent and temporary.

Programmes include refugees, humanitarian entrants, family reunification cases, immigrants, marriage migrants, temporary foreign workers and students. LHD works with a wide range of partners, including various governments' agencies at national and local levels, employers, trade unions, educational institutions, media, migrant communities and civil society. IOM provides technical support to a host of regional and country-based projects promoting the social cohesion of migrants.

LHD designs training programmes, develops curricula and also supports projects focusing on integration through policy development, research and analysis. Integration activities can also take place in migrants' countries of origin by equipping migrants before departure with easily accessible and accurate information in their own language about the destination country, as well as provide pre-departure trainings.

3.1

MIGRANT TRAINING AND COUNSELLING

In SEECA region, IOM has conducted pre-departure orientation (PDO), migrant counselling and training for decades. At the core of our approach to effective integration is the establishment of migrant resource centres (MRCs) in origin and destination countries which provide services such as information provision, counselling, training and referral to migrants. These centres have been set up in at least 10 countries in the region – Western Balkans, South Caucasus, Central Asia and the Russian Federation.

IOM ensures governments' active involvement in the centres and hands the structure over, once the local stakeholders demonstrate readiness to continue operations without external support. Linking centres in countries of origin and destination is another important area of work successfully piloted between Central Asia and IOM Moscow.



STREAMLINING REGISTRATION

Project Title: Streamlining Employment of Migrant Workers through a One Stop Shop

Mission: IOM Podgorica, Montenegro

Donor: IOM Development Fund (IDF)

Timeframe: July 2013–May 2015



Complicated registration procedures often present serious obstacles for migrants in their destination countries. This is especially true for temporary workers, who may come to a country for a short period of time and can have serious challenges documenting their stay and employment abroad. This lack of understanding and knowledge of procedures can result in transforming their legal status into an irregular one. In these situations, migrants often lose their ability to protect their rights against unscrupulous employers. To simplify the process of registration and improve the knowledge of migrants on these procedures, IOM Podgorica in close collaboration with the Government of Montenegro implemented an IDF funded project which aimed at streamlining the existing procedures of foreigners' employment through the introduction of a one-stop-shop registration and service provision.

The project helped the Government to get closer to the EU approach on migration management, in particular complying with the

EU Single Permit Directive. Two one stop shops (OSS) were refurbished and opened – one in Budva and one in Podgorica. Furthermore, 215 staff of the Ministry of Interior and Alien Department inspectors were trained on the new Law on foreigners and service provision using the OSS approach. Finally, a dedicated information campaign was conducted using 21,000 copies of printed materials in three languages and the web-site of the Ministry of Interior.

KEY OUTCOMES

- 1 CONDUCTED an institutional, legislative and procedural gap analysis
- 2 DESIGNED and PILOTED a One-Stop-Shop (OSS) model for counselling and registration of foreign workers.
- 3 RAISED awareness among foreigners on benefits of legal employment and promoted the services of the OSS registration counters.

MIGRANT RESOURCE CENTRES

Project Title: Various

Mission: Western Balkans, South Caucasus, Central Asia, Russian Federation, Moldova

Donor: IOM Development Fund (IDF), The European Union, Department for International Development (DFID)

Timeframe: During the last two decades and on-going



Migrant resource centres (MRC) in the SEECA region have been initiated and supported by IOM missions, in partnership with government and non-governmental organizations, for over two decades. While they may be referred to differently in different countries – migrant service centres in the Balkans, migrant information centres in Eastern Europe – the idea is the same: to serve as a one stop shop to migrants both in destination and origin countries on all matters related to their safe migration experience – be it registration and documentation, employment opportunities, legal counselling, training and referral.

MRCs in SEECA at a glance:

- Set up in at least 10 countries
- 73 % are a part of the governmental structure
- Initial funding through IOM projects, with an eventual transferral to state funding
- Set up in partnership with government (75 %), NGOs/CSOs (33 %) and other organizations (17 %)
- Initial support provided through refurbishment and equipment (100%), training to MRC staff (100 %), development of info materials (90%) and standard operational procedures (75 %).
- Types of beneficiaries supported – potential migrants (83 %), actual migrants (75 %), returnees (40 %), youth (80 %), victims of trafficking (40 %)
- Most popular support services – counselling, training, referral, job matching.
- Employment is the top reason why migrants approach the centres (82 %)

Source: IOM internal evaluation conducted in October-December 2014



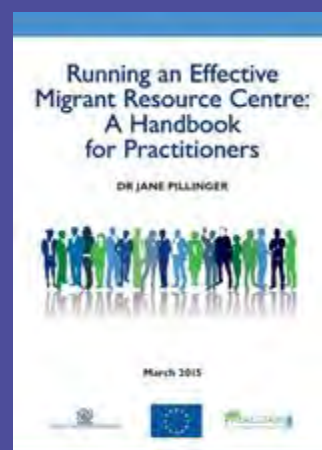
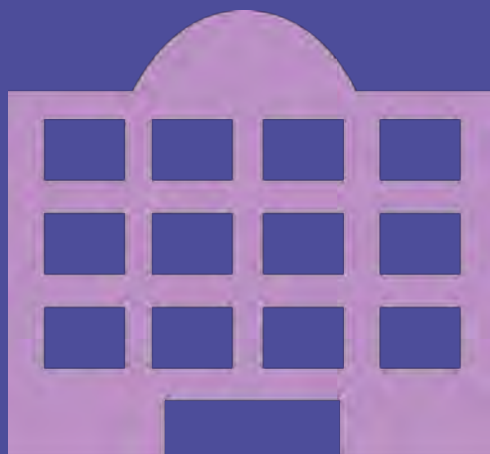
In recent years, Governments, NGOs, and IGOs such as IOM have established Migrant Resource Centres (MRCs) and other similar facilities in both origin and host countries, providing a range of services to persons seeking migration opportunities abroad as well as reintegration upon their return home.



HANDBOOK FOR MRC PRACTITIONERS

The Handbook contains:

- Guidance to those considering setting up an MRC on issues of institutional set-up, design, legal basis, procedures, coordination mechanisms with other stakeholders, and resources needed
- Guidance for those who are already operating such a service to provide a useful reference source on issues of monitoring and evaluation, quality control, communication and outreach strategy and a link with post-arrival stage.



MRCs support diverse objectives:

- Provide information on safe migration
- Protection of vulnerable migrants
- Facilitate labour migration
- Facilitate reintegration and development
- Support a range of beneficiaries (labour migrants, family migrants, resettled refugees), in both countries of origin and destination.

Handbook for Practitioners launched how to run an Effective Migrant Resource Centre:
www.migrantservicecentres.org/

3.2

INTEGRATION

Most countries in the SEECA region have been traditionally classified as countries of origin of migrants, as a result of which integration has long remained outside of the governments' migration policy agendas. In recent years, however, integration policies have been drafted and adopted in Ukraine and the Russian Federation. Gradually it is becoming an issue in Western Balkans within the EU integration context.

In 2015 onwards, Turkey is embarking on a task to develop a comprehensive “harmonization” policy, in line with the latest Law on foreigners.

IOM stands ready to support the governments in the region with advancing their political and practical approaches towards ensuring social cohesion between immigrant and host populations, as well as identifying integration support measures to outgoing migrants already at pre-departure stage.



INTEGRATION TEST ASSISTANCE

Project Title: Regional Migration Programme
Mission: IOM Moscow, Russian Federation
Donor: United Kingdom, Department for International Development (DFID)
Timeframe: January 2013—August 2015

The year 2015 has been a particularly challenging year for potential migrant workers in the Russian Federation. As of 1 January 2015, when applying for a work permit, migrants need to present a certificate of passing the complex exam on the Russian language, history and legislation of the Russian Federation. The cost of this integration test is roughly 100 USD and for many migrants taking a test has turned into quite a burdensome but unavoidable procedure.

IOM Moscow developed and launched an electronic learning tool to help migrants become familiar with the main rules and procedures of passing the test and assess their actual level of knowledge. The e-learning tool has a comprehensive syllabus with twenty five practice tests. This allows migrants to experience a real-test situation and check if they are ready for the real exam. After taking a test, a migrant gets a score which indicates whether the test is passed or not and reveals are-

as or topics where more study is needed. This e-learning tool was developed within the framework of the Regional Migration Programme funded by the Department for International Development (DFID).

IOM's objective under this project was to improve the accessibility of this information to migrants who may not have this kind of support elsewhere. The e-learning course can be available free of charge at the migrant support centres - IOM partners in the region as well as via internet from IOM Moscow website at <http://moscow.iom.int/russian/training/index.html>

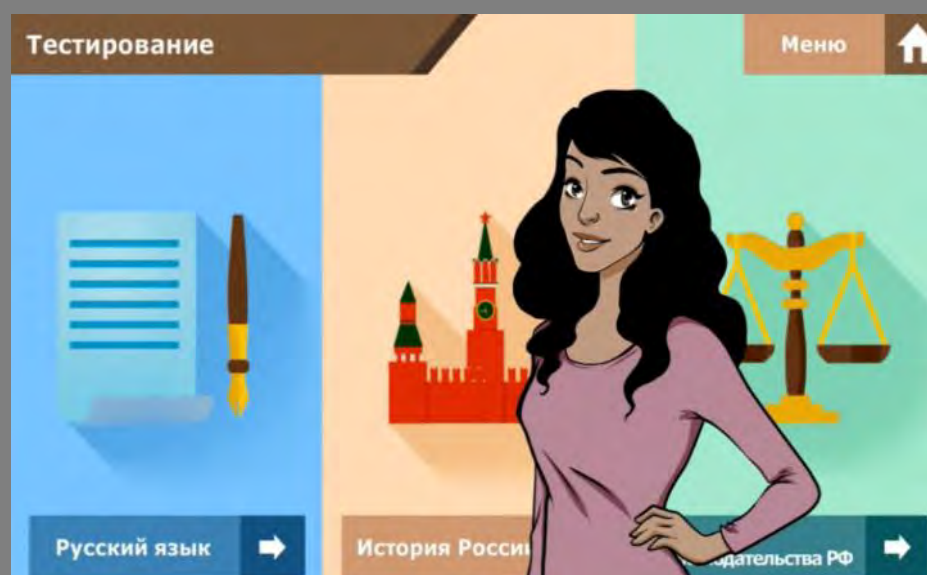
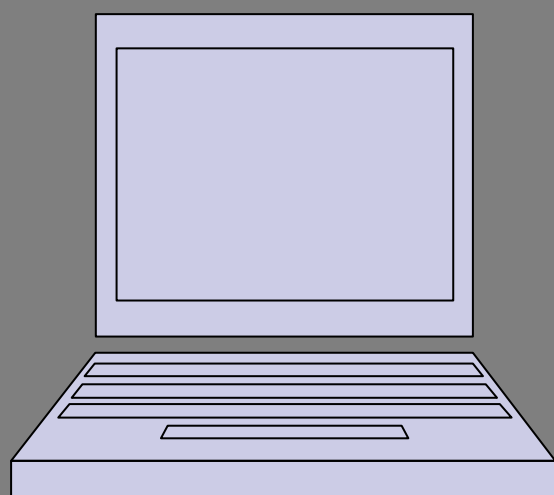
The e-learning tool is designed to be easy-to-use. This gives confidence to migrants, when time comes for a real test, and potentially reduces the risk for a re-tests which are costly both time-wise and financially.

25
PRACTICE
TESTS
AVAILABLE
ONLINE

10 on
RUSSIAN LANGUAGE

8 on
RUSSIAN HISTORY

7 on
RUSSIAN LEGISLATION



THE DIVERSITY INITIATIVE

Project Title: Capacity Building to Monitor and Implement National Mechanisms to Counter Xenophobia and Discrimination in Ukraine (The Diversity Initiative)

Mission: IOM Kyiv, Ukraine

Donor: IOM Development Fund (IDF)

Timeframe: October 2013—June 2015



Between 2013 and 2015, IOM Kyiv implemented a multifaceted IDF-funded project titled, “Capacity-Building to Monitor and Implement National Mechanisms to Counter Xenophobia and Discrimination in Ukraine”. The overarching aim of the project was to contribute to the protection of the rights of migrants, members of vulnerable groups, and victims through reducing obstacles arising from discrimination

and manifestations of hate crimes. The project was built on the already-functioning platform of the Diversity Initiative (DI) Network, a group of 65 civil society, government and private actors, co-chaired by IOM and UNHCR since 2007.

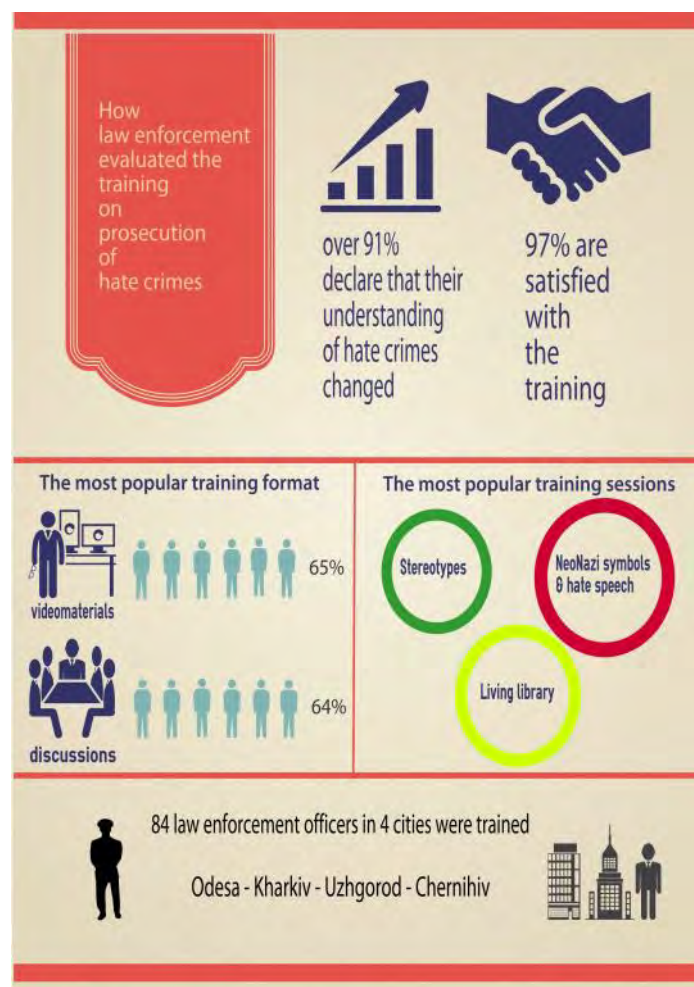
RESULTS

- Seven (7) meetings of the DI Secretariat were held.
- Three (3) modules of the “Building Capacity for Diversity” school were conducted for 18 DI members.
- The DI website was maintained and improved to draw increased attention to the activity of the DI Network and the protection of migrants’ rights in Ukraine - <http://diversipedia.org.ua/en>.
- 122 government service providers and 17 lawyers who provide legal support to IDPs were trained on Ukraine’s new anti-discrimination legislation and practical, applicable approaches to preventing discrimination of migrants and other vulnerable groups.
- 88 investigators, prosecutors, district inspectors and officers of the Security Service of Ukraine in the four participating cities were trained on prosecuting hate crimes to improve law enforcement authorities’ understanding of the problems faced by migrants in their communities with a specific focus on hate crime using the *Living Library* methodology.
- 60 civil society and minority representatives were trained on legal aspects and practices on the prevention of interethnic hatred.
- 87 persons representing civil society organizations, migrant communities and regional government and self-government bodies were trained in partnership with ODIHR on the integration of migrants.

Publications

Within the framework of the project activities, five (5) publications were developed as part of the handover of methodological tools and recommendations to implement anti-discrimination legislation, document and prosecute hate crimes, and facilitate migrant integration. The publications are available on the IOM website and include:

1. Manual for public servants of the state government and local self-government bodies on preventing and countering discrimination in Ukraine;
2. Manual for trainers to conduct training on discrimination;
3. Manual to organize training for law enforcement “Hate crimes: identification, investigation and partnership with the minorities”;
4. Manual to organize training for national minorities and migrants “Practices of protecting and countering interethnic hatred manifestations”;
5. Analytical report “Gaps in prevention, data-collection, investigation and prosecution of persons guilty of committing hate crimes”.



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