



حوار أبوظبي بين الدول الآسيوية المرسلية و المستقبلية للعمالة
Abu Dhabi Dialogue among the Asian Labor-Sending and Receiving Countries

ABU DHABI DIALOGUE REPORT TO SENIOR OFFICIALS



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Overview: Interim Report by the Secretariat

This Meeting of Senior Officials follows on from the Sixth Ministerial Consultation, which was held in Dubai from the 26th to the 27th October 2021. It presents an opportunity for Senior Officials of Member States and other stakeholders to take stock of the progress that has been made since the Sixth Ministerial Consultation, and to begin preparations for the Seventh Ministerial Consultation, which is due to take place in the third quarter of 2023.

Sixteen Member States, four Observer governments, seven inter-governmental entities and representatives from the private sector, civil society, local government and UN organisations participated in the Sixth Ministerial Consultation. Attending Ministers were briefed on the outcomes of the work of the Abu Dhabi Dialogue under the Chairmanship of the United Arab Emirates, welcomed the Government of Pakistan as the incoming Chair for the 2022 – 2023 cycle, and adopted a Ministerial Declaration to be implemented under Pakistan's chairmanship.

The Ministerial Declaration set out five thematic priorities. First, enabling and improving access to justice for temporary contractual workers. Second, facilitating and enhancing skills mobility between and among countries of origin and destination in response to changing employment landscapes. Third, addressing COVID-19 challenges. Fourth, integrating gender into employment promotion policies; and fifth, fostering international, intra-regional and inter-regional cooperation on migration governance.

The Ministerial Declaration further put forward a series of recommendations for the elaboration of a collaborative agenda, and requested the assistance of the Advisory Committee (established during the Fifth Ministerial Consultation) in assessing and implementing the recommendations.

The Ministerial Declaration also called on the Secretariat to draft and submit a report to the inaugural International Migration Review Forum (IMRF) underlining how the ADD contributes to 'strengthening international cooperation and global partnerships for safe, orderly and regular migration' (Objective 23 of the Global Compact for Migration). (The Secretariat is pleased to note that this report was successfully delivered and published on the IMRF website – and is reported on under Theme 4 of this SOM.)

Subsequent to the Ministerial Consultation, and in line with the request of Ministers, the Secretariat convened the Advisory Committee (consisting of the governments of the Kingdom of Saudi Arabia, Pakistan, the Philippines, Sri Lanka, and the United Arab Emirates) in order to discuss the Ministerial Declaration and assess options for its implementation. The Advisory Committee deliberated on the recommendations of the Declaration and proposed a series of concrete tracks, which were subsequently approved by the Chair.

The result was an agreement to focus on four key priority themes, closely aligned with the Ministerial Declaration. The Advisory Committee agreed to incorporate the focus on access to justice and COVID-19 into a single track. Under these four themes, a total of eleven concrete outcomes were agreed. These eleven outcomes form the basis for the agenda and discussion at this Senior Officials' Meeting and have been finalised as follows:

Leveraging technology to strengthen Member States' capacity for labour market administration and promoting migrant workers' welfare

- A. Towards effective electronic dispute resolution systems in the ADD Corridors.
- B. Extending Member States' Wage Protection Systems to cover domestic service workers: assessing available options and potential impacts.
- C. Promoting safe, affordable and migrant-oriented remittance and banking services to temporary contractual workers, including domestic service workers, in ADD corridors.
- D. Improving migrant workers' accessibility to health information in ADD Member States.

Facilitating and enhancing skills mobility between and among countries of origin and destination in response to the future of work

- A. Guidelines for designing successful skills partnerships.
- B. Matching labour mobility with labour market needs in ADD corridors.

Integrating a focus on gender equality into the recruitment promotion policies of the ADD Member States

- A. Current and potential demand for female workers in technology-related, technology-facilitated and other relevant sectors of the ADD's labour market.
- B. Assessments of best practices relating to enhancing recruitment, mobility and the participation of women in the labour markets within ADD corridors, with a focus on the health sector.

Fostering international and regional cooperation between the Abu Dhabi Dialogue and other labour and migration-related fora, for better governance of labour migration in ADD corridors

- A. A side-event to be organized on the margins of the International Migration Review Forum, to highlight the significant role of RCPs in the implementation of the Global Compact for Migration (GCM).
- B. Experts' meeting to discuss opportunities and actions to strengthen inter-regional cooperation, to ensure regional priorities are taken into consideration in the thematic agendas of global fora on migration.
- C. Facilitating Member States' knowledge sharing on national efforts to implement the Global Compact for Safe, Orderly and Regular Migration.

In addition to agreeing on the scope of work, the Chair, Advisory Committee and Secretariat also worked to identify individual experts best placed to assist the Abu Dhabi Dialogue in delivering on these outcomes. In some cases, where there is thematic continuity between the UAE and Pakistan Chairmanships, third party expertise has been maintained. In other areas, additional expertise has been identified.

In preparation for this Meeting of Senior Officials, the Chair and Secretariat have called upon the identified experts to prepare a series of outlines of what will be presented to Ministers at the Seventh Ministerial Consultation next year. Discussion of these outlines will be the focus of the two days of the Senior Officials' Meeting.

Discussion of each outline paper will be allocated approximately twenty minutes, with experts having been asked to provide a seven-minute overview, followed by thirteen minutes of questions and commentary from Member States and other stakeholders.

The overall aim is to, first enable Member States to comment and enrich the envisaged papers and, second, to explore Member States' interest in participating in the proposed research programme. The goal is to arrive at the Seventh Ministerial Consultation with eleven robust reports to Ministers, which contain actionable insights for Member States to take forward in their national capacity, either individually or in partnership with one another, in addition to recommendations for the next cycle of the ADD.

Subsequent to this Senior Officials Meeting, the Secretariat will work with the experts and related organisations in order to systematise the feedback from Senior Officials, and take up any other recommendations and guidance that emerges from this SOM. It is envisaged that the next full meeting of Senior Officials will take place immediately in advance of the Ministerial Consultation. However, further ADD meetings are anticipated to take place before then, notably in relation to theme 4.

The Secretariat would note that an incoming Chair must be identified for the cycle following the Chairmanship of Pakistan. As per the Abu Dhabi Dialogue's usual operation modalities, the next Chair is expected to come from one of the countries of destination. An update on the incoming Chair for the 2023- 2024 cycle will be provided on the second day of the SOM. The Chair and Secretariat would encourage countries of destination to give some thought to the possibility of chairing the ADD.

Theme 1: Leveraging technology to strengthen Member States' capacity for labour market administration and promoting migrant workers' welfare.

A. Towards effective electronic dispute resolution in the ADD corridors

Professor Gibril Faal,

Director of GK Partners & LSE Visiting Professor in Practice

On 27 October 2021 in Dubai, the Ministers and Heads of Delegation adopted the Abu Dhabi Dialogue Sixth Consultation Joint Declaration. Amongst other things, the recommendations covered the theme of 'Leveraging technology to strengthen Member States' capacity for labour market administration and promoting migrant workers' welfare'. This emerged from extensive research, consultations and publications¹ in 2020-21, undertaken through Regional Consultative Processes (RCP) and the ADD Member State meetings.

The specific recommendations on migrant related Online Dispute Resolution (ODR) and the extension of Wage Protection Systems (WPS) to domestic workers require programme operational research to produce feasible implementation plans, and state-led action for actual implementation. On the other hand, the recommendations for tech-based platforms for remittance and banking services, and for health requirements for migrant admissions and returns, can be based compilation and consultative research, and implementation actions can be led by non-state actors. In all cases, the focus is on action-based research, programme implementation and delivery plans to translate the recommendations into operational reality.

Action Points on Effective Migrant-Related Online Dispute Resolution (ODR) Systems

The ADD Joint Declaration of October 2021 recommended actions for "enabling and improving access to justice for temporary contractual workers"; and stated that: "We recognise and endorse the important role that electronic systems and digital technology can play in enhancing ethical recruitment and the resolution of labour disputes between employers and employees through enabling remote access, reducing costs and facilitating multi-lingual usage; We call for a programme to share knowledge among Member States about the design principles for the effective management of electronic dispute resolution systems that enable equal access to redress, as well as lessons learned from ADD Member States and beyond".

¹See: Faal, G. (2020), Roundtable Paper: Leveraging New Technologies to Empower Migrants, Geneva, Global Forum on Migration and Development (GFMD):

https://gfmddcivilsociety.org/wp-content/uploads/2021/01/rt_session_3_background_paper_on_technology_final.pdf

See: Faal, G. (2021), Tele-Justice: Facilitating Workers' Access to Justice through Digital Tools, in 'Leveraging Advanced Technology to Improve Labour Mobility Governance' (pp48-59), Dubai, Abu Dhabi Dialogue (ADD): http://abudhabidialogue.org.ae/sites/default/files/document-library/ADD%20-%20Research%20Papers_Theme%202.pdf

To translate the recommendation into practical reality, implementation and programme operational research will be undertaken, including the following action points:

- i. **ODR General Survey:** General survey, review and analysis of all the general and migrant related Online Dispute Resolution (ODR) systems and schemes in operation or planned in ADD Member States, with view to assessing the status and how to improve capacities, functionalities, effectiveness, efficiency and impact.
- ii. **Global ODR:** Survey, review and analysis of migrant and labour related ODR systems and schemes in different countries around the world, and amongst the global tech corporations that provide ODR platforms, with view to identifying good practice features for optimum functionality, effectiveness, efficiency and impact.
- iii. **ADD Countries with ODR:** Technical review and consultation with the specific and relevant ministries and agencies of ADD Member States that already operate general and/or migrant related Online Dispute Resolution (ODR) systems and schemes, with view to learn lessons relating to the benefits, capacities, functionalities, opportunities, options, challenges, resource and structural requirements (legal, regulatory, human resources, technology), and cost of setting up and operating ODR systems.
- iv. **ADD Countries without ODR:** Review and consultation with the ADD Member States that do not operate general and/or migrant related ODR systems and schemes, with view to understand and ascertain their needs, wants, expectations, opportunities, options, and challenges, regarding the introduction and operation of national ODR systems.
- v. **ODR Stakeholders:** Review and consultation with migrant support organisations, embassies, law firms and other stakeholders, with view to ascertain the specific migrant related dispute resolution and accessibility needs, wants, expectations and challenges, and the core and supplementary ODR features required for optimum results.
- vi. **ODR Project Plan:** Production of a project implementation plan including tech-partnership options, and resource and cost analysis, detailing how to set up and operate migrant labour Online Dispute Resolution (ODR) systems and schemes in ADD Member States, featuring amongst other things: the most common forms of dispute; language translation and interpretation functionalities; easy user access to secured case files; easy access to online technical, legal and professional support and advice; swift, appropriate and adequate enforcement of decisions.

B. Extending Member States' Wage Protection Systems to cover domestic services workers: assessing available options and potential impacts

Jaber Al Ali,

Director of International Relations, Public Authority of Manpower, Kuwait

This paper will explore the current laws governing payment of wages of domestic workers in the Gulf Cooperation Countries and its enforcement. It will also highlight the existing challenges of enforcement, specifically those concerning domestic workers and the recommended solutions to them.

C. Promoting safe, affordable and migrant-oriented remittance and banking services to temporary contractual workers, including domestic service workers, in ADD corridors

Dilip Ratha,

Head – KNOMAD, Lead Economist, Migration and Remittances,
Social Protection and Jobs Global Practice – The World Bank

The focus of the paper will be on promoting migrant-oriented remittance and banking services to temporary contractual workers, including domestic service workers, in Abu Dhabi Dialogue (ADD) member countries. The paper will have six sections:

1. The role of remittance flows in global development.
2. Understanding the direct impact in ADD corridors.
3. Making remittance services cheaper for workers.
4. Leveraging remittances for financial inclusion, including remittance-linked loans and other financial products.
5. Incorporating remittances into global capital markets and links to issuance of diaspora bonds.
6. Recommendations to Ministers.

1. The role of remittance flows in global development

Remittances – money sent home by migrants – provide a financial lifeline to millions of poor households in many developing nations. In 2021, remittance flows to low- and middle-income countries (LMICs) registered a robust gain of 8.6 percent to reach \$605 billion (see table 1.1 and figure 1.1 of Migration and Development Brief 36). Excluding China, the largest recipient of FDI, remittances have been the largest source of external finance for LMICs since 2016 (see figure 1.1b of [Migration and Development Brief 36](#)), and have measured about three times the size of official development assistance (ODA) for over a decade.

Remittances display remarkable resilience during a crisis and in the aftermath of natural disasters, providing a source of insurance to the recipient households. Even during the peak of the COVID-19 pandemic, in 2020, after sharp declines in Q2 due to the lockdowns, remittance flows recovered and grew 0.8 percent growth to reach \$558 billion. Thus, in the recession year 2020, remittances were the paramount source of international financing for developing countries, as foreign direct investment (FDI) dropped 12 percent on the back of declining global activity.

The near-record growth of remittance flows to LMICs in 2021 was driven first and foremost by migrants wanting to send money to support their families facing hardships back home. Their ability to send remittances was, in turn, enabled by strong economic activity and employment levels in many large host countries that implemented fiscal stimulus programs. Remittance receipts differed in dynamics across developing regions during 2021, tied to country-specific factors, changes in major destination countries' policy stance on migrant labor, shifts in developments in the international environment, and the tenor of economic activity in key host countries. (See Migration and Development Brief 35 for analysis.)

2. Understanding the direct impact in ADD corridors

The ADD member countries include some of the largest source countries of remittances. In 2021, outward remittances from the UAE and Saudi Arabia amounted to \$47 and \$42 billion respectively. The ADD members also include some of the largest recipient countries for remittances (for example, India \$89 bn, Pakistan \$31 bn, Bangladesh \$22 bn, the Philippines \$37 bn, Nepal 24 % of GDP).

Remittances provided a financial lifeline to these nations during COVID-19 crisis. Remittance flows to Bangladesh increased rather dramatically in 2020 following the floods that inundated more than two-thirds of the country. Remittances have proved to be a critical source of livelihood in Nepal and Sri Lanka and are believed to have increased in Pakistan after the recent flooding of the nation.

3. Making remittance services cheaper for workers

The cost of sending remittances tend to be high (although lower in comparison to other regions of the world). The costs are especially high in the case of remittances sent through commercial banks (11 percent in 2022Q2, according to World Bank's Remittance Prices Worldwide database). That encourages migrant workers to send cash through money transfer operators and often through unregistered remittance service providers. If money were sent and received through bank accounts, it is likely that migrants and their relatives back home would both be encouraged to increase their savings, which would promote financial deepening and the investment rate in the economy.

Remittance services can be made cheaper and faster by adoption of new technology (such as mobile phones and the internet, but perhaps not cryptocurrencies). A precondition for making such technologies accessible to workers is access to bank accounts, which to a large extent depends on the regulations relating to countering money laundering and financial crimes. Making such regulations somewhat simpler for small amounts of money transfers can promote the use of banking channels and new technological platforms for remittances. There is a lot of excitement about the potential use of cryptocurrency and central bank digital currency in facilitating remittance services. The paper will briefly explore this aspect.

4. Leveraging remittances for financial inclusion, including remittance-linked loans and other financial products

Remittances can be leveraged for promoting housing and business loans for the recipient households. They can also be leveraged for increasing access to health insurance.

5. Incorporating remittances into global capital markets and links to issuance of diaspora bonds

At a macro-level, remittances can be leveraged for improving sovereign ratings, increasing access to international bond markets by using future-flows of remittances as collateral, and for issuing diaspora bonds.

Properly accounting for remittances in credit rating analysis can improve the sovereign ratings by several notches for most of the ADD member countries.

In times of financial crisis, when access to bond markets has been impaired, intermediary banks in Brazil and Turkey (for example), were able to raise billions of dollars of financing by issuing bonds through special purpose vehicles set up overseas and using remittances flowing in from abroad as collateral.

Diaspora savings are estimated to be around \$500 billion annually. A part of such savings can be mobilized by the origin countries (of migrants) for financing development programs. Israel, India and Nigeria have successfully issued diaspora bonds in the past. A number of ADD member countries (Pakistan, Philippines, Sri Lanka) have tried diaspora bonds but with varying degrees of success, due to mainly design deficiencies.

6. Recommendations to Ministers

This section will provide a few actionable policy measures to make remittance and banking services more affordable to contract workers (including domestic workers) in ADD member countries. Setting up an institutional mechanism (similar to the Africa Remittances Institute) to support governments in monitoring developments in this space and recommending appropriate policy responses could also be explored.

References

KNOMAD/World Bank. 2022. Migration and Development Brief 36

Ratha, Dilip. 2014. TED Talk “Hidden Force in Global Economics: Sending Money Home.”

D. Improving migrant workers’ accessibility to health information in ADD Member States

Dr. Sameer Abdulla Alhaddad,

Consultant Expatriates Program (Wafid), Gulf Health Council

The Gulf Health Council Program for Expatriate Health Checkup (Wafid), in the labor-exporting countries, plays a key role in taking appropriate health measures to ensure that the expatriates are physically and psychologically fit for work.

Our data shows that during the period from January 1, 2021 until December 31, 2021, there were more than 108 thousand expatriates that were declared unfit. This constitutes 4% of the total expatriates examined. Similarly, during the period from January 1, 2022 to August 31, 2022, there were more than 107 thousand expatriates that were declared unfit. Which constitutes 4% of the total arrivals examined.

One of the most prominent achievements of the program (Wafid) is ensuring that potential workers arriving in the GCC countries are meeting the health requirements and hence reduce the possibility of workers visa applications and work permits getting rejected after arrival. Thus, it saves the worker the unnecessary hardship of moving from the country of origin to the country of destination, and related arrangements that might be a real financial burden, and also saves the employer from incurring financial losses as well.

Reducing psychological impacts on the employees and the economic impact on employers, could not be possible without the collaboration between the GHC, GCC embassies, GCC Ministries of Health and the accredited centers in the countries of origin.

The most prominent achievements of the Gulf Health Council Program for Expatriate Health Checkup during 2022 where:

- Field visits resumed during 2022, by conducting 9 field technical visits, during which 213 medical centers were evaluated (so far).
- Launching the Online evaluation feature for field visits, so that centers are evaluated electronically through the system during technical visits (Used to be paper forms).
- This feature was used to evaluate 78 new medical centers and 160 Accredited medical centers in different countries, distributed as follows:

COUNTRY	ACCREDITED CENTERS	NO. CITIES	NEW CENTERS	NO. CITIES
Bangladesh	40	1		
Pakistan			25	5
Egypt	24	2	14	2
Turkey			16	3
Jordan			6	1
India March	50	4	17	2
India September	46	8		
TOTAL	160	15	78	13

- During the period from January 2022 to July 2022, the Gulf Health Council has accredited 32 new centers in different countries. This was done, in coordination with the GCC General Secretariat, the embassies of the GCC countries and the Gulf Central Committee of the Program.
- A new identity for the program has been identified under the name “Wafid”. A domain name (Wafid.com) is expected to be launched at the beginning of 2023.
- To improve the migrant workers’ accessibility to health information, the GHC website for Expatriate Health Checkup includes search for Medical Centers, Check Health Status, FAQ, Rules, Regulations & Guidelines, including the health requirements of Expatriates Coming to GCC States for work or Residence.
- The updated electronic link with the Labor Market Regulatory Authority of the Kingdom of Bahrain was completed in August 2022.

Future Plan

1. To reactivate the program in the Republic of the Philippines.
2. To continuously:
 - Expand the umbrella of the Expatriates' Health Check-up program to enable the largest number of expatriates to access or facilitate access to the medical examination service in their home countries, through Increasing the number of centers in the countries falling under the program's umbrella, either in the current cities or new cities; or Increasing the number of countries not falling under the umbrella of the expatriate examination program.
 - Update and develop the Expatriates' Health Check-up Electronic System.
 - Support the accredited medical centers.
 - Urge stakeholder and relevant authorities to use the Expatriates' Health Check-up Electronic System.

Theme 2: Facilitating and enhancing skills mobility between and among countries of origin and destination in response to the future of work.

A. Guidelines for designing successful skills partnerships

Jason GAGNON, Head of unit – Migration and Skills

Helena CRAVINHO, OECD Development Centre

Project outline

Executive Summary (2 pp.)

The ES will summarise the most important messages of the paper, and present policy recommendations on implementing skills mobility partnerships.

Introduction (2 pp.)

This opening short section will provide the arguments regarding the urgency and the need for adequate and scaled-up mobility partnerships, highlighting labour shortages, changes in national development strategies, demographic trends and shifting global aspirations on employment. It will also set the scene for such specific concerns in the ADD area, from both hosting and origin country perspectives, thus setting the scene for the remainder of the paper.

Section 1: Overview of skills mobility partnerships from around the world (5-7 pp.)

This section will provide a mapping on existing and defunct skills mobility partnerships from around the world since 2000, with the objective of painting a picture of existing diversity in such partnerships. The mapping will highlight the objectives, targeted sectors, actors involved and outcomes of such partnerships.

Section 2: Fundamental elements in the design of skills mobility partnerships (5-7 pp.)

This section will lay out the fundamental elements required in the design of skills mobility partnerships, including labour and skills assessments, credential recognition, data requirements, the role of different actors and the political and institutional will and buy-in from both hosting and origin countries. It will investigate and provide the specific means by and through which such elements have been implemented in the past.

Section 3: Areas of co-operation necessary in the design of skills mobility partnerships (5-7 pp.)

This section will provide an overview of the various areas required to implement and operate skills mobility partnerships which require institutional cross-border and within country co-operation. These areas include data sharing, institutional coherence on matters of cross-border and cross-ministerial labour and education, private sector actors and the importance of ensuring mutual benefits. It will notably highlight the fundamental need for capacity to implement and run, as well as the importance of ensuring a territorial and local dimension to such partnerships.

Section 4: Lessons learned and knowledge gaps on the implementation of skills mobility partnerships (5-7 pp.)

Building on the three previous sections, this section will draw on the fundamental elements and cooperation areas in building skills mobility partnerships, and measure them against previous experiences on the implementation of the skills mobility partnerships. It will then present lessons learned and current knowledge gaps on implementation, highlighting the under-researched area of the costs and financing of such initiatives, the weakness in their monitoring and evaluation, and issues related to their sustainability and scalability. It will end with concerns related to the mutual benefits of such programmes, underlining the need to implement more development-friendly initiatives in the country of origin – setting up the final section.

Section 5: Linking skills mobility partnerships with development in both origin and host countries (5-7 pp.)

A major shortcoming with skills mobility partnerships is the establishment of a strong business case, in which host and origin country benefit. This section will focus on a fundamental element to building such a business case, which is the development benefits in the country of origin. Building stronger development-oriented programmes ensures development in the region can be sustainable, benefits all parties, and provides an impetus for donor development co-operation partners to create synergies with their own existing and future initiatives in such countries.

B. Matching labour mobility with labour market needs in ADD corridors

Kishore Kumar Singh,

Senior Skills Development Specialist, Decent Work Technical Support Team,
ILO Regional Office for Arab States

Of the estimated 169 million international migrant workers in the world in 2019, the Arab States hosted 14.3 per cent of them (24 million, including 4.2 million women)². This makes the Arab States one of the main destination regions globally for migrant workers and the proportion of migrant to local workers is amongst the highest in the world. Many of these migrant workers are low-skilled workers, in sectors such as construction and hospitality, or domestic workers. The sectoral approaches to labour mobility have created segmentation in labour markets and the “migrant dominated” sectors with low wages have also witnessed occupational segregation along gender lines, e.g. care work is dominated by women and construction work by men.

Lack of market-responsive skills, absence of mechanisms for collecting and sharing labour market information with countries of origin, missing system of skills recognition, and lack of opportunities for upskilling and reskilling, taken together, contribute to skills mismatch and decent work deficits of migrant workers in the Arab States.

²ILO Global Estimates of International Migrant Workers: Results and Methodology, Geneva, 2021.

Paradox of the need for skilled migrant workers and skills mismatch

Migration is critical to both countries of origin and destination, but the migration process implies complex challenges. The mismatch between labour mobility and labour market demand is one of the key challenges, particularly in view of the changing employment landscape and requirement of future skills in destination countries, driven by economic and structural transformation efforts and the goals of nationalization and increased productivity. Increased investment in and use of technology will also alter the methods and sectors of work, giving rise to digitally enabled jobs. In view of these changing patterns and sectors of work, the number and profile of migrant workers needed in the labour markets of the Gulf Cooperation Council (GCC) is expected to change, in line with the changing needs of employers and the new skills requirements in a more complex world of work.

While some occupations will continue to rely heavily on migrant workers in view of nationals' reluctance to carry them out, structural changes, including the growth of new sectors and the waning of others, will require new sets of skills that will need to either be brought in from abroad, or met by a more skilled national workforce. Several other economic and demographic factors are playing in favour not only of a sustained stock of migrants, but also of an increase of the skills that these countries have to bring from abroad. Lack of medium and high-skills in the national workforce is exacerbated by long-term development strategies to move the economy from resource intensive to knowledge-based activities. If the skills mismatch continues, it will further contribute to labour market inefficiency impacting productivity.

Information asymmetry on skills needs and gaps in countries of destination

One of the key aspects of matching labour mobility with labour market needs is improving the availability of labour market information regarding the skills and qualifications of the foreign workers, including identifying matching tools and mechanisms for identifying anticipated skills growth areas. Unlike other countries of destination (CoD) facing structural labour shortages, such as the United Kingdom, Germany and Australia, labour market institutions of GCC countries lack mechanisms to publish and share regular data on skills shortages. In the absence of information on priority occupations and skills gaps in CODs, the Technical and Vocational Education Training (TVET) authorities in countries of origin (COO) can only rely on anecdotal sources shared by private employment/recruitment agencies to suit their curricula according to the skills and qualifications needed in the Arab States. Lack of information on priority occupations and skills in demand in COD also makes career guidance systems in COO ineffective.

This situation of information gaps on labour market demands inhibits evidence-based decision-making and effective matching between supply and demand for migrant workers, as well as the anticipation of skills needed in the future. Effective skills partnerships are also limited, thus hindering efforts to continuously update and upgrade skills of workers in COO to match the emerging demands for skills in the COD. On the other hand, data is also scarcer on the characteristics and skills profiles of migrant workers in the Arab States for informed policy and systems to upskill and reskill them in response to rapidly changing labour market skills needs.

Skills recognition

Globally, 81 per cent of Governments in 2019 reported having policies to facilitate the recognition of skills and qualifications acquired abroad³, meaning that they had formalized criteria (accreditation) for recognizing foreign qualifications such as degrees, skills and competencies acquired abroad. The concept of Recognition of Prior Learning (RPL) has been piloted in some of the Arab States, which used recognition tools for the integration of refugees in their labour markets. By identifying, documenting, assessing and certifying formal, non-formal and informal learning outcomes against standards used in formal education and training, RPL provides an opportunity for persons to acquire qualifications, which enable them to access better-paid vacancies, matching their skills. Making use of RPL for labour migration will also benefit from the lessons learnt in the Asia-Pacific region.

The Conclusions of the ILO Tripartite Technical Meeting on Labour Migration, held in November, 2013, call for sound labour market needs assessment and skills recognition, including among other actions to “... explore mechanisms for mutual recognition of skills, and certification of credentials built on ILO experience and with the active involvement of the social partners; in this regard, seek to encourage and support existing institutions and initiatives that have the potential to facilitate labour market integration and improve skills matching”.

The Abu Dhabi Dialogue has explored the viability of skills certification and mutual recognition systems. The recently initiated Skills Verification Program (SVP) in the Kingdom of Saudi Arabia aims to validate migrant workers’ qualifications and skills for priority occupational profiles. The SVP applies to around 1,000 specific professions of skilled workers in 23 occupations as defined by the Saudi Standard Classification of Occupations. It is part of the Professional Accreditation system, aiming at regulating and improving the labour market by standardizing professional qualifications.

The ILO, IOM, UNESCO, IOE and ITUC-led Global Skills Partnership on Migration (GSPM)⁴ that mobilizes expertise for the development and recognition of the skills of migrant workers may also help employers gain access to a larger pool of workers.

³Ibid. Among all regions, Oceania had the highest proportion of Governments reporting policies to facilitate the recognition of skills and qualifications acquired abroad (89 per cent), followed by Europe and Northern America (84 per cent).

⁴https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_821274.pdf

Upskilling migrant workers for improved skills match

The current situation plays favourably to the upskilling and reskilling of migrant workers in existing corridors, as structural transformations, especially in the GCC, are shifting the labour demand towards activities that are unlikely to be met by their national workforce, at least for the upcoming decade.

To address skills shortages, many employers are focusing on internal measures that include upskilling. A PwC Middle East Workforce Hopes and Fears Survey 2022⁵ reveals that 75 per cent of the employees surveyed in Kuwait, 60 per cent in Qatar, 58 per cent in Saudi Arabia and 46 per cent in the United Arab Emirates (UAE) believed their country had a shortage of people with specialised skills. However, respondents in the region were more confident than the global survey average (47 per cent vs 40 per cent globally) that their employers were prioritising upskilling.

The policy levers available to COD to achieve upskilling include incentives to employers, promoting apprenticeship, introducing RPL, differentiated work permit fees, sector-level quotas, and improved confidence in occupational standards. To minimise the costs to the migrant worker and to increase remittances through upskilling, the policy provisions in the COO include lower barriers to enter skills training and minimising taxation on training and certification businesses. The ADD could be the appropriate forum to take the discussion forward on how to adapt promising practices of upskilling to the South and Southeast Asia - GCC, and Africa- GCC corridors through cooperation approaches involving government, social partners and other relevant stakeholders.

It is high time to strengthen skills development, training organizations and training delivery systems by promoting a life-long learning approach, as highlighted by the ILO Recommendation on Human Resources Development, 2004 (No. 195). This framework should be translated at system level by designing and implementing policies aimed at identifying occupational requirements, which can be translated into occupational and educational standards. The success of these policies depends on the endorsement of the ILO's tripartite constituents and other relevant stakeholders; therefore, provision of reskilling and upskilling of migrant workers is crucial in both COO and COD to match labour mobility to labour market demand. A robust skills recognition system could also be an important mechanism to promote life-long learning and skills matching, in addition to market information-based career counselling.

⁵<https://www.pwc.com/m1/en/issues/upskilling/hopes-and-fears-2022.html>

Migrant Resource Centres

The growing network of Migrant Resource Centres (MRCs) in various COO could be another mechanism to match labour mobility with labour market needs. MRCs have been established in several COO, including Pakistan and Bangladesh, to support potential migrants with information on overseas vacancies, regular migration channels and education visa options, as well as counselling on demand-oriented skills development and vocational training programmes.

Guiding questions for discussion

1. Based on the best practices outlined, what measures could be taken or piloted to promote policies and mechanisms for skills needs and skills gaps information sharing with COO?
2. Learning from initiatives such as the Sri Lanka-German Training Institute (SLGTI) that prepares Sri Lankan migrant workers in German NVQF, are transnational education initiatives a suitable model to promote pre-departure training of prospective migrant workers?
3. Is a regional network of specialised TVET institutes a feasible approach to promote skilled migration pathways?
4. How can regional dialogues and skills partnerships be promoted to expand skills recognition best practices in the ADD labour mobility corridor?

Theme 3: Integrating a focus on gender equality into the recruitment promotion policies of the ADD Member States

A. Current and potential demand for female workers in technology-related, technology-facilitated and other relevant sectors of the ADD's labor markets

Dr. Jean D’Cunha,

Senior Global Advisor on International Migration, UN Women

The future of work in GCC states are impacted by a slew of macro forces. GCC states have prioritized economic diversification, high technology sectors, the knowledge economy and services; women’s increased workforce participation and nationalization of workforces. They have introduced a raft of measures to protect women and men migrant workers, including domestic workers. Among the most significant determinants of the future of work is the interface between automation, digitization and potentially enduring post COVID-19 business models, work formats and consumer behavior particularly affecting certain economic sectors, occupations and workspaces demanding high levels of physical proximity and human interaction. The most strongly impacted by COVID-19 were leisure and travel venues, restaurants/hotels, retail and hospitality, computer-based office work and production and warehousing.

Research suggests that increasing, fast-paced digitization in most sectors and jobs, proliferating digital platforms, increasing online businesses and automation combined with COVID-19 impacts could affect women workers - national and migrant - in GCC States as follows:

- A. Low to no impact on traditional women-oriented work sectors strong in human interaction, personal care, creative, non-routine tasks and services such as care work (domestic work largely migrant, healthcare) and, education with below average automation potential. While many domestic workers were out of job during COVID 19, this sub-sector is picking up and will continue to have demand, including with a new skills base. Healthcare that was at the frontlines during the pandemic will see continuing opportunities for women, including in occupations/operations that are even more technology driven. While education was driven on line during the pandemic, women are likely to have new openings as educators and researchers in professional application-oriented STEM fields and digital technologies and in IT support roles;

- B. Normal time technology-related displacement risks for a small proportion of women in medium skilled routine repetitive sales and clerical jobs in social, financial, trade and business services such as travel/ tourism, accommodation/hospitality, retail/trade, financial services/ insurance where women are already engaged. However tertiary education and skilling can prevent job loss and create new work opportunities, including in higher and mid-level managerial and supervisory roles. Women and men in these sectors demanding close proximity lost jobs during COVID/and or worked remotely. Some of these jobs are likely to continue remotely with national boundaries or outsourced beyond.
- C. New job opportunities via digitization and through digital platforms that also match employees with jobs. While new technologies generate home-based work opportunities for women, this combined with care work at home and less optimal home-based work environments could increase women's workloads and stress levels and reduce their productivity. Also, some or much of this work, especially on-demand, intermittent work will be informal, thus compromising the decent work agenda for national and migrant women workers.
- D. Potentially new women-friendly medium to higher skilled office jobs in manufacturing, oil/gas, mining, and construction that replace labor intensive physically heavy tasks in male work sectors

Decent future of work opportunities for women – national and migrant in GCC countries will be contingent on government and corporate policy and legislation governing women's employment in these sectors, closing the gender gap in women's technology-related education and skills levels, providing care infrastructure and services to enable women's employment. All of this is underscored by social norms and the pace of social norm change in relation to public vs private work sectors; skilled vs low skilled work, gender relations, nationality and migration status etc, and requires targeted and broader advocacy for change.

Against this background and building on the previous research paper on “The Future of Work for Women Migrant Workers in the Asia-Gulf States Abu Dhabi Dialogue (ADD) Regional Corridor,” this proposed paper is exploratory in nature, seeking to probe 3 future of work sectors for women workers– national and migrant - in the Asia-Gulf States migration corridor, all of which are priority sectors in the sub-region. These include :

- Information and Communications Technology: rapid growth, conducive to women including remote working; women with ICT skills can straddle domains
- The Health Sector: traditional sector of women's work with new opportunities in terms of specialization and in high technology driven areas
- Oil/Gas including renewable energy or construction or mining: male-dominated sectors but significant to GCC economies, high revenue earning, with potential for women in medium to high skilled office based process management jobs

Anticipated Outcomes

- Current and future of work for national and migrant workers in these sectors explored in terms of occupations, tasks, education, skills, wages, broad benefits, and environmental sustainability
- Concrete recommendations to promote women's employment in these sectors underlined by decent work and environmental sustainability
- Policy dialogues in ADD venues and beyond
- At least one sector identified for skills mobility program partnership to be developed into a costed project document for project implementation

Key Questions

In line with the above, the research will focus on the following questions:

- What is the current employment profile for women in these sectors disaggregated by occupation, activity, education, nationality, skill, wages/broad entitlements, work conditions, environmental sustainability and basis for the same?
- What are the future prospects for women's - employment - national and migrant - in these sectors occupation, activity, education, skill, wages/broad entitlements, work conditions, environmental sustainability and basis for the same?
- What action needs to be taken to enhance women's employment underlined by decent work and environmental sustainability in these sectors?
- In which sector, occupation/activity could a concrete skills mobility partnership be developed and what sub-activities and other steps need to be taken to ensure that?

Methodology

The proposed 20 page exploration will be qualitative in orientation. It will draw on published data from governments, private sector, UN agencies, academics, NGOs and other organizations as well as key informant interviews with the fore-mentioned stakeholders

It is proposed that the focus is (a) either completely on one GCC country of employment and one Asian country of origin in line with a corridor approach for all three sectors; or (b) one GCC country of employment and one Asian country of origin in line with a corridor approach for each sector per government priority and desire e.g GCC country X and Asian country Y for IT; GCC country X and Asian country Y for Health care; GCC country X and Asian country Y for IT; GCC country X and Asian country Y for oil and gas or mining.

Solicited inputs

Data sharing : We would encourage governments, UN agencies, private sector, research institutions, NGOs, worker representative organizations

Key informant interviews (KIIs): Provide KIIs and provide links to stakeholders who can be interviewed

Policy Dialogues: Host, co-organize, participate in policy dialogues on this theme in ADD venues and beyond

Skills Mobility Partnership: Volunteer to be a key government partner in the skills mobility partnership

B. Assessments of best practices relating to enhancing recruitment, mobility and the participation of women in the labour markets, with a focus on the health sector

Mohamed El Zarkani, Chief of Mission, IOM Bahrain

Yva Alexandrova, Head of Policy and Research Unit, IOM Bahrain

Background

Against the backdrop of the COVID-19 pandemic, renewed attention is being paid to the importance of recruitment, mobility and skills in the care economy. Across the Gulf Cooperation Council (GCC), health sectors depend on the skills and expertise of migrant workers, many of whom are women. This research is proposed following on from the Abu Dhabi Dialogue Research Agenda, which informed the Abu Dhabi Dialogue Action Plan and Programming Priorities 2022-2023 and more specifically Thematic Priority 3. The proposed research will focus on the gender aspects of recruitment and mobility in the health sector and will develop a methodology to identify and assess good practices in the ADD corridors. In the context of the broader care economy, this research centers on migrant women in the health sector in the ADD corridors, and focuses on defining the range of skills needed, and assessing how the availability of these skills, or lack thereof, inform recruitment in the GCC. In addition to the six countries of the GCC – namely the Kingdom of Bahrain, the Kingdom of Saudi Arabia, the United Arab Emirates, Qatar, Kuwait and Oman– this project will focus on the representative country of origin case studies of the Philippines, Sri Lanka, Nepal, Vietnam and Thailand.

Project Skeleton

1. Conduct desk research on recruitment and mobility of migrant women in the health sector, encompassing:

- Review national regulations, legal and policy frameworks (and where relevant, bilateral labour agreements) in countries of origin and destination on recruitment and mobility
- Assess labour market needs and national occupation classification systems in both countries of origin and destination to identify and/or help narrow down the occupations of interest within the health sector
- Review existing initiatives within the selected countries related to skills development (including training and assessment), both within and beyond the health sector
- Highlight the availability of occupational profiles / qualifications framework per country/region and the level of coherence between them
- Identify skills recognition mechanisms, including training and upskilling opportunities and initiatives

2. Conduct Key Stakeholder interviews with:

- Government representatives of countries of destination (UAE, Bahrain, Saudi Arabia, Kuwait, Qatar, Oman)
- Government representatives of countries of origin: Government representatives, including Philippines, Sri Lanka, Nepal, Vietnam and Thailand
- Private employment agencies
- Private employers in the health sector
- Women migrants in the health sector
- Educational institutions (including TVET) in COOs and CODs
- CSOs/ Migrant associations

3. Examine relevant case studies for good practices, for example:

- Business for Inclusive Growth (B4IG) ethical recruitment between UAE and India
- Examples of mutual recognition of skills
- Examples of testing for qualifications
- Example of Skills Mobility Partnerships in MENA on health, featuring joint investment in skills training and skills recognition by CoO and CoD
- Other potential case studies

4. Develop a definition of what constitutes a good practice in the health sector based on the following criteria for their identification, including but not limited to⁶:

- Relevance: the extent to which objectives of the programme are consistent with programme participants and stakeholder needs.
- Coherence: the extent to which there is consistency between the programme and the wider policy context of the ADD, the Colombo Process, the Global Compact for Migration (GCM), the 2030 Agenda for Sustainable Development
- Effectiveness: the extent to which planned results were achieved, or are expected to be achieved
- Efficiency: the extent to which the resources/inputs (funds, expertise, time) were justified, given the changes/effects, which have been achieved
- Impact: identify longer term effects
- Sustainability: whether the design embeds clear sustainability mechanisms useful in case of replicability for a similar programme

5. Develop a policy paper, which will examine the legal and policy landscape and assess opportunities for enhancing recruitment, mobility and the participation of migrant women in the health sector in the ADD countries, with recommendations for key stakeholders.

⁶Use of the framework already being developed for CIOP in the ADD corridors (based on the OECD: <https://www.oecd.org/dac/development-assistance-committee/>)

Theme 4: Fostering international and regional cooperation between the Abu Dhabi Dialogue and other labour and migration-related fora, for better governance of labour migration in ADD corridors

A. A report on the ADD side-event on the margins of the International Migration Review Forum, to highlight the significant role of RCPs in the implementation of the Global Compact for Safe, Orderly and Regular Migration (GCM)

ADD Secretariat

The Abu Dhabi Dialogue has historically engaged with global processes, including the organisation of side-events on the margins of past summits of the Global Forum on Migration and Development (GFMD). This relationship was further strengthened in 2020, when, under the UAE's Chairmanship of the GFMD, the ADD hosted a regional preparatory meeting that focused on three key thematic issues: the governance of labour migration in the context of changing employment landscapes; leveraging technology to empower migrants; and fostering partnerships to realise migration-related goals in the Sustainable Development Agenda.

The ADD's engagement in global processes has been based on the view that a two-way dialogue between regional and global processes results in richer knowledge exchange and wider perspectives on approaches to the challenges of migration and labour governance.

To that end, and in line with the Ministerial Declaration of the Sixth Ministerial Consultation of the Abu Dhabi Dialogue, the Secretariat drafted a short report to the International Migration Review Forum, which was submitted to the UN Network on Migration. The Secretariat also organized, on the margins of the IMRF, a virtual side-event, the purpose of which was to highlight the report and its focus on strengthening inter-regional cooperation.

ADD Report to the IMRF

The ADD Report took as its starting point Articles 47, 50 and 52 of the Global Compact for Safe, Orderly and Regular Migration (GCM). These articles address the role of Regional Consultative Processes in the implementation and review of the Global Compact, and invite Regional Consultative Processes like the Abu Dhabi Dialogue to play an active role by 'providing relevant data, evidence, best practices, innovative approaches and recommendations as they relate to the implementation of the Global Compact.'

The report outlined the history and membership of the ADD, from its establishment in 2008, and described its mandate in enabling safe, orderly and regular migration in the labour sending and receiving Member States of the GCC and Asia. The report described the unique labour migration patterns and governance systems within these corridors, and the important role that they play in the economic development of both sending and receiving countries, by providing access to labour of all skill levels while facilitating the annual flow of approximately USD \$118 billion in remittances.

The report outlined the ADD's approach to building cooperation and collaborative discussion among Member States and described the current thematic and research priorities of the ADD. These include: raising standards of recruitment in countries of origin and destination; addressing mutual recognition and certification of skills; providing information and orientation programming; enhancing the role of technology in the governance of migration; improving standards for domestic workers; and strengthening inter-regional, intra-regional and global cooperation.

The report concluded by outlining the functions of Regional Consultative Processes can play a role in addressing Objective 23 of the GCM. This can include through the identification of financial and technical assistance; the development of cooperation frameworks; engaging local authorities in the identification of needs; strengthening capacity building for Member States and other stakeholders in realizing GCM commitments; and convening partnerships that address the challenges and opportunities of international migration.

ADD Side Event

Further to the ADD report, it was decided to host a side-event on the margins of the IMRF, to highlight the outcomes of the report and take a broader look at the role of RCPs in relation to the Global Compact. This includes the role that RCPs have played to date in providing a platform for dialogue on the GCM; the challenges and opportunities of aligning their thematic programmes with the GCM's objectives; and potential mechanisms for coordination on sharing best practice and insights among RCPs at an inter-regional level. The aim of the side-event was to learn lessons from the first four years of GCM implementation and understand the extent to which RCPs can strengthen their response in advance of the next IMRF.

The side-event was moderated by Mr Gervais Appave and provided a platform for representatives from a number of RCPs, with a broad geographic spread, to reflect on their RCP's relation to the GCM. The side-event featured the following speakers:

- **H.E. Abdulla Al Nuaimi,**
Assistant Undersecretary, Ministry of Human Resources and Emiratization,
Government of the UAE and Abu Dhabi Dialogue Secretary General
- **H.E. Dr Muhammad Tahir Noor,**
Director General, Bureau of Emigration and Overseas Employment,
Government of Pakistan, on behalf of the ADD Chair
- **H.E. Achsanul Habib,**
Acting Director for International Security and Disarmament,
Ministry of Foreign Affairs, Government of Indonesia, on behalf of the Bali Process
- **H.E. Ana Irma Rodas,**
Head of the Department of Humanitarian Management, Ministry of Foreign Affairs,
Government of El Salvador, on behalf of the Puebla Process
- **Stephane Jacquemet,**
COO and Policy Director, International Catholic Migration Commission
- **Sedef Dearing,**
Head of the Budapest Process Secretariat and Head of Regional Office Silk Routes,
International Centre for Migration Policy Development

A number of perspectives were put forward to address the three questions under discussion. There was agreement among panelists that RCPs are crucial in addressing difficult questions relating to migration governance, including those raised by GCM commitments, and can bring real expertise to the table. There was consensus that, for many Member States, there remains some scepticism about the role of the GCM, but that, as state-led processes, RCPs can play an active role in building trust around GCM implementation.

To that end, RCPs should provide a platform for assessing the role of the GCM within their region and look for thematic alignment with the GCM. RCPs should also look for opportunities to share knowledge and insights among Member States on how they meet or plan to meet GCM commitments. However, there were reservations about whether RCPs can – or should- play an active role in formally reviewing GCM Member State implementation, and that more informal approaches should instead be identified.

B. Experts' meeting to discuss opportunities and actions to strengthen inter-regional cooperation, to ensure regional priorities are taken into consideration in the thematic agendas of global fora on migration.

Gervais Appave,

International Organization for Migration

The purpose of this note is to outline the rationale for an Abu Dhabi Dialogue (ADD) Meeting of Experts to explore opportunities and actions to strengthen inter-regional cooperation and ensure that regional priorities are taken into consideration in the thematic agendas of global fora on migration. The date and time are yet to be confirmed, but the meeting will likely take place in the first quarter of 2023.

At the ADD-sponsored IMRF side event held in New York on 17 May 2022, participants were invited to explore the role that Regional Consultative Processes (RCPs) have played in improving international understanding of migration and in the development of policy responses to it. There was ready acknowledgement of their value - as arenas of discussion, clearing-houses for the exchange of good practices, spaces of policy experimentation and platforms for research and capacity-building. Participants went on to reflect on how best RCPs might contribute to the achievement of policy coherence in global migration governance, given both the complexity of the undertaking and the diversity of its stakeholders.

Each RCP has been set up by its Member States to address shared regional migration-related interests and concerns but ultimately these matters cannot be satisfactorily attended to, much less resolved, without taking account of broader international legal or policy endeavours.

It is true that RCPs are autonomous entities with a life of their own. Their Member States self-define both their agendas and programs of work. It is equally true, however, that the latter would have much to gain by ensuring that their work programs are aligned to those of the overarching global processes — for instance the Global Compact on Migration (GCM) and its accompanying International Migration Review Forum (IMRF); the Global Forum on Migration and Development (GFMD); and the 2030 Development Agenda Sustainable Development Goals (SDGs) — that have been set up to boost international cooperation, to formulate common goals, to establish priorities of action and to facilitate communication among stakeholders. There is, on the contrary, a strong case for RCPs to ensure that there is, at the very least, congruence between what they do and what is being developed at the global level. There is a clear opportunity for RCPs to feed their experience, their expertise and their perspectives into these global enterprises and, in parallel, to bring objectives and workplans into alignment. There is more at stake here than just compatibility of purpose; there are questions of work efficiency, effective use of resources and avoidance of duplication of effort.

Ministers' Joint Declaration, October 2021

In keeping with the above, the ADD Ministers included, in the joint programme launched at the conclusion of their October 2021 Ministerial Declaration, a thematic priority aimed at “fostering international, intra-regional and inter-regional cooperation on migration governance.”

They also called for the identification of “opportunities and actions to strengthen inter-regional cooperation with other relevant State-led ISCMs and ...to input into the thematic and programmatic agendas of global fora on migration.”

They equally requested “options for organizing a multi-year programme of activities focused on national efforts to implement the Global Compact for Safe, Orderly and Regular Migration, to enable Member States to share information and experiences.”

Proposed Meeting of Experts to Identify Opportunities and Actions to Strengthen Inter-Regional Cooperation

In line with the Ministerial Declaration, it is proposed, therefore, that a meeting of experts be convened, in the presence of senior officials from Abu Dhabi Dialogue Member States, to address:

- A succinct review of migration-related global processes (with particular reference to the GCM) covering their purposes; thematic areas; relevance to the ADD and ADD Member States; key lines of activity, and upcoming deadlines. This item would pay particular attention to “bridging” initiatives that have already been introduced such as the ADD-sponsored regional consultations under the umbrella of GFMD.
- A parallel review of ADD lines of activity to identify likely points of intersection, whether in activity, policy content or timing, with a view to achieving a better alignment of objectives and activities between regional and global levels;
- The definition of projects under specific thematic areas (reports? research? papers? training?) that could be undertaken to gather material to be shared with global processes, to ensure that regional migratory realities are adequately covered;

This meeting will consist of a panel discussion, facilitated by Gervais Appave, and will draw on experts from organisations that may include the following:]

- UN Network on Migration
- IOM (International Organization for Migration)
- ICMPD (International Centre for Migration Policy Development)
- MPI (Migration Policy Institute)

The meeting will result in two outcomes:

- Recommendations on actions to facilitate the sharing of knowledge between RCPs, including the development of a work calendar to help ADD collective as a whole as well as individual Member States to identify significant moments in global activity when their contributions might be of greatest value;
- Recommendations for Member States when planning their engagement in ADD workshops designed to share national best practice on the implementation of the Global Compact for Safe, Orderly and Regular Migration.

The meeting will be convened and moderated by Gervais Appave, and will draw on representatives of organisations and fora that may include: IOM, ILO, ICMPD, ADD Secretariat, UN Network on Migration, GFMD.

C. Facilitating Member States' knowledge sharing on national efforts to implement the Global Compact for Safe, Orderly and Regular Migration

ADD Secretariat

The Ministerial Declaration of the Sixth Ministerial Consultation proposed that the Chair and Secretariat work to identify options 'for organizing a multi-year programme of activities focused on national efforts to implement the Global Compact for Safe, Orderly and Regular Migration, to enable Member States to share information and experiences.

Following discussion among the Advisory Committee, and drawing on the outcomes of the ADD Report to the IMRF and the accompanying side-event, it has been agreed that a multi-year programme for sharing best practices relating to the GCM can be best achieved through the organisation of a series of workshops for Member States.

The format, frequency, content and facilitation of these workshops will be determined, to some extent, by the recommendations from the IMRF side-event and the forthcoming Meeting of Experts, as highlighted in the previous section. However, some key points can already be anticipated, including:

- The purpose of these workshops is not to review Member State implementation of the GCM, but rather to share best-practice and knowledge about the process of implementation and highlight valuable and innovative policies and partnerships;
- Member States' Voluntary National Reports to the first IMRF (2022) already provide significant insights that Member States can draw on during the workshops;
- Considerations for the workshops include whether to organize them according to thematic or sequential discussion of the 23 GCM objectives, and the role and participation of non-Member State ADD stakeholders;
- The outcomes of the workshops will inform and enrich the next ADD report to the IMRF, which is due to take place in 2026

Member States will be provided with further details on the workshops subsequent to the Meeting of Experts in the first quarter of 2023.



حوار أبوظبي بين الدول الآسيوية المرسلّة و المستقبلّة للعمالة
Abu Dhabi Dialogue among the Asian Labor-Sending and Receiving Countries

