



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

**Abu Dhabi Dialogue
Seventh Ministerial Consultation
10 – 11 February 2024**

**INTERCONTINENTAL HOTEL, FESTIVAL CITY, DUBAI,
UNITED ARAB EMIRATES**

**Final Report to Ministers on the
2022 – 2023 Chairmanship of the Republic of Pakistan**

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Pakistan's Chairmanship

2021-2023

Part 1: Progress Report

The following document is the final report on the Government of Pakistan's Chairmanship, updating Ministers of the Abu Dhabi Dialogue Member States on the activities that have taken place since the Sixth Ministerial Consultation, which was held in Dubai between 25 to 29 October 2021. This report is intended to provide background information to Ministers, Senior Officials and Observers attending the Seventh Ministerial Consultation, to be held in Dubai from 10 – 11 February 2024, and the Joint Declaration that was adopted by the assembled Ministers of the Abu Dhabi Dialogue during the 6th Ministerial Consultation, which summarised the achievements of the United Arab Emirates Chairmanship. Furthermore, the Declaration provided preliminary forward guidance on the programme of the ADD to be taken up under the Pakistan's Chairmanship.

ADD Advisory Committee

The Dubai Declaration, adopted by the Fifth Ministerial Consultation, mandated the establishment of a Chair's Advisory Committee. Thus, as per the Terms of Reference of the committee, and under the direction of the Chair, the Advisory Committee was duly formed in March of 2022 with the membership of Pakistan as Chair-in-Office; Sri Lanka and UAE as members of the Troika; and the Kingdom of Saudi Arabia and the Philippines as discretionary COD and COO governments.

The following priorities were identified in the Joint Declaration agreed upon during the Sixth Ministerial Consultation:

- Enabling and improving access to justice for temporary contractual workers
- Facilitating and enhancing skills mobility between and among countries of origin and destination in response to changing employment landscapes
- Addressing COVID-19 challenges
- Integrating gender into employment promotion policies
- Fostering international, intra-regional and inter-regional cooperation.

The Advisory Committee held its first meeting on the 5th of April 2022 chaired by the Republic of Pakistan to review the identified priorities and discuss potential targeted research and activities that would strengthen the ADD collective efforts through evidence-based policy recommendations and thematic initiatives. In addition to exploring the willingness of the committee members to engage in the proposed programmes.

Four thematic tracks were identified, resulting in (8) eight research papers and three events that were approved by the Advisory Committee in April 2022.

Abu Dhabi Dialogue Senior Officials' Meeting

Senior Officials of the Abu Dhabi Dialogue Member States met online on 18 and 19 October 2022 to discuss interim progress in meeting the thematic priorities set by Ministers at the Sixth Ministerial Consultation. 132 participants representing (13) member states, attended the meeting. Discussion of the thematic priorities was preceded by a business meeting, during which the Government of Pakistan in its capacity as Chair, provided opening remarks, followed by the delivery of an interim report on progress, which was presented by the Permanent Secretariat. That report can be found on the Abu Dhabi Dialogue website.

The discussion of the four thematic priorities involved a summary overview of the eight research paper outlines and three activities proposed concrete outcomes, presented by their respective authors. Member States and other participants were provided with an opportunity to comment and ask questions on the outlines in order to shape the direction of the final papers, to be presented to Ministers at the Seventh Ministerial Consultation in 2024.

Provisional ADD Thematic Agenda

The following section provides a summary of the key features of the research agenda as proposed by the Senior Officials' Meeting:

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

- A research program to facilitate knowledge sharing, review and highlight best practices and lessons learned regarding the principles and basic conditions for effective and successful
 - electronic/online labour dispute resolution systems.
- A policy note to assess the possibility of expanding the coverage of the Wage Protection Systems to include domestic workers taking into consideration the adopted legal and institutional frameworks in the concerned member states, and to identify the requirements for governments to be able to monitor and enforce the system.
- Promoting safe, affordable, and migrant-oriented remittance and banking services to temporary contractual workers, including domestic service workers, in ADD corridors.
- A research paper to explore and assess possibilities for developing platform(s) for sharing information on health requirements for the admission and return of temporary contractual workers in ADD corridors, in languages relevant to those workers.

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

- A research paper to identify successful skill partnerships and investigate the key factors that should be taken into consideration when developing a skilled partnership and recommend a set of guidelines that ADD member states could consider when designing relevant skills partnerships.
- An analytical study to track labour force trends in ADD labour sending countries, identifying the demographics and available skills of workforce, in selected research countries and economic sectors, at the same time analyse labour market needs in the ADD receiving countries at the same sectors and offer policy recommendations on how to achieve better matching. better matching.

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

- In-depth research to assess the current and potential demand for female workers in technology-related, technology-facilitated and other relevant sectors of the ADD's labour markets, with a focus on India and UAE
- A research paper to focus on the health sector and identify best practices related to enhancing recruitment, mobility, and participation of women in the labour market within the ADD corridors and offer recommendations to member states

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

Concerning the fourth research track, the Permanent Secretariat has proactively initiated a meeting with the designated expert responsible for project implementation. The purpose of this meeting was to deliberate on implementation mechanisms and programs. Following extensive discussions with relevant stakeholders, the prevailing consensus is that optimizing the success of the project and maximizing anticipated benefits necessitates a reconsideration of the timing for the expert meeting and workshops. It was recommended to reschedule these activities closer to the date of the second review meeting in 2026. This adjustment aims to afford member states more time to formulate policies and implement robust measures, thereby enhancing the exchange of knowledge and best practices related to achieving the objectives of the Global Compact for Migration (GCM).

The Seventh Ministerial meeting is invited to deliberate on this matter and guide the next chair and the secretariat on whether to proceed with this initiative during the upcoming cycle of the Abu Dhabi Dialogue.

International Engagement:

During the chairmanship of the Republic of Pakistan, the Abu Dhabi Dialogue (ADD) has been actively involved in various international forums. One notable contribution of the ADD was its active participation in the International Migration Review Forum through the execution of two significant Initiatives.

Abu Dhabi Dialogue Submission To The International Migration Review Forum

In adherence to the provisions outlined in articles 47, 50, and 52 of the Global Compact for Safe, Orderly and Regular Migration, a comprehensive report was submitted to detail the initiatives undertaken by ADD to fulfil objective 23 of the GCM. This objective pertains to enhancing international cooperation and fostering global partnerships for the promotion of safe, orderly, and regular migration.

The report outlined the ADD thematic agenda's focus on the following key issues, which are of particular relevance to conditions of labour migration in the Asia-Gulf corridors, including raising standards of recruitment in countries of origin and destination, addressing mutual recognition and certification of skills, providing information and orientation programmes, enhancing the role of technology in the governance of migration, improving standards for domestic workers, and strengthening inter-regional, intra-regional and global cooperation.

“Strengthening Rcp Contributions To And Cooperation On Objective 23 Of The Global Compact For Safe, Orderly And Regular Migration”

On the sidelines of the International Migration Review Forum (IMRF) held in New York from May 17-20, 2022, the Abu Dhabi Dialogue (ADD) organized a side event, focusing on how Regional Consultative Processes, such as ADD, could enhance their contributions to and cooperation on Objective 23 of the Global Compact for Safe, Orderly and Regular Migration. The Secretary General of ADD assumed the role of moderator for the side event, featuring the participation of the Chair of Pakistan, alongside six speakers from three different RCPs, representing a broad geographic spread, namely the secretariats of the Bali Process, Puebla Process, and Budapest Process, with inputs from civil society and international organizations that play a key role in supporting regional action.

This side-event looked at the role of Regional Consultative Processes in relation to the Global Compact, including the role that they have played to date in providing a platform for dialogue on the GCM, the challenges and opportunities of aligning their thematic programs with the GCM's objectives, and potential mechanisms for coordination among themselves at an inter-regional level. It also aimed 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 that will be held in 2026.

The side event explored the potential for enhancement by addressing three pertinent issues:

1. The Role of RCPs in GCM Discussions:

- How have RCPs integrated GCM discussions into their agendas, if at all?
- Which migration themes and GCM objectives have proven to be related areas for consultation and cooperation within RCPs?
- What tangible outcomes have demonstrated the most value, and how are they shared or disseminated?

2. Alignment of RCP Objectives with the GCM:

- Can the GCM implementation process serve as a foundation for harmonizing RCP objectives,
- Considering the diverse membership and varied platforms of interest across RCPs, what strategies could enhance coherence of purpose and action regarding the GCM?



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3. Cooperation among RCPs for Inter-Regional Insights on the GCM:

- What instances of successful interaction between RCPs can be shared and leveraged?
- How can an RCP maintain its subject content specificity while engaging in broader conversations with other RCPs?
- Would collaborative capacity-building efforts pave the way for more substantial interaction and shared insights between RCPs?

Policy Dialogue on Migration and Development (OECD)

Additionally, Pakistan as ADD chair, engaged in a constructive dialogue with the Organisation of Economic Cooperation and Development representing Abu Dhabi Dialogue in the proceedings of the Policy Dialogue on Migration and Development (PDMD) held in December

2022, during which, significant attention was drawn to the key features of skills mobility within the Asia-GCC corridor. Principal challenges, such as the cross-border recognition of skills and qualifications, were underscored. Moreover, recommendations were put forth, outlining five areas where regional initiatives like the ADD could effectively contribute to expediting

skills mobility. These recommendations encompassed initiatives such as mapping and harmonising skills development programs in countries of origin with labour demand in countries of destination, implementing migration mechanisms that ensure the recognition of existing education credentials by employers in countries of destination, create skills partnerships that benefit both countries of origin and destination, spur dialogue between educational institutions and employers at the national level and enhance and encourage data sharing across ADD Member States.

Tenth Meeting Of The Global Regional Consultative Processes

As the coordinator of the Global Regional Consultative Processes (GRCP), the International Organization for Migration (IOM) organised the Tenth Global Meeting of Chairs and Secretariats of Inter-State Consultation Mechanisms on Migration (GRCP 10) in Geneva, Switzerland, on June 9, 2023. The central theme of the meeting was “Addressing Current Issues of Regional and Global Policy Dialogue on Migration.”

The gathering included representatives from various Inter-State Consultation Mechanisms (ISCMs), including the ADD. The meeting provided the (ISCMs) with a significant platform to explore potential collaborative contributions to the global policy dialogue on migration governance. The aim was to allow ISCMs to articulate their regional and interregional positions while discussing crucial issues on the international agenda. The intention was to broaden the discussions to encompass other domains associated with migration, such as achieving sustainable development goals, participating in South-South and Triangular Cooperation, addressing the pandemic’s adverse effects on sustainable development, and considering the potential role of ISCMs in addressing climate change as a migration driver.



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Additionally, the meeting delved into the realm of partnerships for migration, exploring the potential joint contribution of ISCMs to global migration governance. An agreement was reached on a unified message to be conveyed by ISCMs at the global policy dialogue level, including events like the 2nd SDG Summit and the 2023 High-level Political Forum on Sustainable Development, as well as the United Nations Framework Convention on Climate Change Conference of Parties (COP28)

In its capacity as the ADD Chair, the government of Pakistan, represented by H.E. Mr Sajid Hussain Turi, Federal Minister for Overseas Pakistanis and Human Resource Development of Pakistan,

Chair of the Abu Dhabi Dialogue, along with members of the ADD Permanent Secretariat, participated in the meeting. During his intervention, HE, the ADD Chair, informed the meeting on the ADD thematic priorities of 2022-2023, highlighting how it broadened its focus to include critical thematic priorities such as the relationship between the future of work and labour mobility, with a global context addressed in the GFMD. The discussion has also spurred further consideration of skills and skills mobility partnerships, the impact of technological advancements and how it will significantly influence skill demands and migration patterns. The expansion of the ADD thematic priorities to encompass women in green jobs and to emphasise their role in addressing critical skills gaps in industries like renewable energy were also highlighted. Attention was also called to climate change as both a migration driver and an economic transformation agent. Amid global efforts for economic and social recovery from COVID-19, the Abu Dhabi Dialogue, under Pakistan's chairmanship, addressed the need for improved information sharing on the health of migrants at the regional level as well.

These new thematic priorities complement established Abu Dhabi Dialogue focuses, including elevating recruitment standards, mutual recognition of skills, comprehensive orientation programs, leveraging technology in dispute settlement, and international cooperation. These areas resonate with and influence global dialogues, aligning with discussions in the GFMD, G20, and other fora. The thematic interplay emphasizes the interconnectedness of global and regional priorities emphasizing the importance of creating spaces for Inter-State Consultative Mechanisms (ISCMs) to actively participate and showcase innovative ideas and perspectives emerging from their regions.



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Part two: The Way Forward



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حوار أبوظبي

ABU DHABI DIALOGUE

2021-2023

**7TH ABU DHABI DIALOGUE MINISTERIAL CONSULTATION
AL RAS BALLROOM - GROUND FLOOR
INTERCONTINENTAL DUBAI FESTIVAL CITY DUBAI, UNITED ARAB EMIRATES**

DRAFT AGENDA

10-11 FEB 2024

**APPROVING THE PROVISIONAL AGENDA OF THE 7TH ADD
MINISTERIAL CONSULTATION**

DAY 1

10 FEBRUARY 2024

TIME	DETAILS
9.00 – 10.00	<p>Abu Dhabi Dialogue Senior Officials Meeting</p> <p>9:00: Welcome Note by Chair -in-office 9:04: Adoption of the SOM Agenda 9:05: Presentation of the Chair’s Report 9:35: Business Meeting:</p> <ul style="list-style-type: none"> • Agenda for the 7th Ministerial Consultation • Next Chair of the Abu Dhabi Dialogue • ADD Chairing Arrangements
10.00 – 12.00	<p>Theme 1: Leveraging technology to strengthen Member States’ capacity for labour market administration and promoting migrant workers’ welfare:</p> <p>10:00 – 10:30: Towards effective electronic dispute resolution in the ADD corridors</p> <ul style="list-style-type: none"> • Speaker: Prof. Gibril Faal, Director of GK Partners & LSE Visiting Professor in Practice • Q&A • Agenda for the 7th Ministerial Consultation • Next Chair of the Abu Dhabi Dialogue • ADD Chairing Arrangements <hr/> <p>10:30 – 11:00: Extending Member States’ Wage Protection Systems to cover domestic service workers: assessing available options and potential impacts.</p> <ul style="list-style-type: none"> • Speaker: Ahmed Alarabi, Deputy CEO, Operations & Services, Labour Market Regulatory Authority, Bahrain. • Q&A • ADD Chairing Arrangements <hr/> <p>11:00 – 11:30: Promoting safe, affordable and migrant-oriented remittance and banking services to temporary contractual workers, including domestic service workers, in ADD corridors.</p> <ul style="list-style-type: none"> • Speaker: Dilip Ratha, Lead Economist, World Bank and Chair, KNOMAD Thematic Group on Remittances. • Q&A <hr/> <p>11:30 – 12:00: Improving migrant workers’ accessibility to health information in ADD Member States.</p> <ul style="list-style-type: none"> • Speaker: Sulaiman Aldakheel - General Manager of the Gulf Health Council • Q&A

12.00 – 13.00

LUNCH

13.30 – 14.30

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

13:30 – 14:00: Guidelines for designing successful skills partnerships.

- Speaker: **Jason Gagnon**, Head of Unit - Migration and Skills, OECD Development Centre
 - Q&A
 - Agenda for the 7th Ministerial Consultation
 - Next Chair of the Abu Dhabi Dialogue
 - ADD Chairing Arrangements
-

14:00 – 14:30: Matching labour mobility with labour market needs in ADD corridors.

- Speaker: **Kishore Kumar Singh**, Senior Skills Development Specialist, Decent Work Technical Support Team, ILO Regional Office for Arab States
 - Q&A
-

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

14:30 – 15:00: Current and potential demand for female workers in technology-related, technology-facilitated and other relevant sectors of the ADD's labour markets.

- Speaker: **Dr. Jean D’Cunha**, Senior Global Advisor on International Migration, Decent Work and Entrepreneurship, UN Women
 - Q&A
-

15:00 – 15:30: 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.

- Speaker: **Tanja Dedovic**, Senior Regional Thematic Specialist for Labor Mobility and Social Inclusion, IOM.
- Q&A

DAY 2

11 FEBRUARY 2024

TIME	DETAILS
9.00 – 10.00	<p>Abu Dhabi Dialogue Ministerial Consultation</p> <p>9:00: Statement by H.E. Dr. Abdulrahman Al Awar, Minister of Human Resources and Emiratization, Permanent Secretariat of the Abu Dhabi Dialogue, UAE</p> <p>9:05: Group photo for Ministers and Heads of Delegation</p> <p>9:15: Opening Remarks by Chair-in-Office, Government of Pakistan</p> <p>9:20: Statement by H.E. Nalin Manusha Maligaspe Koralege Nanayakkara, Minister of Labor and Foreign Employment, Sri Lanka, Member of Troika</p> <p>9:25: Innovations from the Region: Government-lead initiative: Government of Sultanate Oman</p> <p>9:35: Innovations from the Region: Government of Sri Lanka</p> <p>9:45: Innovations from the Region: Kingdom of Saudi Arabia</p> <p>9:55: Innovations from the Region: Government of Philippines</p> <p>10:05: Innovations from the Region: Government of United Arab Emirates</p>
10.15 – 10.35	<p>Coffee Break</p>
10.35 – 12:00	<p>10:35 – 10:55: Panel 1: Leveraging technology to promote workers' access: Dispute resolution and banking services</p> <ul style="list-style-type: none">• Speakers: Dilip Ratha and Gibril Faal <p>10:55 – 11:15: Panel 2: Leveraging technology to enhance Member States' capacities: Wage protection systems and health information</p> <ul style="list-style-type: none">• Speakers: Ahmed Alarabi and Sulaiman Aldakheel <p>11:20 – 11:40: Panel 3: Facilitating and enhancing skills mobility between and among countries of origin and destination</p> <ul style="list-style-type: none">• Speakers: Jason Gagnon and Kishore Singh <p>11:40 – 12:00: Panel 4: Integrating a focus on gender equality into the recruitment promotion policies of the ADD Member States.</p> <ul style="list-style-type: none">• Speakers: Jean D'Cunha and Tanja Dedovic
12.00 – 13.10	<p>Lunch</p>
13.10 – 14.35	<p>13:10 – 14:35: Ministerial Interventions</p> <ul style="list-style-type: none">• Priority will be given to Ministers of Member State Delegations• Statements must be limited 4 minutes per delegation• If time is available, the floor will be opened to interventions from Observers Delegates are encouraged to pre-register their Ministers' interest to intervene during the session via the online form circulated by the Secretariat.
14.35 – 15.05	<p>Closing Session</p> <ul style="list-style-type: none">• Discussion and Adoption of Joint Ministerial Declaration (Interventions can be made only by Member States)• Awards Ceremony• Chairmanship Handover to Incoming Chair• Keynote Address by Incoming Chair the Government of Sultanate of Oman• Closing Remarks by Host

Chairmanship Handover

In adherence to the operating modality of the Abu Dhabi Dialogue and recognizing the organizational transition in chairmanship, the upcoming Ministerial Consultations will feature an official ceremony marking the formal handover of the chairmanship from the Islamic Republic of Pakistan to the new chair. This ceremony is scheduled for the afternoon session on the 11th of February during the closing ceremony session between 14:35 – 15:05.

The proceedings will kick off with a symbolic handover of the Abu Dhabi Dialogue chairmanship represented through a virtual simulation, followed by a keynote address to be delivered by H.E. Dr Mahad bin Said bin Ali Baowain, Minister of Labour of the Sultanate of Oman, outlining the vision, goals, and priorities for leading the Abu Dhabi Dialogue during the forthcoming cycle of (2024-2025).

The ceremony will wrap up with closing remarks from the Abu Dhabi Dialogue’s Secretariat and host, emphasizing the collective commitment of member states to the mission and objectives of the Abu Dhabi Dialogue.

Amendments To The Abu Dhabi Dialogue Chairing Arrangements

The Abu Dhabi Dialogue operating modality was initially discussed during the second Ministerial consultations and finally adopted by the third ministerial consultations in Kuwait in November 2014. It aimed to provide a structuring framework to organize the Abu Dhabi Dialogue chairing arrangements, as well as the provision of a support structure, through the establishment of the ADD Permanent Secretariat to be hosted by the government of the United Arab Emirates.

The Operating Modality was also meant to ensure the continuity of the Abu Dhabi Dialogue and its financial stability. It also aimed to set out basic principles on its relationship with the international community and observe governmental and intergovernmental bodies.

As per the operating modality, the Chair-in-Office should, in principle, alternate between a labour-sending and a labour-receiving country. Countries interested in assuming the Chairmanship of the Dialogue shall communicate their intention to the quadruple, which comprised of the ADD chairing Troika (the former Chair, the Chair-in-Office, and the future Chair of the ADD and the UAE in its capacity as a hosting country of the permanent secretariat).

However, the operating modality doesn’t identify who assumes the responsibility of identifying the future chair nor the means of governance arrangements to identify it. Thus, over the course of the ADD’s existence since its establishment in 2008, the Troika composition has continued to face the challenge of identifying the future chair; furthermore, the permanent secretariat has been solely assuming this responsibility.

In light of the foregoing challenge, the meeting is invited to propose to the Ministerial Consultation the endorsement of the forthcoming chair with the responsibility of guiding the deliberations in the upcoming cycle on the reform of governance within the ADD operating modalities. This mandate should encompass a comprehensive examination of chairing arrangements and other pertinent strategic governance issues. Furthermore, the meeting is encouraged to assist in the formation of a sub-group comprised of ADD member states committed to conducting thorough investigations into the proposed governance reforms.