



Annex I

RESEARCH RESULTS OF EXPERTS OF THE TIAN SHAN POLICY CENTER

This document provides an analysis of the results of research conducted by experts of the Tian Shan Policy Center (TSPC) made during the evaluation of best practices of the countries of the world. These results are proposed in the form of a table which includes the strategic objectives and appropriate measures to achieve. The table is available to the officials in Kyrgyzstan, as well as to all interested parties.

Table of the best international practices for the attention of government officials in Kyrgyzstan and all persons interested in the development of Labor Migration Regulation Strategy of the Kyrgyz Republic for the period of 2013-2018

	Tasks	Measures/actions	Related Migration World Practices
1. Improving the legislative framework			
1.1	Revision of the legislation in legal power with the aim to eliminate inconsistencies and contradictions, to fill in gaps and cancel the obsolete legal acts in the field of labor migration	<p>Development of draft amendments and addenda to the Criminal Code to criminalize illegal employment abroad and in the Kyrgyz Republic</p> <p>Develop and adopt a law regulating the work of legal entities engaged in the employment of the KR citizen abroad</p>	<p>USA: The 1986 Immigration Reform and Control Act (IRCA) was notable also that for the first time in history, it criminalized the hiring of illegal migrants and imposed a system of sanctions to target employers.</p> <p>Philippines: The Philippine government played a limited role in overseas employment until the 1970s. In the early 1900s, private agencies were more important in matching Filipino workers to jobs overseas. The major destination for these workers was the United States until the 1960s. The economic boom in the Middle East in the 1970s increased the demand for temporary labor from the Philippines to work in the oil fields. In 1974, to the 1974 creation of the first major government emigration policy, the Labor Code of the Philippines institutionalized labor migration from the Philippines and incorporated an employment strategy.</p>

emigrants. Private agencies at the time were accused of increasing or not monitoring abuse of Fili

		<p>for admissible employment contracts.</p> <p>Sri Lanka: Foreign employment agencies that want to operate in Sri Lanka have to obtain a license which has a number of financial, logistical and reputational requirements. The Bureau of Foreign Employment has powers of inspection over the agencies, which are obliged to renew their license annually.</p> <p>India: Private recruitment agencies are commonly used in India to find jobs overseas; these agencies are required to obtain a valid license from the Ministry of Overseas Indian Affairs. Those companies that register as valid recruitment agencies have to pay a \$464 fee (in rupees). The applicant agency is also required to deposit a bank guarantee of at least \$371,000. In addition to application documents, the agencies have to submit to the Protector of Emigrants an inspection report of its office and a character reference report on the character of the job applicants. The Protector of Emigrants is a division of the Ministry of Overseas Indian Affairs.</p> <p>Migration Legislation and Policy Formulation (Colombo Process, CP) - Since 2005, eight of the 11 CP countries have amended existing regulations or adopted new legislation. This indicates that Member Countries are aware that they need to manage the labor migration process more effectively. The laws enacted focus generally on two areas: regulating the recruitment process and enhancing migrant welfare provision.</p> <p>E.g. in Indonesia: Increased regulation and monitoring of the recruitment process: compulsory registration of migrant workers at district/municipal offices; recruiting agencies to hold a SIP (recruitment license) issued and renewed by the ministry; selection process to be done jointly by recruitment agency and local Manpower and Transmigration offices; not charge recruitment fees to workers; employers to be approved by the government; agencies to provide details of the contract to workers during a two-day predeparture briefing to be conducted by local BNP2KI offices; agencies to monitor the conduct of workers in the country of destination and arrange their safe return upon completion of the contract; establishment of Migrant Worker Service Posts to screen and collect data on all returning migrant workers, provide preliminary health care to migrant workers reporting health problems and refer those in need of further legal, physical and mental rehabilitation assistance to competent services and facilitate transport services to place of origin in Indonesia.</p>	
	<p>Development and adoption of a mechanism regulating the registration of persons entering and leaving the country and development of simple and easy-to-use methods for the</p>	<p>(see the migration statistics of Moldova part 2.1)</p>	

economic and business affairs and communications and outreach) that submit requests to the various of the Mexican government. It meets twice a year to reach a consensus on recommendations. One of the noticeable features of the IME is the dedicated network of representatives based in consular offices in the United States and in Canada. The IME has been portrayed by the ILO as a Good Practice institution because of its effectiveness in reaching out to involved communities, the range of services that it provides, and the cooperation that it has fostered with receiving countries, at least on a range of issues of importance to migrants.

In April 2011, a new Migration Law (*Ley de Migracion*) came into power. The law aims to develop a migration policy that respects the human rights of migrants, is comprehensive in its coverage, facilitates international movement of people, meets the country's labor needs, ensures equality between Mexican citizens and immigrants to Mexico, recognizes the acquired rights of long-term immigrants, promotes family unity and sociocultural integration, and facilitates the return and reintegration of Mexican emigrants.

Philippines: The emphasis on the protection of Philippine workers overseas led to the establishment of two additional oversight boards: the Overseas Employment Development Board (OEDB), the National Labor Board (NSB), and the Bureau of Employment Services (BES). The OEDB and the NSB were designed to develop job markets for migrant workers, to help recruit qualified labor to these jobs, and to secure good working conditions for them. In 1982, these three organizations were merged into one institution: the Philippine Overseas Employment Administration (POEA). The larger organization is more efficient and regulates overseas employment and the activities of private employment agencies. It is designed to assist temporary overseas migrants, not migrants who want to permanently leave the Philippines. POEA only has offices in the Philippines. Overseas monitoring is relegated to Philippine Overseas Labor Offices (POLO) in Philippine consulates.

The POEA Governing Board, which sets policies and oversees the functioning of the agency, has a structure that allows voice and participation of stakeholders. The Secretary of Labor and Employment heads the Governing Board, and the POEA Administrator acts as chairman, with three representatives from the private sector, women, sea-based and land-based sectors as members. The POEA Administrator oversees the operations of the agency and is supported by three deputy administrators.

POEA is the centerpiece of the labor migration regulation system. The agency is selective in the employers with whom it works overseas and the local workers it assists. Its goal is to find reputable employers who match well with motivated, qualified local labor. The firms it recommends must meet minimum employment standards, and there are specific regulations concerning worker recruitment. On the firm side of the market, the agency helps foreign employers select and register Filipino workers, and it facilitates the transport of labor to the other country. It imposes strict conditions on private recruiters, which receive licenses that

renewed periodically, subject to proof of appropriate conditions of ownership and financial standing, and proof of viability of their foreign partnerships.

In sum, the Philippines have developed, over the course of more than 25 years, a regulated system of support to labor migration, based on a functional division of tasks. The various agencies enjoy a degree of autonomous status but report to the Department of Labor. The POEA holds a unique status because

purview, which might be tempted to run an agenda of their own.

Ukraine, given its sheer size, contributes the largest amount of labor migrants in the region, roughly split between the Russian Federation and the European Union. However, the *Concept of State Migration Policy*, its main strategic document on migration issues, was adopted only in the middle of 2011, after fifteen years of discussion in parliament and other state bodies. Ukraine never really considered migration policy a priority. Instead, it tried to control immigration while doing little for Ukrainians working abroad.

oversight or even advisory functions with regard to decisions that other government bodies may take on migration outcomes. The country that has the largest number of its citizens in the region working abroad in areas of the world that have very different requirements, is not able to date to express a con-

Georgia, immigration policies have been rather liberal. However, progress on emigration policy priorities and objectives is only relatively recent. Until 2011, the coordination mechanism among government entities and ministries with regard to migration issues was very weak. In 2011, a State Commission on Migration Issues was set up, with the main goal to strengthen coordination among agencies working on migration issues. The Commission is working on a migration strategy, and an action plan should be ready by the end of 2012. The Commission also intends to improve the legal framework for migration issues. The points discussed in the draft migration strategy document are the promotion of legal emigration, the control against and prevention of illegal migrations, asylum system development and the promotion of dignified return and reintegration. The draft migration strategy document also defines the responsibilities of the

Establishing of Special Governmental Body to Support Labour Migrants, Inter-Ministerial Coordination (CP) - Some CP Member Countries have also created special government bodies or authorities to streamline their migration focused efforts. Since 2005, seven of the 11 CP countries have created such institutional structures. For instance, Pakistan established a Ministry of Overseas Pakistanis in 2008 to understand the current situation of Pakistani migrants abroad, respond to their core issues and offer support. The ministry also offers short and long term programs for manpower development and employment promotion. Like Pakistan, Sri Lanka created a ministry level institution in 2007 that focuses on ensuring the welfare of migrant workers and increasing their ability to find suitable employment abroad. The Ministry of Foreign Employment Promotion and Welfare oversees the Sri Lanka Bureau of Foreign Employment which regulates recruitment agencies, attends to complaints from migrant workers and conducts orientation and training programs.

- 1.3 Provision of the state support for social insurance of labor migrants- citizens of the Kyrgyz Republic
- Development of mechanism of voluntary social insurance payments transfer to state a non-state social insurance bodies (Laws of the Kyrgyz Republic -state
- Azerbaijan** has also signed bilateral agreements on the social security of migrants with Kyrgyz, Kazakhstan, Georgia, Ukraine, Italy, Russia, Moldova and Belarus, ensuring social protection of circular migration between countries and a number of bilateral agreements cooperation in migration issues with the
- Guaranteed State Minimum
- Development of legislation to ensure an effective system social and health insurance migrant workers (a fund to support migrant workers)

thus providing access to the formal financial market for labor migrants. The matricula is an identification card, with a photograph and other security features, that attests that the bearer of the card is a non-Mexican living abroad. The card costs about US\$ 29 and is valid for five years. In May 2003, the Treasury Department established regulations recognizing the cards as proof of identity for the purpose of opening a bank account. The cards are accepted for other community services as well. It has been particularly useful for undocumented Mexican migrants in that it provides them with identification documents. In 2005, 118 banks in the United States accepted the matricula consular as an alternative form of identification to open bank accounts. Increased access to banks has the additional benefit of reducing transfer costs for migrants in Mexico.

Organization of the focus activities with the aim to find new labor markets and explore new needs of existing market:
To initiate and sign bilateral agreements between the K and the foreign countries regulating the processes of employment of the KR citizen (the Gulf countries, the EU)

with the RF and the RK on acquired social security rights regardless of the country of residence. Portability may be complete, p
regulation of the issues is not available. Fully portable arrangements guarantee the actuarial value of accrued pension rig
pensions of the KR citizen:
temporary working in the
territory of these states

There are bilateral agreements with some EU countries and migrant sending countries. These agreements focus on the penalties that EU countries can impose on pensions earned by third country migrants who receive that pension in another country. There are advantages of bilateral agreements. Two examples are agreements between Germany and Morocco and Germany and Turkey. An agreement between Germany and Mexico was worked out and proposed to go into effect in 2005, but this was subject to Congressional approval which was not forthcoming.

The bilateral agreement between Germany and Morocco reduces the penalty for receiving an EU pension outside of the EU. A German pensioner can receive her German pension in any country of the world without penalty; this is not true for a non-German worker. The bilateral agreement with Morocco allows migrants from Germany who contributed to the German statutory pension plan to receive their full benefits if they retire in Germany and retired in Morocco.

In contrast, Algeria did not (in 2005) have a bilateral agreement with Germany so any Algerian migrant from Germany who contributed to the German statutory pension plan received a 30 percent reduction in pension if she chose to retire and receive her pension in Algeria. If an Algerian pensioner chose to retire and receive her pension in Morocco, then her pension would be regulated through the bilateral Germany-Morocco agreement, and she would receive her full pension without the 30 percent penalty. A Turkish or Moroccan migrant who earned pension rights in Germany can only receive her full pension if she retires in the any country with which Germany has a bilateral treaty; she would receive a 30 percent reduction in pension if she retired in any other country.

worked in only one country.

The pension itself is based on total contributions in the EU, but the pension is not fairly apportioned. Migrants can choose to retire and take their total contributions to a country with a more favorable pension rate. It is very low. One reason is the lack of knowledge among migrants of how the system works and benefits them. The reason is that the system is available only if the worker is not fully vested in any one country so migrants who have worked a long period of work in any one country do not qualify. There is no adjustment for wage inflation, and there are different requirements by age and periods of contribution. This arrangement would be a poor one for the Kyrgyz Republic to adopt.

The system for MERCOSUR

migrant who had worked in Austria for many years is covered by the Austrian health care system which is heavily subsidized. If he retires in Morocco and receives a 1000 Euro charge for medical treatment, he can apply to the Austrian health care system for reimbursement but only if he has continued to have health coverage. If the charge for this treatment in Austria is only 500 Euros, Austria will pay 80% of the total charge, or 400 Euros. The rest of the cost of care in Morocco has to be borne by the retiree.

The United States Social Security Administration does not reimburse any medical expenses incurred outside of the US. The SSA is afraid that it cannot monitor the care and determine if it was necessary. Migrants, however, can return to the US for care. This is common practice throughout the world for legal residents. As a Mexican retiree who was a legal resident in the US can return to the US from Mexico for health care. For those who cannot return to the US, the Mexican government created an alternative Mexican Social Security Institute that offers health insurance for migrants and their families (in Mexico or abroad). The cost ranged from \$97 a year for children under age 19 to \$256 a year for adults aged 65 and over in 2005. The policies are available to migrants as well. In the US, the policies can be purchased at consulates in Chicago, Houston and Los Angeles.

In many Gulf countries, health insurance must be purchased by the employer for the migrant worker. It covers health care while the migrant is in the Gulf region. If the migrant returns home after work, the care is covered by the home country.

Bilateral agreements are also common. 19.25 96.26409.25. nys.()]20480000530049668e

			<p>who hold identity cards issued by the Kerala government. The insurance covers accidental death, permanent or partial disability.</p>
		<p>Development of the joint activities mechanisms of migration authorities of the countries interested in the exchange of data on arriving and departing labor migrants (signing the interdepartmental international agreements)</p>	<p>In Moldova, the National Commission for Population and Development (NCPD), provides coordination and <i>has a mandate to identify mechanisms to collect and exchange disaggregated data on the main demographic indicators, including migration.</i> The NCPD holds regular meetings organized through permanent Secretariat, which ensures coordination among agencies on development of the annual program. The responsibility for data collection rests with the National Bureau of Statistics (represented in the commission through its Director General, with the support of the Ministry of Labour, Social Protection and Family.</p>

sending countries, particularly small ones such as the Kyrgyz republic. The Colombo Process has a number of successes, but it is also characterized by a very high degree of formalization, which may not be optimal for all aspects of international discussions, particularly in the FSU region. On the other hand, EaP experience is essentially driven by the EU agenda, and lacks to a large extent multilateralism in decision and consensus-making that might be desirable.

Joint Management of Migration by Sending and Destination Countries/International Cooperation

(UN/ILO): It is crucial therefore that there is an effective system of governance at the ends of the process which recognizes this reality. ILO and UN Conventions on migrant workers suggest that bilateral agreements and/or MOUs between origin and destination countries are an effective way of setting out the rights and obligations of employers, migrants, private agencies and government instrumentalities in the migration process. These have certainly become more popular in the Pacific region. Korea, for example, has in recent years conducted 14 MOUs with sending countries. On the other side, Indonesia has in the last five years signed MOUs with Malaysia (2), Korea, Taiwan, Japan, Australia, Jaatib5(Je)9(r)-2(,)-97d5(

particular characteristics (age, marital status) for deployment to particular countries (Philippines).

Prevention / Non-Admission of Violation of Migrants Rights (UN/ILO): UN Convention on the Protection of the Rights of All Migrant Workers and Their Families undertake the necessary political initiatives to ensure speedy ratification of the Convention.

The country of origin can conditions of workers, setting up mechanisms like labor attaches and branches of national banks in destination countries for sending remittances on the favourable conditions to the country of origin. Best practice could involve a high level of cooperation between governments of sending and receiving countries on these issues involving: a MOU which specifies the conditions under which labor migrants are accepted into a country, their minimum conditions, rights and obligations (and those of their employer), a mechanism to allow regular discussions between countries on migrant issues.

Equal Rights with Local Workers (ILO/UN): According to ILO Convention No. 97, migrant workers lawfully residing in the country shall not be treated less favourably than nationals in the area of remuneration, hours of work and overtime, holidays with pay, restrictions on homework, minimum training and employment of women and young persons, such matters are regulated by law or regulation under control of the administrative authorities.

opportunities regard to working conditions for all regular migrant workers who perform the same activity whatever be their particular conditions of employment.

UN - those who are lawfully present in the host country as well as those who are undocumented or in an irregular situation should be treated no less favourably than that which applies to nationals of the host country of employment in respect of remuneration and other conditions.

Although sending governments can play their role in the protection and support of migrants in destination countries, the situation is more influenced by employers, governments, and the society in those destinations. Destination governments play a central role because they set the conditions under which migrant workers enter their country, the rights and access to services to which migrants are entitled, and the obligations which they must fulfil while being in the country. An example of best practice here includes those undertaken by the New Zealand Government in piloting its Seasonal TLM program for selected Pacific Island countries. Some of

			<p>banks to establish branches in major destinations of their migrant workers to facilitate the ser remittances. There has been an increasing realization in several Asian emigration and labor ex countries that remittances can make an important contribution to national, regional and local econo 1990s the Indonesian Government has exped the aim of replacing its dominantly unskilled wor outflow with semiskilled and skilled workers in order to maximize remittance inflows.</p> <p>Best practice in both origin and destination countries involves educating migrant workers and p migrant workers about all of the alternatives for sending money home, especially the availability of cost and more secure options. The sending country can support this by encouraging national and of from the home country to establish low channels for remittances, including setting up branches in m destinations. Particular notice should be taken of new low alternatives including mobile phone ba remittances.</p> <p>Safe and Free Return to Home Community (ILO): When destination countries dia safe and free return to the home community, it is an part important part of best practice.</p> <p>Reintegration of Migrants Upon Return (ILO, CP): Return to the home country is a fundamer characteristic of temporary labor migration and can be crucial de determining the extent of the developme impact of migration. Reintegration programs for returning migrant workers have not been well develop airport-based Migrant Worker Service Posts to screen and collect data on all returning migrant v provide preliminary health care to migrant workers reporting health problems and re to those of follow up legal, physical and mental rehabilitation assistance to competent services and facilitate t services to place of origin in Indones is it is predominantly the responsibility of the origin country and community to provide the the context in which the returning migrant worker can have maximum impact on regional and national development.</p> <p>CP Member Countries have initiated and managed spe pro programs to provide preferential access to stap investments of returnees; to offer loans for new businesses at the local government level; pr entrepreneurship training to migrant women; support privat to efforts to provide job to matching services to returnees; support reintegration support services via so ci ety actors to provide.</p>
2.3	To prepare a package of proposals to ente the regime of free movement of the KR labor force to the	Draft and sign a memorandum of understanding between th KR and the Eurasia Economic Commission Draft and sign an agreeme between the KR and CU / EE	<p>(for this part see also the part on bi-laterals)</p> <p>The Colombo Process: The Colombo Process was established in 2003 by 11 Asian countries to moni discuss implementation of involved four ministerial level consultations, and involves high high level participation from destination countries as well as a number of international organizations.</p>

countries

on migration issues

Legislation and policy formulation

Creation of Government bodies to support labor migrants

Bilateral agreements and memoranda of understanding between CP members and receiving countries

Innovative programs at national and local level to foster implementation of migration support structures

Eastern Partnership EU Collaboration: The European Union has had an ongoing policy of collaboration

into account the differences in sociocultural roles, needs and opportunities, constraints and vulnerabilities of women and men (ILO, 2003). The policy should consider the special needs of women by identifying of the migration process where they are particularly vulnerable. The policy should also identify specialized job markets for women where they may be particularly exposed to abuse or exploitation while in the country or the destination country, and take preventive measures. It should also account for special women due to gender differences.

3. Developing the capacity of labor migrants, aimed at raising pre-departure and professional training and skills, and improve awareness of labor market participants on perspectives and conditions of employment within the country and abroad

3.1 Improvement of labor awareness on perspectives and conditions of employment within the country and abroad

Establishment of seven regional advisory centers for migrants on the issues of preparation for trip abroad

Indonesia: Placement agencies are regulated and subjected to various provisions, such as licen

country and should help migrants adjust to their work environment.

Mexico:

The Institute for Mexicans Abroad, under the concept that financial education and access to Mexicans are job promotion and consular protections, developed the *Financial Education Program for Mexican Migrants*. This approach helps migrants seek programs and services that provide tools for better decision making on the future planning and management of their resources. The program is promoted through the Consular Network in collaboration with various nonprofit organizations, banks, credit unions and remittance companies that already offer financial education programs aimed at the Hispanic community. They have three main lines of action:

Conducting *Information Sessions* that offer specific financial education for bilateral collaboration mechanisms with banks, credit unions, federal and community organizations in order to implement strategies to bring financial education programs to more Mexicans.

Promoting *Consulate Banks agreements*, through which access is allowed to representatives of banks that accept the Matricular Consular and companies in Mexico to promote financial education for Mexican migrants through courses, workshops, and distribution information in Spanish.

Promoting *programs and financial education resources* offered by other organizations in the United States and Mexico; useful for Mexicans abroad because they provide timely information to them to open a bank account, send money safely and have access to credit.

Indonesia: Migrants can receive certificates to prove their level of skill. Mental and physical health and identification cards are provided by the government. BNP2TKI provides training if workers are under government to government contracts. The Ministry of Manpower and other agencies provide training for other migrants. Training differs by occupation in the destination. The duration of the training varies by destination.

IOM's migrant training. Approximately 86 per cent of the participants during this period were resettlement related. The remaining 14 per cent of training participants consist of skilled and unskilled labor migrants, asylum seekers, marriage migrants, immigrant visa applicants, and family members of staff. Many attended either a pre-departure, pre-employment or financial literacy course or a country-of-destination briefing designed to prepare them for their relocation, whether for work, study, or extended living purposes.

Right for Education/Training/Skills Development/Pre-Departure Orientation Programmes (ILO) - The elements of the best practices in pre-departure training could also include: specific skills training; target cultural awareness, some key phrases in the language of the host country; clear explanation of the rights and obligations of both migrant workers and employers; ridding workers of false expectations, especially related to their jobs; empowering migrant workers by guiding them on their possible response to exploitation.

cheating, excessive work load, non-payment of salary, etc.; providing them with clear instructions of ho

may take place in predeparture of the skilled migrant worker:

There could be regional attempts for agreed skills which being recognized across the region. For example, it has been suggested that this could be the case in areas like welding operation of sophisticated machinery. This is under discussed in APEC countries.

Bilateral and multilateral efforts between countries to examine curricula and qualifications establish their acceptability at destination, and if not, what possible remedies there are to correct deficiencies.

Courses both in origin and/or destination to make up these deficiencies training.

In the predeparture preparation it is a good practice to use returned migrant workers to share their own experiences of problems frequently encountered at destination and effective strategies for dealing with them. The predeparture context can also be useful in helping workers set up secure and cheaper mechanisms.

In Australia, the Commonwealth Department of Workplace Relations and Small Business provides recognition in metal and electrical trades for permanent residents and skills assessment in most 1 people applying to migrate to Australia. State governments also provide assistance with skills recog such as the Overseas Qualifications Unit in the Victorian Department of State Development, which i under the coordinating umbrella of the National Office of Overseas Skills Recognition, which is part of th Commonwealth Department of Employment, Education, Training and Youth Affairs.

equivalence to those gained

Under the law, there was created ~~the~~ **CONMIGRANTES**- National Council for the Protection of Migrants and their Families under the Ministry of Foreign Affairs. The purpose of the board is to develop policies to provide humanitarian assistance and protection to migrants.

Philippines: The new law was the Migrant Workers and Overseas Filipino Act of 1995; it formed the **Affairs** which provides legal assistance ~~and~~ for overseas Filipino workers and overseas Filipino

agency which provides insurance, loans and financial services to members. There is a \$25 member fee from foreign employers which is usually shifted to workers (wage adjustment, for example). Membership is required for official migrants. Services include: (1) repatriation and worker protection, (2) insurance, (3) loans, (4) scholarships, and (5) protection for temporary workers.

(1) OWWA helps repatriate ill or distressed workers. It negotiates with firms and other authorities, facilitates exit (visa, monetary claims, medical and police reports). It coordinates with the Embassy for other details of transport. The Emergency Repatriation Fund is used for evacuation expenses. Counseling, legal and diplomatic services (if imprisoned, for example) are provided.

(2) OWWA provides life and personal accident insurance, natural disaster and other accident insurance and burial insurance. Health insurance is available for a fee (\$18 in 2007). It provides money for disabilities and illness.

different ways either in the form of continuous optional insurance after a period of previous man coverage or by allowing returning migrant workers to cover retroactively the periods during which the employed abroad. The latter option may be particularly attractive where migrant workers have received lump-sum payment of the social security rights, which they have acquired in the country of employment.

Philippines: Potential migrants and migrants have good information on what jobs are available and what skills are needed for these jobs. This reduces their search among jobs for which they do not qualify. and multilateral agreements with some countries have improved the matching of workers and employers affected human rights. POEA maintains a roster of approved workers (passed the language and medical tests, of good character) who want to work in Korea; the Ministry of Labor in Korea informs POEA ceiling on jobseekers at different levels of skill

India Kerala state: NORKA-Roots posts job vacancies in print, government circulars, and. It set up a website in 2010 (www.jobsnorka.gov.in) for employers to search for the right workers and prospective emigrant workers to look for good jobs. This jobs portal could become an ideal place to find information about potential destinations.

India: The Ministry of Overseas Indian Affairs develops a helpline in India to provide needed information

element of best practice. Programs in the Philippines by both government and NGO instrumentalities demonstrated how effective this can be.

To develop and adop

The Mexican Talent Network was established as a means to share the knowledge and talents of hispanic Mexican emigrants in the US with local workers and entrepreneurs. The IME holds conferences that bring together business owners and experts in technical fields, health, and the automobile industry. The organization offers mentoring to Mexican IT companies and internship opportunities in the automobile industry in the US.

and engineering, particularly those in Australia, Canada, the United Kingdom and the United St

workers.

Public Support of Reputable Employers (ILO): An important element in the best practices of destination countries

here involves granting a special status to employers who have a good reputable history of abiding by regulations and fairness in dealing with migrants. This involves less complex application for work and reporting. However, for other employers, inspection and full compliance with regulations is necessary.

government contract. Other agencies provide vocational training to other migrants. Training dif
occupation and destination. All migrants can obtain training in language and culture.

In India, MOIA provides specific technical training which is not required and is not free. There are t
programs at the state level as well. NORRAots in Kerala verifies school certification and skill upgra
One coug