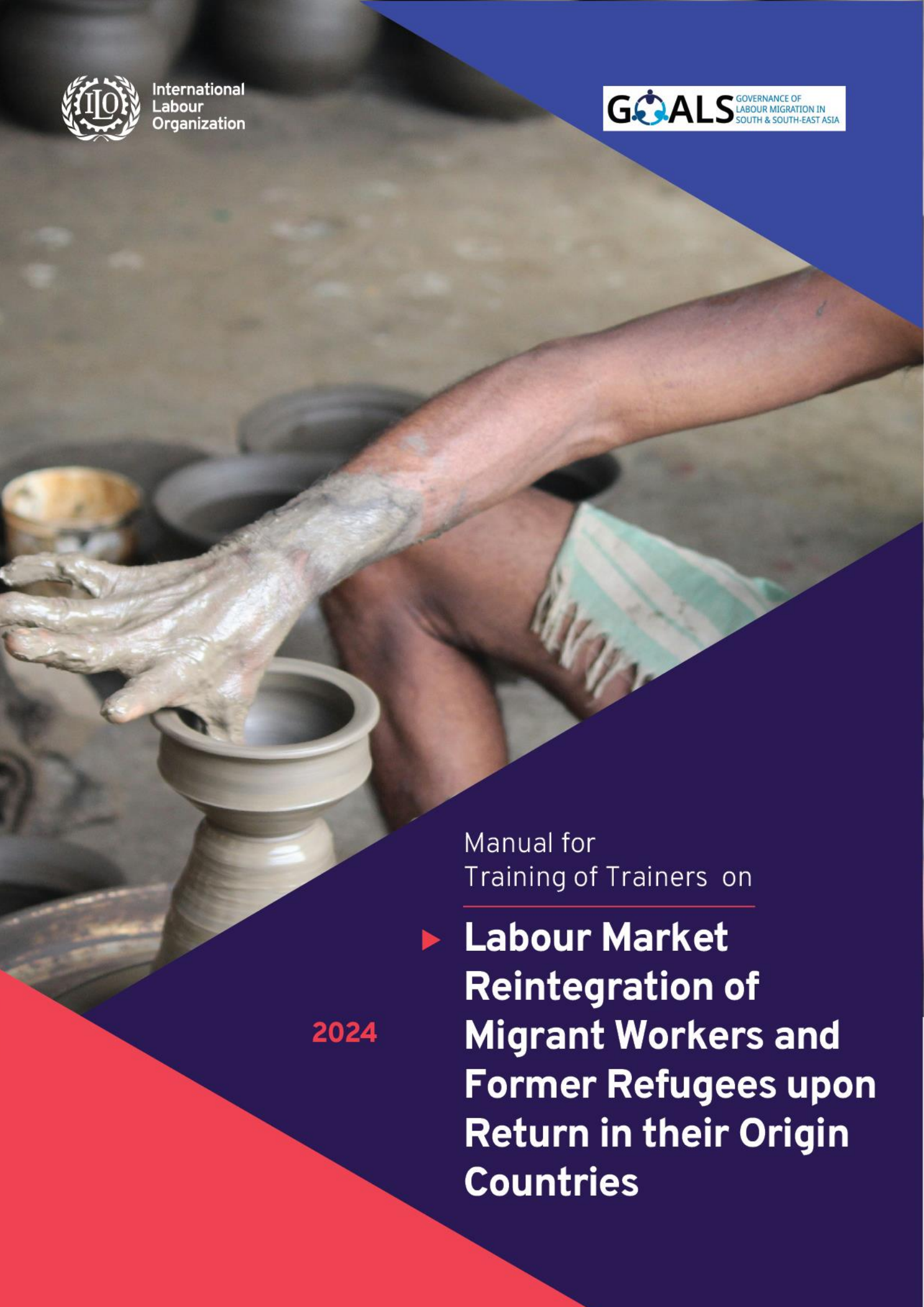




International
Labour
Organization



2024

Manual for
Training of Trainers on

▶ **Labour Market
Reintegration of
Migrant Workers and
Former Refugees upon
Return in their Origin
Countries**



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► Preface

To improve the management of labour migration, eleven Asian countries, with a high share of labour migration, established the “Colombo Process” Agreement in 2003. The impact that the COVID-19 pandemic had on migrant workers became a priority for the Process. Many migrants lost their jobs in the country of destination and had to return to their country of origin. Their reintegration in the labour market and in the society has presented both challenges and opportunities for the Colombo Process Member States, which require enhanced capacities at all levels: government officials, social partners, and other stakeholders.

To address the challenges, this training-of-trainers manual provides a step-by-step approach for designing and implementing labour market reintegration measures that build capacity. The reintegration process of migrant workers is, in many aspects, like the one of former refugees who return to their home country. The manual will also cover this group.

The manual is issued within the framework of the Governance of Labour Migration in South and South-East Asia (GOALS) project, funded by the Swiss Agency for Cooperation and Development (SDC), which is aimed at ensuring labour migration is safe, orderly, and regular for all women and men from the Colombo Process Member States through strengthened collaboration and effective migration governance. It is also part of overall ILO assistance and collaboration in promoting successful and sustainable labour market reintegration, requiring labour market opportunities, infrastructure, enabling policies, financial and non-financial services, access to assets, education, and healthcare.

The training manual is based on and should be used in conjunction with the GOALS Manual for Sustainable Reintegration of Returnee Migrant Workers in South Asia, the ILO Guidelines on labour market reintegration upon return in origin countries, and the ILO concepts and definitions paper on the same topic.

Gladys Cisneros
Chief, ILO Labour Migration Branch
Conditions of Work and Equality Department

Michiko Miyamoto
Director, ILO Decent Work Technical Support Team
(DWT) for South Asia and Country Office for India

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► Abbreviations and acronyms

AHD	Association for Humanitarian Development (Pakistan)
ASEAN	Association of Southeast Asian Nations
AVRR	Assisted Voluntary Return and Reintegration
CEDEFOP	European Centre for the Development of Vocational Training
CENTIN	Centre for Entrepreneurship and Innovation (Pakistan)
CoE	Council of Europe
DWT	Decent Work Support Team
EMN	European Migration Network
ERRIN	European Return & Integration Network
ETF	European Training Foundation
EU	European Union
GOALS	Governance of Labour Migration in South and South-East Asia
IDP	internally displaced person
ILO	International Labour Office/Organization
IOM	International Organization for Migration
ISCO	International standard classification of occupations
LFS	Labour Force Survey
MRC	Migration Resource Centre
NGO	Non-Governmental Organization
NIC	National Incubator Business Centre (Pakistan)
OECD	Organisation for Economic Co-operation and Development
OPF	Overseas Pakistan Foundation
PES	Public Employment Services
PGFRC	Pakistan-Germany Facilitation & Reintegration Centre
SDC	Swiss Agency for Development and Cooperation
SME	Small and medium size enterprises
SMEDA	Small and Medium Enterprise Development Authority
ToT	Training of Trainers
TVET	Technical and Vocational education Training

UNDESA	United Nations Department of Economic and Social Affairs
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNODOC	United Nations Office on Drugs and Crime
WAFIRA	Women as Financially Independent Rural Actors

► How to use this manual

The format of the manual will be Training-of-Trainers (ToT). Therefore, the scope of the document will be to facilitate the delivery of capacity building for the design, implementation and monitoring of labour market reintegration policies and measures for migrant workers.

Participants

Participants can be government officials, social partners, and other stakeholders. The flexibility of the training tool allows for the organisation of different typologies of events: multi-stakeholders training; capacity-building on specific aspects of labour market reintegration (e.g., skills development); knowledge sharing, etc.

Trainers' profile

To ensure the successful impact of the training package, trainers are required to possess prior knowledge on the return and reintegration process and relevant practices, as well as be aware of labour market issues.

Methodology

The manual is organized around 7 modules that can be delivered in approximately 12,5 training hours (750'), over 3 days. Each session includes trainer's notes so that the trainers can use the learning packages and tailor them to the participants' needs by expanding or shortening the training sessions. The training should be organized in a way that allows gender and diversity considerations to be taken into account.

Each module will include duration, methods, and planned learning outcomes. At the end of the main modules, participants will be actively involved in teamwork exercises that will allow them to assess what they have learned. The trainers will use these exercises to integrate the participants' needs, combining summative and formative assessment approaches.

It is recommended that the trainers carry out a quick needs assessment, at the beginning of the training, in the form of a questionnaire. The objective will be to evaluate the level of knowledge of the participants on the subject matter and adapt the content of the training modules accordingly. A sample questionnaire for needs assessment is included in Annex 1.

At the end of the training, the participants will evaluate the quality of the training through a self-assessment questionnaire (see Annex 3). In addition, at the end of each module, there is a learning verification tool, e.g., a test or a group exercise to assess the level of knowledge acquisition.

► Module 1: Opening of the workshop

Learning outcomes

After this module, participants should:

- Know each other and the trainer/s.
- Have shared their expectations and learning needs.
- Understand the workshop structure, methodology and the planned outputs.

► **Table 1. Structure of Module 1.**

Unit	Content	Teaching methods
Setting the scene and getting the participants to know each other.	Short welcome address by the trainers and round table introduction of participants.	Oral presentation
Participants' expectations of the training.	The trainers administer and then discuss with the participants the results of the needs assessment questionnaire (see Annex 1) and indicate how these needs will be met by the training.	Questionnaire Round table discussion Flipchart
1.3 Overview of the training	The trainers detail the structure and methodology of the training course, see hereinafter the Handout 1, which will be distributed among the participants.	Printed handout
1.4 Ground rules	Indicate the ground rules that should be respected during the training.	Oral presentation Flipchart Quick round table discussion for questions related to the agenda and logistics.

Total duration of Module 1 (depending on the number and profiles of participants) is 60 minutes.

Content of Module 1

1.1. Opening of the training: The trainers welcome participants and briefly introduce themselves. Then each participant will introduce him/herself, providing some basic personal and professional information.

1.2. Participants' expectations of the training: Each participant will fill in a needs assessment questionnaire to write down his/her expectations from the training. The trainers will cluster the answers from the questionnaire according to common themes or topics and transfer them to a flipchart.

1.3. Trainers will circulate a handout (see Handout N. 1 below) with the agenda, the overall learning outcomes, and the timing of different modules. Then, they will link with the expectations summed up on the flipchart and

briefly indicate how far the training can fulfil these expectations, and what might be additionally considered during the workshop.

► **Table 2. Structure of the training (Handout 1 for printing and distribution among participants).**

Modules	Duration (minutes)
Module 1: Opening of the workshop	60
1.1. Setting the scene and getting the participants to know each other. 1.2. Participants' expectations of the training and how the expectations can be met by the training. 1.3. Overview of the training 1.4. Ground rules	
Module 2: Learning the key concepts	120
2.1 Reintegration – definitions and levels of analysis 2.2 Return migration scenarios, target groups and policy challenges. The module will provide indications on how the target groups could be identified, including on their level of skills and qualifications, as well as the main policy challenges to be addressed.	
Module 3 International standards and guidance	60
3.1. The module will analyze the international standards and other frameworks that provide a basis to ensure rights-based labour migration, including issues related to return and reintegration.	
Module 4: Identification of return migrant workers' socio-economic profiles	90
4.1 Source of information 4.2 Profiling the return migrant workers	
Module 5: Content of reintegration policies	150
5.1 Labour market reintegration policies 5.2 Legal and administrative framework 5.3 Key stakeholders	
Module 6: Policy implementation	150
6.1 Labour market reintegration measures 6.2 Economic integration 6.3 Social and psychosocial re-integration 6.4 Retirement 6.5 Re-migration	
Module 7: Assessing the implementation of reintegration policies and measures	120
7.1 Policy coherence in labour market reintegration 7.2 Monitoring 7.3. Evaluation	

1.4. Ground rules: Trainers share with participants the ground rules to be respected during the workshop, e.g., being on time, mobile phones on silent, using the microphone, etc. They will highlight the different types of methodologies that will be used during the workshop and invite active participation. To keep the workshop on track with the set agenda, participants are kindly asked to create a “parking lot”, using a flipchart, where to put up questions or “park” emerging topics for later clarifications. Accordingly, at the end of each module, trainers can provide the appropriate explanations and clarifications.

▶ Module 2: Key concepts

Learning outcomes

- By the end of this module, participants should be aware of the definitions, reintegration scenarios, level of analysis and target groups involved in the reintegration process and the related terminologies.

▶ Table 3. Structure of Module 2.

Unit	Content	Teaching methods
2.1 Reintegration	<ul style="list-style-type: none"> ▶ Definitions ▶ Levels of analysis <p>The unit will discuss the main definitions of reintegration, used in the literature and by international organizations. Labour market reintegration is a multidimensional concept, and it will be analysed at structural, institutional, community and individual levels.</p>	Short lecture
2.2 Return migration scenarios and target groups	<ul style="list-style-type: none"> ▶ Scenarios ▶ Target groups <p>The unit will discuss the main return scenarios that may impact reintegration and the target groups that are usually considered for labour market reintegration, including their skills and qualifications.</p>	Short lecture
2.3 Parking lot session	Participants will raise any issues that need clarification.	Trainers analyze the questions raised by the participants and provide clarifications, as appropriate.
2.4 Learning verification	Open discussion	Participants will discuss challenges and opportunities of the labour market reintegration of migrant workers and former refugees (30'). Trainers will comment and provide feedback (15').

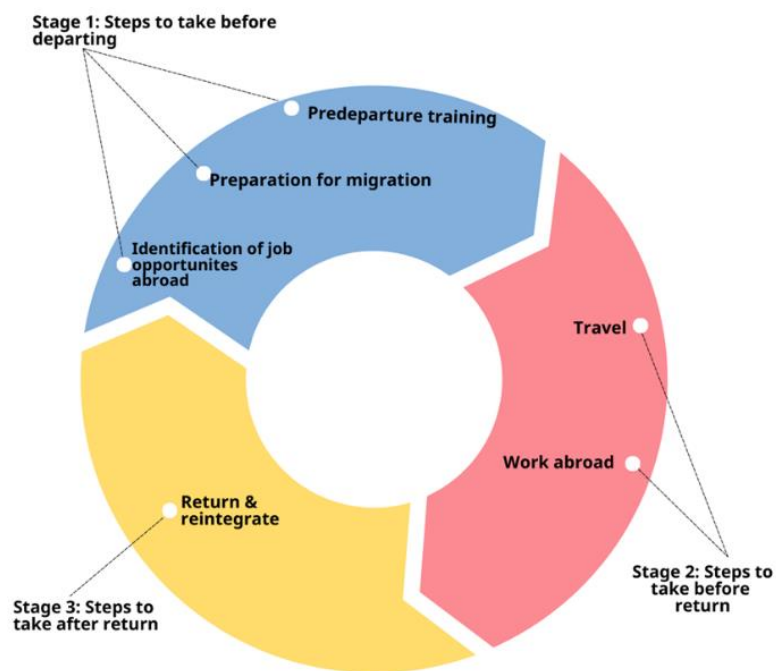
Total duration of Module 2 is 120 minutes.

Content of Module 2

Definitions

Return

- **Figure 1. Return from destination countries is a natural step of the migration cycle. (See figure below).**



According to the Statistics Division of the United Nations Department of Economic and Social Affairs, return migrants are “persons returning to their country of citizenship after having been international migrants (whether short-term or long-term) in another country and who are intending to stay in their own country for at least a year” (UNDESA, Statistics Division, 1998, p. 94).

While temporary or permanent, return is linked to different aspects, in particular: (i) if the push factors for the original migration have been addressed (e.g., lack of jobs, unsatisfactory nature of the work, lack of social protection, better education opportunities for children, etc.), (ii) the nature and the motives for the return.

Concerning the nature of the return, it can be:

- Voluntary: When migrant workers can freely choose to return or remain in the country of destination.
- Forced: This is usually based upon an administrative or judicial decision, and it is against the will of the migrants concerned.
- Assisted Voluntary Return and Reintegration (AVRR): When migrants are provided some assistance in return and reintegration.

Concerning the motives for return, they can be linked to:

- The successful completion of the migration objectives or targets (retirement, enough money saved, will open a business after return, inherited property/land).

- b. Issues linked to migration process in the destination countries (e.g. laid off by employer; end of contract; could not find work; did not like the type of job; low income; permit expired).
- c. Personal or family reasons (needed back by the family; health issues; homesick).
- d. Conflict and instability in the destination country.
- e. Restoration of stability in the country of origin (especially for former refugees).

After return, migrant workers, unless motivated by retirement, may try to find a job or remigrate. To contribute to job matching, returnees might expect: (i) support for identification of skills gaps and addressing them through training opportunities; (ii) job-search support and counselling; (iii) validation of prior learning and recognition of qualifications earned abroad. For starting their own business, returnees may expect to receive services that could include: (i) assistance in the investment of savings; (ii) business advice; (iii) access to grants for start-ups, credit and guarantee issues; (iv) training on financial literacy and business management.

Integration - The process that individuals follow to become part of the society, e.g., migrant workers, when becoming part of the hosting community in the destination countries.

Reintegration - As migrant workers were already part of their community in their origin country, their return may activate a process of reintegration.

Sustainable reintegration - A process which enables individuals to secure and sustain over time the political, economic, social and psychosocial conditions needed to maintain life, livelihood and dignity in full enjoyment of their civil, political, economic, social and cultural rights (United Nations Network on Migration, 2021).

Labour market reintegration - Returnees can find themselves in one of the following labour market reintegration processes, see Figure 2: (i) search for employment, (ii) self-employment, (iii) retirement, (iv) remigration, or (v) inactivity/dropping out of the labour force. For each reintegration process, a national reintegration policy will envisage specific measures, also trying to avoid creating tensions with the local population who has not migrated.

► **Figure 2. Return and labour market reintegration processes**



Source: Authors' elaboration.

Employment, unemployment, and self-employment constitute the process of the labour market reintegration scenario. For each situation, there are different services and support that migrant workers and former refugees may expect to receive:

Services for job search

- ▶ Information on reintegration services and labour market situation;
- ▶ Profiling of the returnees to identify their skills and potential skill gaps;
- ▶ Assessment services for the validation of prior learning and recognition of qualifications earned abroad;
- ▶ Up-skilling/re-skilling programme leading to qualifications, if appropriate;
- ▶ On-the-job training, apprenticeship programme;
- ▶ Employment counselling;
- ▶ Skills and job matching.

Services for self-employment

- ▶ Advice on self-employment options;
- ▶ Entrepreneurship training;
- ▶ Business advice (including marketing, sales, social media promotions, etc.);
- ▶ Investment advice;
- ▶ Financial literacy;
- ▶ Access to financing and credit.

In the literature, labour market and economic reintegration are terms sometimes used interchangeably. Labour market reintegration can also be a broader term, which includes measures and incentives for economic contribution to the origin country's development, such as investments in various types of assets. For instance, lack of access to credit is a strong bottleneck for entrepreneurship. Labour migration can make possible for migrants to accumulate savings, which they could invest in starting up a business once back home. In a context of high unemployment in many origin countries, small- and medium-size enterprises can be an important source of job creation and poverty reduction, making migrant entrepreneurship an important source of growth (Wahba & Zenou, 2012; Wahba, 2021).

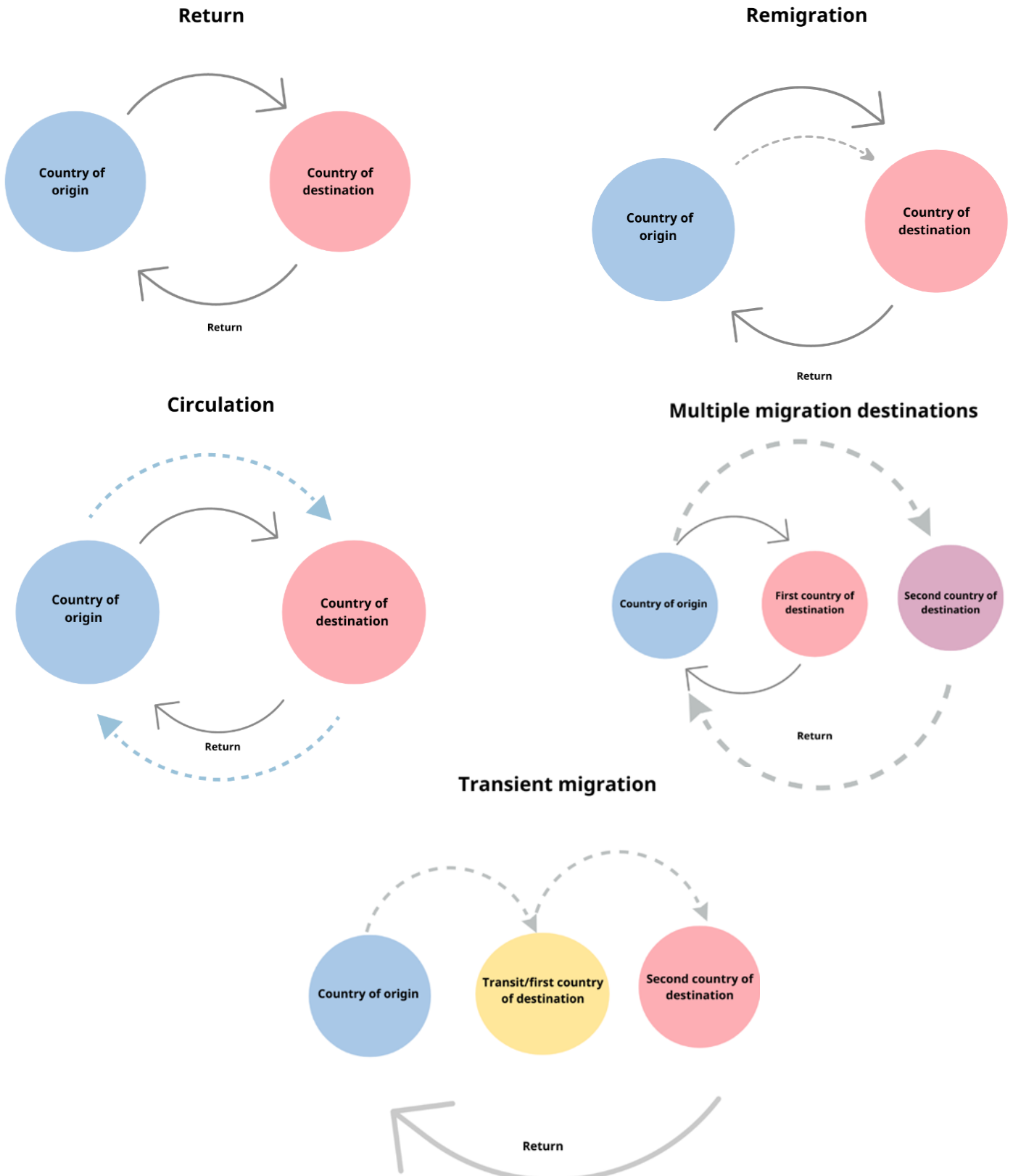
The reintegration process may require appropriate interventions, aimed at addressing other needs of the returnees, such as access to affordable housing, education, and health. Concerning housing, return migrant workers and their families may need to be assisted with temporary emergency solutions or the removal of barriers, such as the level of rental fees or the payment of security deposits. Women returnees may face additional legal inequality in law based on marital status, for example or practical (children or other dependent family members) obstacles to housing. In cases where the return has been forced or in emergency situations (such as the COVID-19 pandemic), return migrant workers and former refugees may need professional assistance to allow them to reintegrate into their families, personal networks, and local communities. This is particularly important when the migration experience of returnees has been traumatic due to discrimination, exploitation, or difficult working conditions.

Return migration scenarios

Different return migration scenarios may be noted (see Figure 3). The migration scenarios may influence the reintegration process, e.g., somebody who has intentions to re-migrate will not be interested in long-term labour

market reintegration. This information is also important at institutional level since it affects the typology, duration and cost of the reintegration services offered.

► **Figure 3. Return migration scenarios**

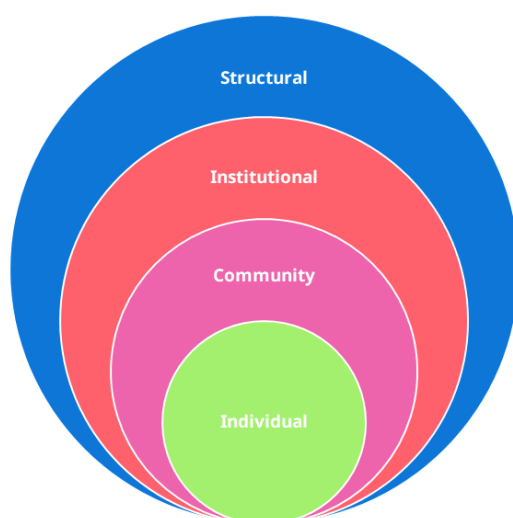


Source: Adapted from Bovenkerk 1974; Dustmann and Weiss, 2007; UNECE 2016.

Level of analysis

Labour market reintegration is a multidimensional concept that should be analysed at different levels that are overlapping, mutually connected and in continuous interaction (see Figure 4).

► **Figure 4. Labour market reintegration of return migrant workers and former refugees: Levels of analysis**



Source: Authors' elaboration.

The **structural level** of analysis refers to macro-level social forces, including social institutions and patterns of institutionalized relationships. The structural level is comprised of political, economic, social and environmental factors.

The **institutional level** includes the design of a consistent reintegration system, the identification of the institutional framework, and the modalities for the reintegration services delivery, monitoring and evaluation.

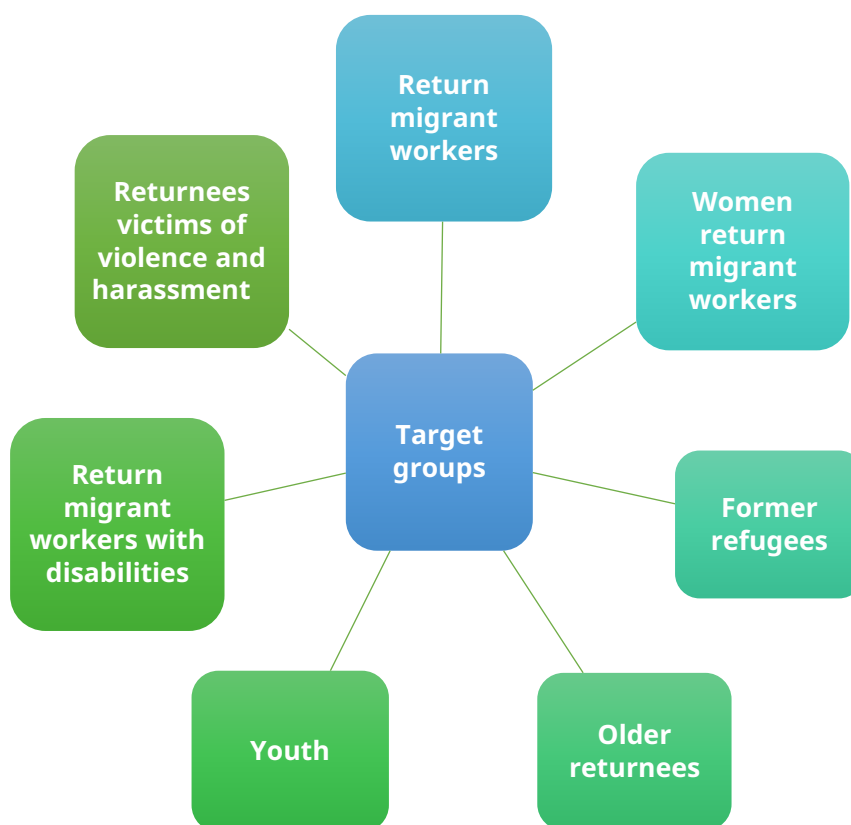
The reintegration of return migrants and former refugees is mainly realized at **community level**, where reintegration services should be available. This is also the level for addressing tensions between returnees and the local population.

At the **individual level**, the reintegration process needs to focus on the necessities of returnees and on which services are available or required.

Target groups

Regarding labour market reintegration upon return, the following target groups are usually considered, please see Figure 5. The definitions provided are policy and legal ones.

► **Figure 5. Target groups in the labour market reintegration process**



Source: Authors' elaboration.

Return migrants

There is no unified definition on return migration. The ILO Multilateral Framework on Labour Migration (2006) makes a reference to return migration in Guidelines 15.8:

“Adopting policies to encourage circular and return migration and reintegration into the country of origin, including by promoting temporary labour migration schemes and circulation-friendly visa policies;”

Former refugees

The UNHCR definition of a “returnee” states that: “A former refugee who has returned from a host country to their country of origin or former habitual residence, spontaneously or in an organized fashion, with the intention of remaining there permanently and who is yet to be fully integrate”. The UN High Commissioner for Human Rights (OHCHR) defines return as an “umbrella term to refer to all the various forms, methods, and processes by which migrants are returned or compelled to return to their country of origin or of habitual residence, or a third country. This includes, inter alia, deportation, expulsion, removal, extradition, pushback, handover, transfer, or any other return arrangement”.

Return women migrant workers

As women and men migrant workers may experience different issues throughout the migration cycle, it is important that gender considerations are mainstreamed into the entire reintegration process (labour market, economic, social, and psychosocial). For many female returnees, reintegration in the labour market can present additional challenges due to the fact that they may be maintaining care responsibilities and cannot dedicate sufficient time to the job-search process. In addition, return female migrants who have worked as a domestic worker abroad may experience difficulties in finding similar employment at home. In this regard, there is a need to promote understanding of the issues faced by returning female migrant workers that have an impact on their

opportunities for effective re-integration. There is lack of data, documented evidence, and good practices in reintegration programmes for returning female migrant workers.

Young return migrant workers

Young people may be more exposed than other workers to the risks of unemployment, inactivity, or discouragement. The ILO estimates on migrant workers make reference to youth aged 15–24 (ILO 2021b). To identify young returnees some studies may apply an age definition of 15–35 years (Hall 2022). Given the possible heterogeneity within this wider age group, it may be split into two sub-groups of 15–24 years and 25–35 years. The second group might be constituted of migrants who already have a relevant experience. For them, beside additional individual needs, the reintegration patterns could be similar to those of prime-age return migrant workers (aged 25-64).

Older return migrant workers

The challenges related to labour market reintegration older migrant workers (55-64 years of age) may vary by country. In general terms, data shows that older workers are less likely to become unemployed, but also less likely to be recruited (Konle-Seidl, 2017). To achieve the reintegration of older return migrant workers, it may be necessary that the job counsellors at the employment services use the existing active labour market programmes, in particular training and re-training, combined with recruitment incentives for the employers, if available.

Return migrants with disabilities

The UN Convention on the Rights of Persons with Disabilities (2008) includes among persons with disabilities “those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others”. While national legislation usually envisages the equality of all citizens before the law and the principle of non-discrimination, the effective integration or reintegration of persons with disabilities in the labour market can be challenging. Examples of successful integration measures can include wage subsidies, equipment, workplace adaptations, or work-experience programmes combined with vocational training (Peijen and Wilthagen 2022). Specific assistance might be needed by returnee migrants with disabilities for accessing compensation for injuries suffered abroad.

Return migrant workers, victims of violence and harassment.

There are some return migrant workers who may need more targeted interventions because they have experienced violence (including gender-based violence), exploitation, and abuse during their migration trajectory. These returnees may require special assistance to ensure their sustainable reintegration (UNODOC, 2021). In this regard, relevant services may include, taking on board the specific needs of everyone (Council of Europe, 2019):

- Shelters or crisis centers to protect the migrant workers victims of trafficking and prevent their re-trafficking;
- Livelihood: some victims violence and harassment might be without material resources. The assistance can be financial or in kind (e.g., food, clothing, etc.);
- Medical assistance: Many returnees, especially if they were victims of violence, may need health care, including sexual and reproductive health services, as well as mental health services;
- Psychological assistance is needed to help overcome the trauma to achieve a successful reintegration. This important service could present challenges in countries with limited psychiatric and psychosocial support or a shortage of psychotherapists able to deal with trauma;
- Provision of counselling, information, and legal assistance, including cross boarder litigation, for return migrant workers who wish to take action against former employers or recruitment agencies for abusive or discriminatory conditions and practices (e.g., non-payment of wages or certain benefits) (UN Women, 2024).

Temporary migrant workers

There is no unanimously accepted definition of temporary migration. According to the ILO, temporary migration can be i) for all types of employment, to fill vacant jobs, and ii) for time-bound employment, e.g., to fill seasonal

jobs in the agricultural sector, but also in tourism, construction, and entertainment. The OECD (2019) states that “a temporary migrant is a person of foreign nationality who enters a country with a visa or who receives a permit which is either not renewable or only renewable on a limited basis. Temporary migrants include seasonal workers, international students, service providers; persons on international exchange, etc.” The European Migration Network (EMN) defines temporary migration as “migration for a specific motivation and/or purpose with the intention that, afterwards, there will be a return to the country of origin or onward movement”. It should be noted that temporary migration can also imply circularity when it is repeated overtime.

Policy challenges

Challenges related to reintegration that require direct policy interventions can be also briefed here. Some of the key challenges and needs include: inadequate active labour market measures for returnee migrants, social protection programmes to cover returnee migrants; limited targeted, institutional and gender-responsive support services for reintegration; Social stigma associated with migration, especially for women migrants, limits their ability to be accepted back into their families, communities and society; limited data on returnee migrants including their diverse skills, needs, and aspirations; coordination mechanism and difficulties to take action against employer or recruiter in cases of right's violations in country of employment (wages, harassment, abusive conditions), among others.

Parking lot session

Trainers will analyse the questions raised by the participants, which have been put on the board, and provide clarifications, as appropriate.

Learning verification

Participants will reflect upon challenges and opportunities of the labour market reintegration of migrant workers and former refugees. The agreed challenges and possible policy solutions will be put on the flipchart. The time allotted for the teamwork will be 30 minutes. Trainers will make comments and address any issues, if appropriate (15 minutes).

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► Module 3 - International standards and guidance

Learning outcomes

By the end of this module, participants should be aware of the international instruments and frameworks containing clauses and guidance on return and reintegration of migrant workers.

► Table 4. Structure of Module 3.

Unit	Content	Teaching methods
3.1. International standards and guidance	The module will present the international standards and other frameworks that contain provisions and guidance on return and reintegration.	<i>Trainers' presentation.</i> A detailed list of international instruments, covering return and reintegration of migrant workers, is provided to participants before the training (see table N. 5 – Handout 2)
Learning assessment	Round table discussion for questions related to the international standards and guidance on return and reintegration	

Total duration of the module: 60 minutes.

Content of Module 3

International standards and guidance

The international labour standards are legal instruments adopted over the years by the International Labour Conference of the ILO, aimed at safeguarding the dignity and rights of migrant workers (see table 1). All international labour standards, unless otherwise stated, are applicable also to migrant workers.

► Table 5. International standards and guidance on return and reintegration of migrant workers (Handout 2).

Key theme	Specific references
Assistance to workers and members of their families wishing to return to their country of origin	<p>ILO Migration for Employment Recommendation (Revised), 1949 (No. 86).</p> <p>Para. 5 (2)</p> <p><i>The service should advise migrants and their families, in their languages or dialects or at least in a language which they can understand, on matters relating to emigration, immigration, employment and living conditions, including health conditions in the place of destination, return to the country of origin or of emigration, and generally speaking any other question which may be of interest to them in their capacity as migrants.</i></p> <p>Para. 5 (3)</p>

	<p><i>The service should provide facilities for migrants and their families with regard to the fulfilment of administrative formalities and other steps to be taken in connection with the return of the migrants to the country of origin or of emigration, should the case arise.</i></p> <p>ILO Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169)</p> <p>Para. 44</p> <p><i>44. Members, both countries of employment and countries of origin, should, when it is necessary, taking fully into account existing international labour Conventions and Recommendations on migrant workers, conclude bilateral and multilateral agreements covering issues such as right of entry and stay, the protection of rights resulting from employment, the promotion of education and training opportunities for migrant workers, social security, and assistance to workers and members of their families wishing to return to their country of origin</i></p> <p>ILO Multilateral Framework on Labour Migration (2006)</p> <p>Guideline 12.2</p> <p><i>Wherever possible facilitate migrant workers' return by providing information, training, and assistance prior to their departure and on arrival in their home country concerning the return process, the journey and reintegration;</i></p>
Compulsory return	<p>Model Agreement – Annex to ILO Recommendation No. 86. Article 25</p> <p><i>1. The competent authority of the territory of immigration undertakes that a migrant and the members of his family who have been authorised to accompany or join him will not be returned to the territory from which he emigrated unless he so desires if, because of illness or injury, he is unable to follow his occupation.</i></p> <p><i>2. The Government of the territory of immigration undertakes not to send refugees and displaced persons or migrants who do not wish to return to their country of origin for political reasons back to their territory of origin as distinct from the territory from which they were recruited, unless they formally express this desire by a request in writing addressed both to the competent authority of the territory of immigration and the representative of the body set up in accordance with the provisions of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government.</i></p>
Cost of return of migrant workers	<p>ILO Migration for Employment Convention (Revised), 1949 (No. 97). Annex II – Article 9</p> <p><i>If a migrant for employment introduced into the territory of a Member in accordance with the provisions of Article 3 of this Annex fails, for a reason for which he is not responsible, to secure the employment for which he has been recruited or other suitable employment, the cost of his return and that of the members of his family who have been authorised to accompany or join him, including administrative fees, transport and maintenance charges to the final destination, and charges for the transport of household belongings, shall not fall upon the migrant.</i></p> <p>ILO Migration for Employment Recommendation (Revised), 1949 (No. 86). Para. 18 (2)(f)</p> <p><i>(2) Any such agreement should provide—</i></p> <p><i>(f) that the costs of the return of the migrant and the members of his family and of the transport of their household belongings to their final destination shall not fall on him.</i></p> <p>Model Agreement – Annex to ILO Recommendation No. 86. Article 26 (1)</p>

	<p><i>The cost of the return journey of a migrant introduced under a plan sponsored by the Government of the territory of immigration, who is obliged to leave his employment for reasons for which he is not responsible, and who cannot, in virtue of national laws and regulations, be placed in an employment for which he is eligible, shall be regulated as follows:</i></p> <p><i>(a) the cost of the return journey of the migrant, and persons dependent upon him, shall in no case fall on the migrant himself;</i></p> <p><i>(b) supplementary bilateral agreements shall specify the method of meeting the cost of this return journey;</i></p> <p><i>(c) in any case, even if no provision to this effect is included in a bilateral agreement, the information given to migrants at the time of their recruitment shall specify what person or agency is responsible for defraying the cost of return in the circumstances mentioned in this Article.</i></p>
Enhanced protection, through multilateral and bilateral agreements, to migrants wishing to return	<p>ILO Employment Promotion and Protection against Unemployment Recommendation, 1988 (No. 176)</p> <p>Para. 9</p> <p><i>Members should give consideration to the conclusion of bilateral and multilateral agreements which provide for assistance to foreign workers protected by their legislation who freely wish to return to the territory of the State of which they are nationals or in which they formerly resided. Where such agreements do not exist, Members should provide, through national legislation, financial assistance to the workers concerned.</i></p>
Equitable process of labour migration	<p>ILO Multilateral Framework on Labour Migration (2006)</p> <p>Principle 12</p> <p><i>An orderly and equitable process of labour migration should be promoted in both origin and destination countries to guide men and women migrant workers through all stages of migration, in particular, planning and preparing for labour migration, transit, arrival and reception, return and reintegration. 9 (Convention No. 97 and Recommendation No. 86; Convention No. 110 (Arts. 18 and 26.1(i)).)</i></p>
Exemption from customs duties of personal effects of migrant workers on the return to the country of origin	<p>ILO Migration for Employment Convention (Revised), 1949 (No. 97). Annex III – Article 2</p> <p><i>1. Personal effects belonging to migrants for employment and members of their families who have been authorised to accompany or join them shall be exempt from customs duties on the return of the said persons to their country of origin if such persons have retained the nationality of that country at the time of their return there.</i></p> <p><i>2. Portable hand-tools and portable equipment of the kind normally owned by workers for the carrying out of their particular trades belonging to migrants for employment and members of their families who have been authorised to accompany or join them shall be exempt from customs duties on return of the said persons to their country of origin if such persons have retained the nationality of that country at the time of their return there and if such tools and equipment can be shown at the time of importation to be in their actual ownership or possession, to have been in their possession and use for an appreciable time, and to be intended to be used by them in the course of their occupation.</i></p>
Migrants affected by crisis situations	<p>ILO Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)</p> <p>X - Para. 26</p>

	<p><i>Taking into account that special attention should be given to migrants, especially migrant workers, who have been made particularly vulnerable by crisis, Members should take measures, in accordance with national law and applicable international law, to:</i></p> <p><i>(a) eliminate forced or compulsory labour, including trafficking in persons;</i></p> <p><i>(b) promote, as appropriate, the inclusion of migrants in host societies, through access to labour markets, including entrepreneurship and income-generation opportunities, and through decent work;</i></p> <p><i>(c) protect and seek to ensure labour rights and a safe environment for migrant workers, including those in precarious employment, women migrant workers, youth migrant workers and migrant workers with disabilities, in all sectors;</i></p> <p><i>(d) give due consideration to migrant workers and their families in shaping labour policies and programmes dealing with responses to conflicts and disasters, as appropriate; and</i></p> <p><i>(e) facilitate the voluntary return of migrants and their families in conditions of safety and dignity.</i></p>
<p>Repatriation of domestic workers</p>	<p>ILO Domestic Workers Convention, 2011 (No. 189)</p> <p>Article 7(j)</p> <p><i>Each Member shall take measures to ensure that domestic workers are informed of their terms and conditions of employment in an appropriate, verifiable and easily understandable manner and preferably, where possible, through written contracts in accordance with national laws, regulations or collective agreements, in particular:</i></p> <p><i>(j) the terms of repatriation, if applicable;</i></p> <p>Article 8(4)</p> <p><i>4. Each Member shall specify, by means of laws, regulations or other measures, the conditions under which migrant domestic workers are entitled to repatriation on the expiry or termination of the employment contract for which they were recruited.</i></p> <p>ILO Domestic Workers Recommendation, 2011 (No. 201)</p> <p>Paras. 22,</p> <p><i>Members should, after consulting with the most representative organizations of employers and workers and, where they exist, with organizations representative of domestic workers and those representative of employers of domestic workers, consider specifying by means of laws, regulations or other measures, the conditions under which migrant domestic workers are entitled to repatriation at no cost to themselves on the expiry or termination of the employment contract for which they were recruited.</i></p>
<p>Repatriation of fishers</p>	<p>ILO Work in Fishing Convention, 2007 (No. 188)</p> <p>Article 21</p> <p><i>1. Members shall ensure that fishers on a fishing vessel that flies their flag and that enters a foreign port are entitled to repatriation in the event that the fisher's work agreement has expired or has been terminated for justified reasons by the fisher or by the fishing vessel owner, or the fisher is no longer able to carry out the duties required under the work agreement or cannot be expected to carry them out in the specific circumstances. This also applies to fishers from that vessel who are transferred for the same reasons from the vessel to the foreign port.</i></p> <p><i>2. The cost of the repatriation referred to in paragraph 1 of this Article shall be borne by the fishing vessel owner, except where the fisher has been found, in accordance with</i></p>

	<p><i>national laws, regulations or other measures, to be in serious default of his or her work agreement obligations.</i></p> <p><i>3. Members shall prescribe, by means of laws, regulations or other measures, the precise circumstances entitling a fisher covered by paragraph 1 of this Article to repatriation, the maximum duration of service periods on board following which a fisher is entitled to repatriation, and the destinations to which fishers may be repatriated.</i></p> <p><i>4. If a fishing vessel owner fails to provide for the repatriation referred to in this Article, the Member whose flag the vessel flies shall arrange for the repatriation of the fisher concerned and shall be entitled to recover the cost from the fishing vessel owner.</i></p> <p><i>5. National laws and regulations shall not prejudice any right of the fishing vessel owner to recover the cost of repatriation under third party contractual agreements.</i></p>
Repatriation of migrants subjected to forced or compulsory labour	<p>ILO Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)</p> <p>Para. 11(c)</p> <p><i>11. Taking into account their national circumstances, Members should take the most effective protective measures for migrants subjected to forced or compulsory labour, irrespective of their legal status in the national territory, including:</i></p> <p><i>(c) facilitation of safe and preferably voluntary repatriation.</i></p>
Return journey	<p>Model Agreement – Annex to ILO Recommendation No. 86. Article 26 (2)</p> <p><i>In accordance with the methods of co-operation and consultation agreed upon under Article 28 of this Agreement, the two parties shall determine the measures necessary to organise the return home of the said persons and to assure to them in the course of the journey the conditions of health and welfare and the assistance which they enjoyed during the outward journey.</i></p>
Return and reintegration of migrant workers	<p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990. Article 67</p> <p><i>1. States Parties concerned shall co-operate as appropriate in the adoption of measures regarding the orderly return of migrant workers and members of their families to the State of origin when they decide to return, or their authorization of residence or employment expires or when they are in the State of employment in an irregular situation.</i></p> <p><i>2. Concerning migrant workers and members of their families in a regular situation, States Parties concerned shall co-operate as appropriate, on terms agreed upon by those States, with a view to promoting adequate economic conditions for their resettlement and to facilitating their durable social and cultural reintegration in the State of origin.</i></p> <p>ILO Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)</p> <p>XI - Paras. 37-40</p> <p><i>37. When the security situation in the country of origin of refugees has improved sufficiently, Members should collaborate to facilitate the voluntary repatriation of refugees in conditions of safety and dignity, and to support their labour market reintegration, including with the assistance of international organizations.</i></p> <p><i>38. Members should collaborate with the ILO and relevant stakeholders to develop specific programmes for returnees to facilitate their vocational training and reintegration in the labour market.</i></p> <p><i>39. Members should collaborate, including with the assistance of relevant international organizations, to support the socio-economic integration of returnees in their countries</i></p>

	<p><i>of origin, through measures set out in Parts IV to IX, as appropriate, in a manner which supports the economic and social development of local populations.</i></p> <p><i>40. Taking into account the principle of burden- and responsibility sharing, Members should support countries of origin to strengthen their capacity and build resilience, including through development assistance, by investing in local communities in which returnees are reintegrated and by promoting full, productive, freely chosen employment and decent work.</i></p> <p>ILO Guiding Principles on the Access of Refugees and Other Forcibly Displaced Persons to the Labour Market</p> <p><i>E. Voluntary repatriation and reintegration of returnees.</i></p> <p><i>X 29. Countries of origin should reintegrate refugee returnees in their labour market. The ILO and its Members in a position to do so should provide assistance to countries of origin in areas of refugee returnees in creating employment and decent work for all, as well as livelihoods and self-reliance.</i></p> <p><i>X 30. Members should develop appropriate protection frameworks, in consultation with countries of origin, to support refugees and other forcibly displaced persons upon their voluntary return to and reintegration in their home countries, in accordance with obligations under international law, including refugee law and human rights law as applicable.</i></p>
Return of migrant workers in case of illness	<p>ILO Migration for Employment Convention (Revised), 1949 (No. 97). Article 8(1)</p> <p><i>1. A migrant for employment who has been admitted on a permanent basis and the members of his family who have been authorised to accompany or join him shall not be returned to their territory of origin or the territory from which they emigrated because the migrant is unable to follow his occupation by reason of illness contracted or injury sustained subsequent to entry, unless the person concerned so desires or an international agreement to which the Member is a party so provides.</i></p>
Return of nursing personnel	<p>ILO Nursing Personnel Recommendation, 1977 (No. 157)</p> <p>XIII - Para. 64</p> <p><i>(1) Nursing personnel undergoing education or training abroad should be able to obtain appropriate financial aid, on conditions to be determined by multilateral or bilateral agreements or national laws or regulations.</i></p> <p><i>(2) Such aid may be made dependent on an undertaking to return to their country within a reasonable time and to work there for a specified minimum period in a job corresponding to the newly acquired qualifications, on terms at least equal to those applicable to other nationals.</i></p>
Returning nationals duly received	<p>UN 2030 Agenda for Sustainable Development (2015). Para. 29</p> <p><i>29. We recognize the positive contribution of migrants for inclusive growth and sustainable development. We also recognize that international migration is a multi-dimensional reality of major relevance for the development of countries of origin, transit and destination, which requires coherent and comprehensive responses. We will cooperate internationally to ensure safe, orderly and regular migration involving full respect for human rights and the humane treatment of migrants regardless of migration status, of refugees and of displaced persons. Such cooperation should also strengthen the resilience of communities hosting refugees, particularly in developing countries. We underline the right of migrants to return to their country of citizenship and recall that States must ensure that their returning nationals are duly received.</i></p>

Right to return	<p>Universal Declaration of Human Rights. Article 13 (2)</p> <p><i>Everyone has the right to leave any country, including his own, and to return to his country.</i></p>
Safe and dignified return and readmission, as well as sustainable reintegration	<p>UN Global Compact for Safe, Orderly and Regular Migration (2018)</p> <p>Objective 21</p> <p><i>OBJECTIVE 21: Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration.</i></p> <p><i>We commit to facilitate and cooperate for safe and dignified return and to guarantee due process, individual assessment and effective remedy, by upholding the prohibition of collective expulsion and of returning migrants when there is a real and foreseeable risk of death, torture, and other cruel, inhuman, and degrading treatment or punishment, or other irreparable harm, in accordance with our obligations under international human rights law. We further commit to ensure that our nationals are duly received and readmitted, in full respect for the human right to return to one's own country and the obligation of States to readmit their own nationals. We also commit to create conducive conditions for personal safety, economic empowerment, inclusion and social cohesion in communities, in order to ensure that reintegration of migrants upon return to their countries of origin is sustainable. To realize this commitment, we will draw from the following actions:</i></p> <p><i>a) Develop and implement bilateral, regional and multilateral cooperation frameworks and agreements, including readmission agreements, ensuring that return and readmission of migrants to their own country is safe, dignified and in full compliance with international human rights law, including the rights of the child, by determining clear and mutually agreed procedures that uphold procedural safeguards, guarantee individual assessments and legal certainty, and by ensuring they also include provisions that facilitate sustainable reintegration.</i></p> <p><i>b) Promote gender-responsive and child-sensitive return and reintegration programmes, that may include legal, social and financial support, guaranteeing that all returns in the context of such voluntary programmes effectively take place on the basis of the migrant's free, prior and informed consent, and that returning migrants are assisted in their reintegration process through effective partnerships, including to avoid they become displaced in the country of origin upon return.</i></p> <p><i>c) Cooperate on identification of nationals and issuance of travel documents for safe and dignified return and readmission in cases of persons that do not have the legal right to stay on another State's territory, by establishing reliable and efficient means of identification of own nationals such as through the addition of biometric identifiers in population registries, and by digitalizing civil registry systems, with full respect to the right to privacy and protection of personal data.</i></p> <p><i>d) Foster institutional contacts between consular authorities and relevant officials from countries of origin and destination, and provide adequate consular assistance to returning migrants prior to return by facilitating access to documentation, travel documents, and other services, in order to ensure predictability, safety and dignity in return and readmission.</i></p> <p><i>e) Ensure that the return of migrants who do not have the legal right to stay on another State's territory is safe and dignified, follows an individual assessment, is carried out by competent authorities through prompt and effective cooperation between countries of origin and destination, and allows all applicable legal remedies to be exhausted, in compliance with due process guarantees, and other obligations under international human rights law.</i></p> <p><i>f) Establish or strengthen national monitoring mechanisms on return, in partnership with relevant stakeholders, that provide independent recommendations on ways and means</i></p>

	<p>to 30 strengthen accountability, in order to guarantee the safety, dignity, and human rights of all returning migrants.</p> <p><i>g) Ensure that return and readmission processes involving children are carried out only after a determination of the best interests of the child, take into account the right to family life, family unity, and that a parent, legal guardian or specialized official accompanies the child throughout the return process, ensuring that appropriate reception, care and reintegration arrangements for children are in place in the country of origin upon return.</i></p> <p><i>h) Facilitate the sustainable reintegration of returning migrants into community life by providing them equal access to social protection and services, justice, psycho-social assistance, vocational training, employment opportunities and decent work, recognition of skills acquired abroad, and financial services, in order to fully build upon their entrepreneurship, skills and human capital as active members of society and contributors to sustainable development in the country of origin upon return</i></p> <p><i>i) Identify and address the needs of the communities to which migrants return by including respective provisions in national and local development strategies, infrastructure planning, budget allocations and other relevant policy decisions and cooperating with local authorities and relevant stakeholders.</i></p>
<p>Social benefits for return migrant workers</p>	<p>ILO Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)</p> <p>Article 26</p> <p><i>1. Members shall take account of the fact that there are many categories of persons seeking work who have never been, or have ceased to be, recognised as unemployed or have never been, or have ceased to be, covered by schemes for the protection of the unemployed. Consequently, at least three of the following ten categories of persons seeking work shall receive social benefits, in accordance with prescribed terms and conditions:</i></p> <p><i>(i) Migrant workers on return to their home country, except in so far as they have acquired rights under the legislation of the country where they last worked.</i></p>
<p>Support to receive and reintegrate returnees</p>	<p>UN Global Compact on Refugees (2018)</p> <p>Point 89</p> <p><i>In addition, States and relevant stakeholders will contribute resources and expertise to support countries of origin upon their request with respect to social, political, economic and legal capacity to receive and reintegrate returnees, notably women, youth, children, older persons and persons with disabilities. This may include support for development, livelihood and economic opportunities and measures to address housing, land and property issues. Contributions will be provided for direct repatriation support to returnees in the form of cash and other assistance, where appropriate. Depending on the context, concerned countries may seek technical guidance on measures to avoid further forced displacement on return (internal or cross-border), and to take into account the situation of internally displaced and non-displaced resident populations. Relevant stakeholders will work with authorities, as appropriate, to support information sharing on protection risks in areas of return and the establishment of systems for analysis of such risks.</i></p>
<p>Sustainable reintegration of returning refugees</p>	<p>UN Global Compact on Refugees (2018)</p> <p>3.1 Support for countries of origin and voluntary repatriation</p> <p>87. Voluntary repatriation in conditions of safety and dignity remains the preferred solution in the majority of refugee situations.</p>

	<p>88. Accordingly, without prejudice to ongoing support to host countries the international community as a whole will contribute resources and expertise to support countries of origin, upon their request, to address root causes, to remove obstacles to return, and to enable conditions favourable to voluntary repatriation. These efforts will take into account existing political and technical mechanisms for coordinating humanitarian, peace-building and development interventions, and be in line with the 2030 Agenda for Sustainable Development. In some contexts, it is useful for relevant States and UNHCR to conclude tripartite agreements to facilitate voluntary repatriation.</p> <p>89. In addition, States and relevant stakeholders will contribute resources and expertise to support countries of origin upon their request with respect to social, political, economic and legal capacity to receive and reintegrate returnees, notably women, youth, children, older persons and persons with disabilities. This may include support for development, livelihood and economic opportunities and measures to address housing, land and property issues. Contributions will be provided for direct repatriation support to returnees in the form of cash and other assistance, where appropriate. Depending on the context, concerned countries may seek technical guidance on measures to avoid further forced displacement on return (internal or cross-border), and to take into account the situation of internally displaced and non-displaced resident populations.</p>
<p>Voluntary return of migrant workers with scarce skills</p>	<p>ILO Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169)</p> <p><i>42. Developing emigration countries, in order to facilitate the voluntary return of their nationals who possess scarce skills, should-</i></p> <p><i>(a) provide the necessary incentives; and</i></p> <p><i>(b) enlist the co-operation of the countries employing their nationals as well as of the International Labour Office and other international or regional bodies concerned with the matter.</i></p>

In addition to the above listed instruments, there other agreements and directives that may include provisions on return and reintegration of migrant workers, such as the regional frameworks and bilateral labour migration agreements (BLMAs).

Regional frameworks and directives

Regional frameworks, aiming at facilitating the reintegration of return migrants, include:

- ▶ The ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (the Cebu Declaration, 2007);
- ▶ The ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (2017)
- ▶ The ASEAN Guidelines on effective return and reintegration of migrant workers (2020)
- ▶ The Council of Europe 1977 European Convention on the Legal Status of Migrant Workers,¹ which contains several provisions relevant to return and reintegration (Art. 14(5), Art. 15, Art. 30).
- ▶ The EU Return Directive 2008/115/EC (EC 2008,) stipulates “return” as the “process of a third-country national going back – whether in voluntary compliance with an obligation to return, or enforced to: (i) his or her country of origin, or (ii) a country of transit in accordance with Community or bilateral readmission agreements or other arrangements, or (iii) another third country, to which the third-country national concerned voluntarily decides to return and in which he or she will be accepted.”

¹ CETS 093 - European Convention on the Legal Status of Migrant Workers (coe.int).

- ▶ The Migration Policy Framework for Africa (MPFA) (2018) which calls for socio-economic assistance for the reintegration process to be sustainable.

Bilateral labour migration agreements

Labour migration aspects, including return and reintegration, have been considered in many BLMAs. The boxes 1 and 2 below refer to agreements related to return of migrant workers and former refugees. Some of the policy issues that BLMAS need to cover in this area include (UNMN, 2022):

Is there a policy or a legal framework, specifying return modalities and safeguards for migrant workers, in line with international standards?

Are there specific sustainable reintegration measures that can facilitate labour market reintegration in origin countries? Do these measures address the gender-responsive concerns and needs of all migrant workers, and if so, how?

Are there measures to ensure protection of wages? Are there legal services available to migrant workers to assist them in claiming their unpaid wages, including after they have returned to their country of origin?

- ▶ **Box 1. Agreement between the Kingdom of Spain and the Republic of Ecuador for the Regulation and Control of Migratory Flows (extracts).**

CHAPTER V

The migrants' return

Article 13

The contracting parties undertake to adopt coordinated measures to organize voluntary repatriation programmes for Ecuadorian migrant workers to their country of origin. To this end, steps shall be taken to promote re-entry of migrant workers in Ecuador with the value added from their immigration experience as a factor for economic, social, and technological development. The contracting parties shall thus encourage the development of projects with their own resources and resources from international cooperation organizations for vocational training of the migrant and recognition of the vocational training received in Spain; to promote the establishment of small and medium enterprises of migrants who return to Ecuador; to create binational corporations linking employers and workers; and in other areas of economic and social development, to encourage activities that promote the training of human resources and the transfer of technology.

Source: Unofficial translation from the original Spanish at <https://www.ilo.org/global/topics/labour-migration>

- ▶ **Box 2. Tripartite agreement governing the voluntary repatriation of Somali refugees living in Kenya, 2013.**

In order to organize the voluntary repatriation of refugees and their reintegration in Somalia, the agreement established a Tripartite Commission. The Commission was tasked to determine the overall policies and provide guidance and recommendations to the Signatory Parties on their implementation.

With a view to ensuring that voluntary repatriation is sustainable, the Parties envisaged the strengthening and expansion of the Somali development, security and humanitarian assistance programmes, focusing wherever possible on local community to facilitate the reintegration of the returnees. In particular:

“Article 12.4: With a view to ensuring that voluntary repatriation is sustainable, the Parties may advocate for the strengthening and expansion of the Federal Republic of Somalia's 'national development, security and humanitarian assistance programs, focusing wherever possible on local community development in key areas of return to facilitate reintegration of the returnees”

“Article 25 (XI): Recognize as appropriate and in accordance with applicable national law, certifications, qualifications and skills obtained from recognized institutions while residing in Kenya”

Article 25 (XV): Facilitate the reintegration of the returnees and their enjoyment of all the social, economic, civil, natural and political rights provided for in the laws of the country, including fair and equal access to public services.

Source: <https://www.refworld.org/pdfid/5285e0294.pdf>

An example of cooperation between country of origin and destination for the reintegration of return migrant workers is offered by the bilateral agreement between India and Germany (see Box 3).

► **Box 3. Agreement between the Government of the Federal Republic of Germany and the Government of the Republic of India on a comprehensive migration and mobility partnership**

The agreement was signed in New Delhi on the 5th of December 2022 and entered into force on the 7th of March 2023.

Article 13 – Voluntary return and reintegration

(1) Both Parties shall promote the voluntary return of nationals of the other Party who are subject to a return decision. If the person irregularly staying in the territory of one Party refuses voluntary return, the requesting Party, in accordance with the applicable laws, shall resort to forced return on a case-by-case basis, after verification of the nationality of this person by the requested Party.

(2) Without prejudice to Article 12 (Forced return of persons requested to leave the country), the German Party shall endeavour to provide all Indian citizens required to leave the territory of the Federal Republic of Germany with advice on returns as well as on financial support for voluntary returns (REAG/GARP and Starthilfe Plus). Moreover, information shall be provided on reintegration assistance to returnees to the Republic of India through the new reintegration programme by Frontex, which is planned as a continuation of the European Return and Reintegration Network (ERRIN).

(3) The German Party shall advocate for the development of suitable project ideas to offer reintegration support to Indian returnees or to support the capacity-building process within the Indian administration taking into account existing resources and in line with the needs of the German Party and the Indian Party and possibly European Union needs.

Source : <https://treaties.un.org/doc/Publication/UNTS/No%20Volume/57721/Part/I-57721-0800000280611726.pdf>

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UNMN, 2022. Guidance on Bilateral Labour Migration Agreements (BLMAs). https://migrationnetwork.un.org/sites/g/files/tmzbd1416/files/resources_files/blma_guidance_final.pdf

► Module 4 – Identification of return migrant workers’ socio-economic profiles

Learning outcomes

This module will build a good understanding on how migrant workers’ reintegration needs could be profiled and analyzed.

► **Table 6. Structure of Module 4.**

Unit	Content	Teaching methods
4.1 Data collection tools for return and reintegration	Measuring return and reintegration	Trainers’ presentation
4.2 Socio-economic characteristics of returnees	Identification of needs of returnees	
Parking lot session	Participants will raise any issues that need clarification	Trainers analyze the questions raised by the participants and provide clarifications, as appropriate.
Learning verification	Brainstorming	Participants will elaborate on two topics: reasons for (i) return and (ii) re-migration (30 minutes). Trainers will comment and give feedback (15 minutes).

Total duration of the module: 90 minutes.

Content of Module 4

4.1 Data collection tools for return and reintegration

Reintegration policies need to be built upon reliable and up-to-date data and information. The main sources are the followings:

a. Survey

Household surveys

The ILO has developed several Labour Migration Modules, for attachment to a Labour Force Survey (LFS), which may contain information on return. The value of attaching such a module to a LFS is in the combined use of information because it can allow to assess to what extent persons with previous migration experience are re-integrated into the labour market in the country of origin. This can be done only if the survey is designed to capture return migrants. Otherwise, the measurement of return migration and reintegration is more suitable, using a specialized migration survey.

In Europe, the ILO migration modules have been implemented in 2012 in Moldova and Ukraine. In Moldova, the labour force survey used three questionnaires (A, B and C). The target group was 15–64 years. Questionnaire A

collected information on household members living abroad; Questionnaire B on household members who had not been abroad in the previous 24 months, but who intended to migrate within six months following the survey date; and Questionnaire C on household members who had been abroad in the previous 24 months, but who had returned and were residing in Moldova at the time of the survey. Returnees are further divided into two groups according to whether or not they intended to leave Moldova again to work or look for work abroad within six months following the survey date (ILO, 2017a).

Similarly, the State Statistics Service of Ukraine, in collaboration with the ILO, implemented the migration module in the LFS to measure labour migration and analyse the demographic and socio-economic characteristics of Ukrainian migrant workers (ILO, 2017b). The coverage was extended to capture short-term migrant workers, as the geographic focus was on border regions, characterised by cross-border migration movements. The questionnaire included four sections (A; B; C and D): Section A is used to identify migrant workers; Section B gathers detailed information on their demographic and socio-economic characteristics; Section C aims to identify potential migrant workers by asking non-migrants and returned migrant workers about their intentions to migrate, during the next six months, following the survey date; and Section D collects information on remittances received by the households.

Recruitment cost surveys, depending on the target population selected by the origin country, can cover return migrant workers. These surveys can be either stand-alone or attached as a module to an existing parent survey, e.g., LFS or other. With the modular approach, the main challenge is the sampling design to make sure that return migrant workers are adequately captured. Currently, most of the recruitment cost surveys are independent surveys, and there are a few modular ones, attached to existing specialized migration surveys, and to LFS. There has been limited implementation of this type of surveys due to cost implications.

b. Census

Most censuses include questions that can be used to identify the stock and/or flow of migrants. Censuses usually ask about place of usual residence five years before the census. Some countries ask about usual residence 1 or 10 years before the census. Combined with place of birth, previous residence information can identify return migrants. Some countries also include a question on "ever resided abroad".

c. Administrative sources

Some countries maintain continuous migration registration systems; however, they tend to collect information on those arriving but not on those leaving, with a few exceptions, e.g., Australia, New Zealand, Japan, etc. Despite of the fact that these systems may present challenges for analysing migration, they have the advantage of generating information on regular basis vis-a-vis the population census, which may take place every ten years.

4.2 Profiling returnees

An effective and sustainable labour market reintegration should be based upon accurate and reliable data on the needs of return migrant workers and former refugees. A model questionnaire has been included in Annex 2. The relevant data on migrants that are necessary for designing an effective reintegration policies and programmes include:

Household and personal data

- Age;
- Sex;
- Marital status;
- Persons in the household;
- Level of education attained. The education attainment is classified according to the nine levels of the ISCED 2011:

Reintegration into the labour market can require specific support for return migrant workers with disabilities.

Migrant history

Migration history allows for taking stock of education and training obtained, while abroad, as well as work experience:

- Duration of migration
- Reasons for return
- Education and training, while abroad:
- Employment abroad by branch of economic activity and occupation

Experience since return

The profile of returnees should be completed by data and information related to the reintegration experiences since return:

Labour force status:

- Employed
- Unemployed
- Inactive

If the returnees are still looking for employment, it would be helpful to ask them which kind of services they would expect to receive.

Returnees can be asked if they intend to remigrate and in this perspective which kind of support they would expect to receive for a regular re-migration.

Measuring vulnerabilities of return migrant workers and former refugees

One of the key challenges of measuring return and reintegration of migrant workers is linked to the difficulty in capturing their vulnerabilities. Disaggregated data, for instance, on gender and other grounds of discrimination/stigma, are needed. There is also a growing necessity to measure the overlapping aspects of multiple vulnerabilities on other grounds (age, gender, diversity approach). To do this, there is a need to collect and use both quantitative and qualitative data (Sheppard, 2011).

Parking lot session

Trainers will analyze the questions raised by the participants, which have been put on the board, and provide clarifications, as appropriate.

Learning verification

Participants will discuss on the reasons for return and re-migration. Agreements reached by the participants will be noted down on a flipchart. Time allotted for the teamwork will be 15 minutes each of the discussion items. Trainers will make comments and address any issues, if appropriate (15 minutes).

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► Module 5 – Content of labour market reintegration policies

Learning outcomes

The participants should have a good understanding of what a labour market reintegration policy should encompass and who are the main stakeholders for its design and implementation.

► **Table 7. Structure of Module 5.**

Unit	Content	Teaching methods
5.1 Labour market reintegration policies	Labour market reintegration of return migrant workers and its importance for origin countries.	Trainers' presentation
5.2 Labour market reintegration policies	What is a labour market reintegration policy, and its legal and administrative framework?	Trainers' presentation
5.3- Key stakeholders	Role and functions of the stakeholders involved in design, implementation, monitoring and evaluation of labour market reintegration policies.	Trainers' presentation
Parking lot session	Participants will raise any issues that need clarification.	Trainers analyze the questions raised by the participants and provide clarifications, as appropriate.
Learning verification	Role play	Simulation of job interviews of returnees for finding employment upon return.

Total duration of the module: 150 minutes.

Content of Module 5

5.1. Labour market reintegration of return migrant workers and its importance for origin countries

Return migrant workers could contribute to economic growth and development of origin countries through the financial, human, and social capital they have accumulated abroad. Financial capital represents migrant workers' savings, gained while abroad (Cassarino 2004). Remittances are also a form of financial capital, which refer to the earnings that migrant workers send back home either as cash or goods to support their families (Rata, n.d.). Remittances and savings could be an important source of productive investments. That is why, policies and measures are needed to foster their productive use and address issues linked to bureaucracy and red tape, which may impact negatively on the returnees' efforts to invest after they return. It should be noted that not all migrants, who go back, will have been successful abroad in accumulating financial capital and have the possibility to set up a business. They will need adequate support in terms of employment measures to reintegrate into the domestic labour market (Wahba, 2021).

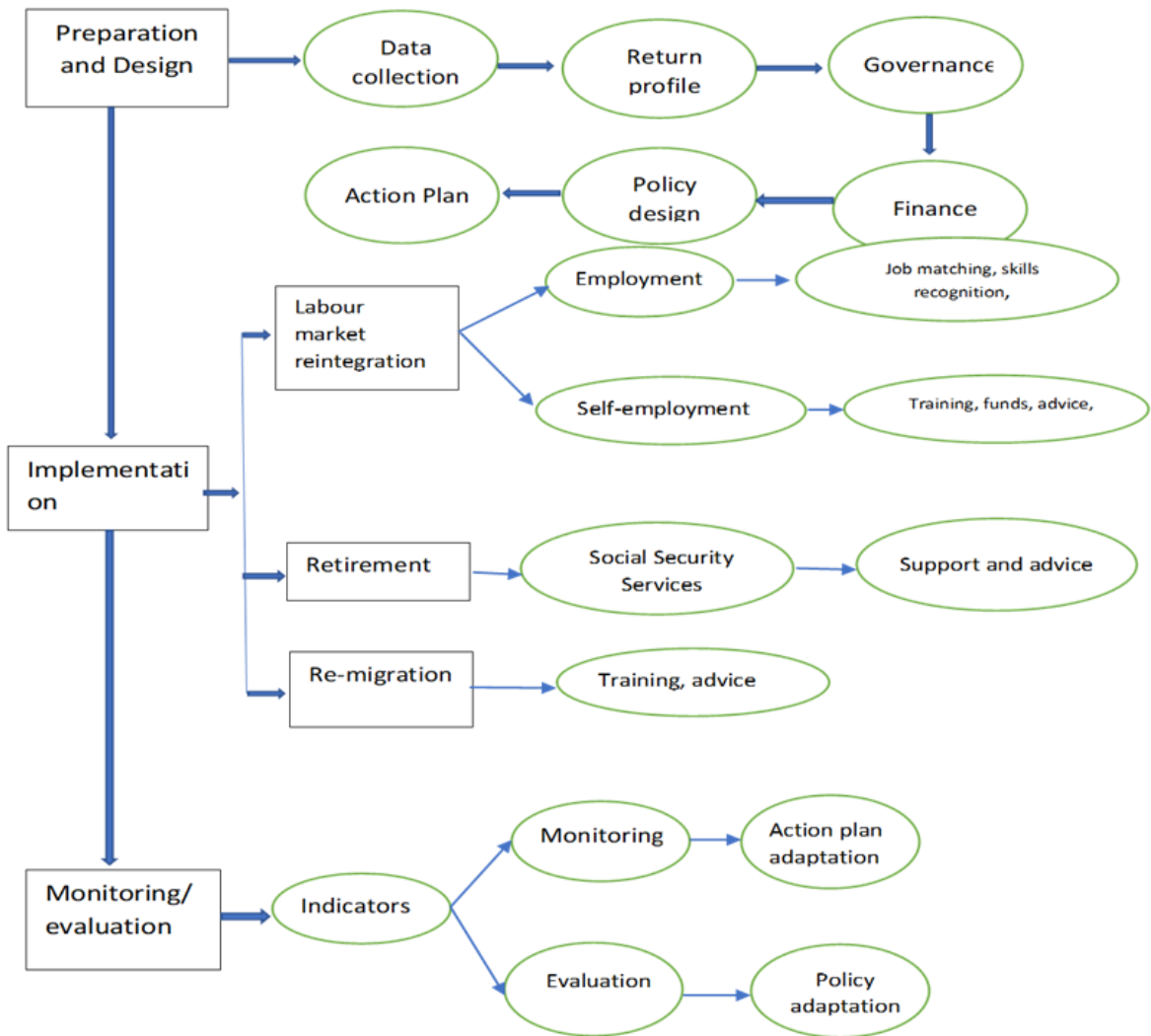
Human capital may comprise of skills, knowledge, education, on-the-job training, and physical abilities (Becker 1964). It can include policy issues, covering brain drain, brain gain, brain/skills waste, de-skilling, brain circulation and the transferability of human capital. Return migrant workers bring back new skills and experience, which may benefit the local labour market. Those returnees with technological, managerial, or scientific qualifications often establish new companies, transfer knowledge, and contribute to raising the human capital stock (OECD, 2017). Skills gained abroad do not always match the skills needed in the home labour market, which may result in challenging labour market reintegration. Again, adequate labour market measures are needed to successfully address such situations.

Social capital is based on personal and professional relations at home and abroad (Cassarino 2004). Migrants' social capital is often related to their participation in social networks (Coleman 1988). The access to these networks may facilitate economic activities, as well as to job opportunities in the origin country (Mezger and Flahaux 2010).

5.2 Reintegration policies

The reintegration policy will be developed along the phases of the labour migration policy cycle: preparation and design, implementation, monitoring and evaluation (see Figure 6).

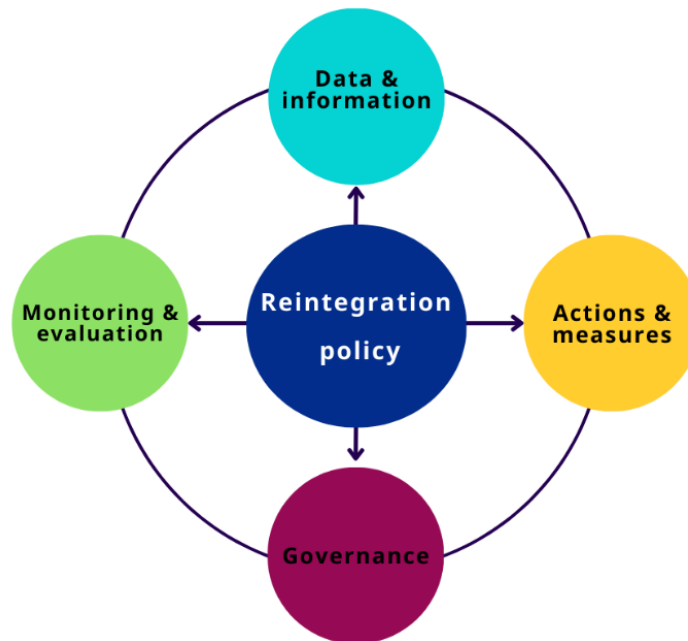
Figure 6. Reintegration policy phases.



Source: ILO, 2023.

The national labour market reintegration policy could be articulated along the following indicative sections (see Figure 7):

► **Figure 7. An indicative structure of reintegration policy.**



Source: Authors' elaboration.

Section 1. Overview of return migration trends and socio-economic profile of returnees (Data and information) - It provides an overview of return migration developments and main characteristics of returnees to provide basis policy design. Data can be provided by the National Statistical Office and complemented by information from studies and research. If data are not available, a specific collection exercise could be carried out, aimed at finding quantitative and qualitative data. The exact format of the data collection will depend on the information and resources already available.

Section 2. Reintegration policy objectives and priorities - The objectives and priorities for labour market reintegration will depend on the overall country employment and development priorities and available resources.

Section 3. Legislation and administrative framework for return and reintegration (Governance) - This section will indicate lines of responsibilities concerns the applicable legislation and administrative framework for return and reintegration, accountability, and resource allocation.

Section 4. Institutional framework for return and reintegration (Governance) - This section will focus on the governance of the reintegration policy, including the institutions and organization to be involved in the design, implementation, and monitoring/evaluation steps.

Section 5. Implementing measures (Actions and Measures) - It includes the modalities of how the policy actions will be implemented. This section could also be a separate strategy or action plan, to be attached to the policy.

Section 6. Monitoring and evaluation - Includes provisions for monitoring and evaluation of the policy.

The overall objective of reintegration policies should be to provide a systemic and structured response to return migrants' labour market, social, and psychological needs. Drawing reintegration policies can be guided by the following principles:

- ▶ Reintegration of returnees is a complex process and for being successful require a strong partnership. Reintegration policies should result from the cooperation of the government institutions, social partners, public and private organizations. Their participation should be sought since the phase of policy design and not only limited to its implementation. This approach has been followed by the Government of Cambodia in designing, with the support of ILO, the Labour Migration Policy 2019-2023, which includes return and reintegration of migrant workers (see Box 4).

► **Box 4. Cambodia policy on labour migration 2019-2023.**

The Cambodia policy on labour migration has been developed with the participation of relevant ministries and institutions, employers' and workers' organizations, associations of recruitment agencies, civil society groups, international organizations, and development partners. The Ministry of Labour and Vocational Training is responsible for coordinating, monitoring, and evaluating the implementation of the policy. A specific committee has been tasked with the implementation and development of measurable indicators for monitoring and evaluation. The funding sources for the implementation of this policy include the national budget and development cooperation funds. The policy contains strategies for action, among which "Effective return and reintegration of migrant workers is enhanced through adopting measures based on actual situation and strengthening support services for reintegration."

Source: Kingdom of Cambodia 2018. <https://asean.org/wp-content/uploads/2021/12/1.-Labour-Migration-Policy-2019-2023.pdf>

► **Box 5. Policy and National Action Plan on Return and Reintegration of Migrant Workers in Sri Lanka**

The policy adopts a holistic approach that includes aspects of social, economic, and psychological reintegration of return migrant workers. Specifically for the labour market reintegration, the document identifies the following actions: (i) recognition of qualifications and skills; (ii) promoting entrepreneurship, savings' investments, and financial management; and (iii) enhancing public-private partnership for development of local employment for returnees.

Source: Sri Lanka, Ministry of Foreign Employment 2015. https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-colombo/documents/publication/wcms_497323.pdf.

Reintegration policies should be based upon up-to-date needs analysis. An example is offered by the needs assessment of returnees from the Kingdom of Saudi Arabia to Ethiopia, used to design measures for their reintegration in the domestic labour market and local communities (see Box 6).

► **Box 6. Needs assessment of Ethiopian returnees from the Kingdom of Saudi Arabia**

To better understand the needs of the returnees and develop evidence-based reintegration programmes, the ILO, together with the Ethiopian Ministry of Labour and Social Affairs, undertook an assessment of a group of 2,039 returnees from the Kingdom of Saudi Arabia. The data were collected through structured questionnaires. Qualitative information was collected from interviews with relevant stakeholders and community members, and through focus group discussions. Source: ILO 2018b.

- Reintegration should consider the heterogeneity of return migrant workers' and former refugees' needs, and possibly provide custom-tailored solutions. To facilitate the reintegration of return migrant workers, the Philippines, has established a Reintegration Centre that can provide them with specific services, according to their needs (see Box 7).

► **Box 7. The National Reintegration Centre for Filipino return migrant workers**

The reintegration Centre has been established in 2010. It operates under the Department of Labour and Employment (DOLE) of the Ministry of Labour. The scope of the Centre is to facilitate the reintegration of return migrant workers into the Philippines society and labour market, and to benefit from the returnees' skills for development. The Centre is responsible for the implementation of the Reintegration Program that can provide:

- psycho-social services, including counselling and stress debriefing;
- skills training and business start-up kits to enable women migrant worker returnees to become self-employed;
- financial awareness seminar and small business management training, to assist returnees and their families in the creation of small businesses.

Source: Philippines, Department of Labour and Employment, n.d. <https://www.dole.gov.ph/reintegration-services-for-overseas-filipino-workers/>

- To be effective, reintegration should rely upon adequate financial and human resources for achieving the policy objectives. In the context of COVID19, to address income loss for return migrant domestic workers, workers' and civil society organizations, carried out a pilot cash transfer program, under the Southern African Migration Management Program, implemented by the ILO, in partnership with IOM, UNODC and UNHCR, with funding from the EU (see Box 8).

► **Box 8. Cash transfers & Migrant Resource Centres (MRCs) in Africa: Botswana, Lesotho, Kenya, Nigeria, South Africa & Uganda**

The ILO initiated pilot cash transfer activities in response to requests from migrant domestic worker unions and civil society groups. This support aimed to address the income loss caused by the COVID-19 in the early stages of the pandemic and aid in the reintegration of returning migrant workers. Organizations like the Botswana Domestic and Allied Workers Union, Dahlak Exchange, Disabled Migrants Networking Rights Organization, and the Lesotho Trade Union Congress were selected to implement these initiatives. In total, 1,200 migrant domestic workers received assistance through the pilot cash transfer program. Many grant recipients shared positive changes that occurred upon receipt of the transfers.

- Labour market reintegration should capitalize on the work experience and skills acquired by return migrants in the destination countries. The MRCs provide vocational training, which equips individuals with practical skills that enhance their employability and entrepreneurial prospects. The centres assist in job placement by conducting job fairs and offering employment promotion services. This helps return migrant workers find employment opportunities, matching their skills (see Box 9).

► **Box 9 Migrant Resource Centres (MRCs)**

The MRCs are used in countries such as Kenya, Nigeria, and Uganda to support the reintegration of migrant workers. The ILO FAIRWAY project led the establishment of MRCs in Kenya and Uganda, with a total of over 3,000 potential, current and return migrants (and their families) receiving different services from FAIRWAY established MRCs. Three MRCs supported by the project have been established in Kenya (in Nairobi, Mombasa, and Eldoret), with three additional MRCs on track to be established in Machakos, Kisumu and Thika by the close of 2023, to serve other geographic regions in Kenya. A Migrant Resource Centre was also funded and established by FAIRWAY in Uganda (Kampala). In addition, three existing MRCs in Nigeria (in Abuja, Benin City and Lagos) were supported through the training of MRC staff on labour migration governance, gender responsiveness, and the preparation of pre-departure orientation manuals in training migrant workers.

The lessons learned in establishing and running the MRCs were the subject of an MRC multi-country symposium held by the FAIRWAY Project in Entebbe, Uganda in September 2023. During the symposium, the importance of collaboration between stakeholders was emphasized. Furthermore, it was suggested that the creation of networks comprising returning migrant workers could serve as conduits for delivering essential training and support services, leveraging the contextual knowledge possessed by these individuals.

Source: https://www.ilo.org/africa/events-and-meetings/WCMS_905544/lang--en/index.htm

- Gender mainstreaming should be present in all reintegration measures. See Box 10 for an example of measures specifically targeting women return migrant workers and their labour market reintegration back home.

► **Box 10. WAFIRA Project – Women as Financially Independent Rural Actors**

The WAFIRA project, funded by the European Union, focuses on enhancing collaboration between Spain and Morocco in the context of regular migration. It specifically targets seasonal migrant workers who travel to Spain for berry harvesting. The project's main objective is to empower these workers economically by providing them with training and support throughout their migration journey. This includes training before departure, during their stay in Spain, and after their return to Morocco. The training covers various aspects, such as business management, financial literacy, technical skills related to their field of work, access to financing, and social protection. The goal is to enable these workers, particularly women, to establish and manage income-generating activities successfully upon their return to Morocco.

The WAFIRA project is part of a broader effort to build the capacities of seasonal migrant workers, equipping them with the knowledge and skills needed to create and manage businesses in Morocco. This support extends beyond training, encompassing financial and technical assistance tailored to their specific needs. By addressing the economic empowerment of seasonal migrant workers, the project aims to enhance their self-sufficiency and contribute to their successful reintegration into their home communities.

The project also covers awareness raising among seasonal workers, especially women from Morocco, about their rights to access social protection and enrolment in the National Social Security system. Also, covered are advocacy efforts aimed at coordinating institutions in both Spain and Morocco to ensure that

5.3 Key stakeholders

There are many stakeholders that can be, with different roles, involved in the labour market reintegration process, depending on the specific national institutional arrangements and context, see Table 8. The reintegration process also requires effective coordination and management among stakeholders. A multistakeholder coordination framework or committee may be appointed by the national authorities to provide agency specific support, coordination, and resources for reintegration services. Partnerships with the social partners are also essential to facilitate better coordinated services for return migrants.

► **Table 8. Key stakeholders in the labour market reintegration process.**

S/N	Stakeholders	Role ²
1.	Line Ministries	
2.	Ministry of Migration (if existing)	If existing, this Ministry may be involved in the reintegration policy design, with the other relevant policies.
3.	Ministry of Labour	Responsible for the reintegration of returnees in the labour market. It would also be responsible for social reintegration, covering social protection issues.
4.	Ministry of Interior	It might be responsible for the national migration policy and could contribute to the design and implementation of the reintegration policy.
5.	Ministry of Foreign Affairs	It can negotiate and implement BLMAs, containing clauses on return and reintegration of migrant workers.
6.	Ministry of Health	It is responsible for health and the psychosocial reintegration services for returnees and their families.
7.	Ministry of Finance	It is responsible for allocation of resources for reintegration measures.
8.	Ministry of Education (including higher education)	It governs the skills and qualifications recognition procedures, including prior learning.
9.	Ministry in charge of equal opportunities	It ensures that the design and implementation of reintegration measures are gender sensitive.
	Local institutions	

² The specific roles depend on national circumstances and institutional arrangements. For example, in India, the Ministry of External Affairs is responsible for international migration.

10.	Regional and local authorities	They promote employment measures, open to both the local communities and returnees, and facilitate the reintegration process.
Implementing agencies		
11.	State migration services (if existing)	It can provide information on return and reintegration to potential migrants.
12.	Public employment services	They implement active and passive labour market measures that could be accessed also by returnees; contribute to skills and employability development; support to job-search and matching; referral to social and psychological services, as appropriate.
13.	Private employment agencies	Contribute to information sharing on return and reintegration for potential migrants.
14.	Social security institutions	Support returnees for accessing social security benefits, including pensions.
15.	National Statistical Office	Collect and disseminate data on return migrant workers.
Social partners		
16.	Employers' organizations	Contribute to labour market reintegration design, implementation, and monitoring.
17.	Workers' organizations	Contribute to labour market reintegration design, implementation, and monitoring.
Other organizations		
18.	Non-governmental organizations (including associations of return migrant workers)	Facilitate the implementation of reintegration measures. Feedback from these reintegration initiatives/measures can be useful for policy design.
19.	Media	Share information, particularly to reduce stigma, associated with return migration.
20.	Academia	Provide analysis on return and reintegration.

Parking lot session

Trainers will analyze the questions raised by the participants, which have been put on the board, and provide clarifications, as appropriate.

Learning verification

To allow the participants to gain a full understanding of the process of skills matching, they will act as jobseekers, undergoing a self-assessment of their skills, to gain a better understanding of the support employment services need to provide for the recognition of prior learning. Each participant will fill in the template below (see Table 9), rate his/her skills on the scale of 1 to 4, and provide a short justification. The form covers soft skills only since occupation-related competencies are sector-specific and require appropriate knowledge and experience. Time duration: 30 minutes. Trainers will make suggestions, as appropriate.

► **Table 9. Skills self-assessment form**

Soft skills	Self-assessment levels				Evidence /justification for the rating
	1	2	3	4	
I can solve problems					
I can present information in a clear and competent way					
I can use appropriate IT technology					
I can listen actively and effectively					
I can manage my time effectively					
I like working in a team					
I can work independently					
I can handle stress					
I can communicate in writing with colleagues and customers					
I have a good verbal communication					
I feel responsible of my workload					
I am receptive and flexible to changes in the workplace					
I am willing to continue developing my skills					
I am always punctual at work					
I can handle my workload and always deliver results					
I have good negotiation capacity					

Source: Authors' elaboration.

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► Module 6 – Policy implementation

Learning outcomes

Participants should have a good understanding of the implementation modalities of labour market reintegration policies.

► Table 10. Structure of Module 6.

Unit	Content	Teaching methods
6.1 Labour market reintegration measures	Employment measures	Trainers' presentation
6.2 Economic reintegration	Economic empowerment of returnees	Trainers' presentation
6.3 Social reintegration	Access to affordable housing, education, health, justice, and social protection	Trainers' presentation
6.4 Psychosocial reintegration	Specialized social and psychological services provided by social assistants and psychologists.	Trainers' presentation
6.5 Re-migration	Pre-departure services	Trainers' presentation
Parking lot	Participants will raise any issues that need clarification	Trainers analyze the questions raised by the participants and provide clarifications, as appropriate.
Learning verification	Working groups	Participants will be divided in two/three groups, depending on the number of participants. Each group will elaborate on a specific aspect of the reintegration policy implementation in an imaginary origin country (30 minutes). Rapporteurs, appointed by the groups, will illustrate the conclusions (15 minutes). Trainers will comment and give feedback (15 minutes).

Total duration of the module: 150 minutes.

Content of Module 6

Based upon the identified needs of returnees, there could be different types of reintegration measures: labour market, economic, social, and psychosocial, please see Figure 8.

► **Figure 8. Types of reintegration measures**



Source: Authors elaboration.

6.1 Labour market reintegration

Returnees are nationals and should be eligible to take part in passive and active labour market policies³ that some origin countries may already have as regular employment measures. There could be also specific services designed to facilitate labour market integration, through wage employment or self-employment. These measures are usually implemented by public employment services (PES).

The job-search support can include:

- Identification of the skills and experience of returnees as an asset for their successful labour market reintegration. In this respect, the returnees should provide the job counsellors with their skills portfolio that includes the list of the working experiences earned abroad, as well as education or employment certificates. A self-assessment tool could be used (see table 11 below as an example) to provide useful indications on the jobs the returnee could apply for or identify areas that need to be further developed, for example through career counselling, recognition of prior learning, or additional training.

Additionally, a proportion of return migrants might be subject to a forced or assisted return decision from the destination country due to their irregular status. In such scenarios, the migrant is unlikely to have any record of employment, proof of work or any other documentation that could aid in skill

³ Labour market policies are categorized as either passive or active. The first group comprises policies that focus on income maintenance, when workers are out of employment, while the second group refers to policies, aimed at increasing or improving the employment opportunities of unemployed or inactive persons to get or return to a job (ILO, 2018).

mapping or recognition of prior learning. Intervention of PES local/district office would be required to facilitate the formalization of this experience, following the national prior learning system.

► **Table 11. Skills self-assessment form.**

Experience and competencies that are important for labour market reintegration	Self-assessment levels				Evidence /justification of the rating
	1	2	3	4	
Construction sector					
I have experience as a plumber					
I have experience as a scaffolder					
I have experience as an electrician					
I have experience as a carpenter					
I have experience as a bricklayer					
I have experience in the Construction sector as(please specify)					
My experience as a construction/building worker was mainly developed abroad					
My experience as a construction/building worker was mainly developed in my country of origin					
Agriculture sector					
I have experience as a crop producer					
I have experience as an agricultural machinery operator					
I have experience as an aquaculture worker					
I have experience of animal healthcare and management					
I have experience of harvesting and post harvesting					
I have experience as a fruit picker					
I have experience as a logging equipment operator					
I have experience as a logging worker					
I have experience of greenhouse cultivation					
I have experience in the Agriculture sector as(please specify)					
My experience as an agriculture worker was mainly developed abroad					
My experience as an agriculture worker was mainly developed in my country of origin					
Hospitality sector					
I have experience as a waiter/waitress					
I have experience as a cook					
I have experience as a catering assistant					
I have experience as a concierge					
I have experience as a baggage porter					
I have experience as a bell attendant					
I have experience as a bartender					
I have experience as a front desk receptionist					

I have experience as a domestic worker. In this case, please specify the exact category: - gardener - cook - house maintenance - driver for a household - child carer - caretaker for elderly - cleaner - housekeeper					
I have experience in the hospitality sector as(please specify)					
My experience as a hospitality worker was mainly developed abroad. Please specify in which of the following categories: - gardener - cook - house maintenance - driver for a household - child carer - caretaker for elderly - cleaner - housekeeper					
My experience as a hospitality worker was mainly developed in my country of origin					

Other services that can support job search, may include:

- ▶ Access to additional training for filling the identified skill gaps, as appropriate;
- ▶ Job counselling, including writing a CV or motivation letters.
- ▶ Assistance in the recognition of skills and qualifications earned abroad. PES does not directly assess skills and competencies but act as a referral point to the competent institutions. Recognition authorities could be Ministries of Education, Ministries of Labour, other line Ministries, TVET agencies or qualification authorities.

Reintegration in the labour market requires that return migrant workers and former refugees possess the necessary competences and skills that can match those on demand. The skill levels are classified according to the International Standard Classification of Occupations (ISCO-08) in:

- a. Low-skill level, mainly consisting of “simple and routine tasks which require the use of hand-held tools and often some physical effort”. This category includes office cleaners, freight holders, domestic workers, such as garden labourers, kitchen assistants, childcare or elderly care, etc.
- b. Medium skill level includes skilled manual work characterized by routine and repetitive tasks in cognitive and production activities. The category includes workers in occupations such as skilled agriculture and fishery, clerical work, craft and related trades and plant, machine operators and assemblers, etc.
- c. High skill level that include a) the performance of complex technical and practical tasks that require an extensive knowledge in a specialized field (shop managers, medical laboratory technicians, legal secretaries, commercial sales representatives, diagnostic medical radiographers, computer support technicians, broadcasting and recording technicians); b) the performance of tasks that require complex problem-solving, decision-making and creativity (sales and marketing managers, civil engineers, schoolteachers, medical practitioners, musicians, computer system analysts), etc.

As the effective labour market reintegration might be not a quick process, the employment services might offer to returnees to participate in public works programmes, if available. These programmes can provide

returnees with an immediate income (ILO, 2023 a. As public works can include activities, such as cleaning public spaces, gardening, and other local services, this could also facilitate the re-establishing of ties between returnees and their own communities.

Self-employment

Some returnees may start-up their own business. The reintegration measures may include mechanisms to ensure that return migrants have the necessary entrepreneurial skills.

To equip potential entrepreneurs with the necessary information on the ways and means to open a business in a specific area, the PES, or the Small and Medium Size Enterprise organisation, if existing, can organise specific training courses, including basic entrepreneurial skills, elements of business management, marketing, financing, and preparing a business plan. Assistance can be provided on seed funding schemes, business development services, value chain development and support to formulate market promotion plans. Special package can be tailor made to support low-income and vulnerable returnee migrants, especially women. Soft skills, e.g., teamwork, communication, life skills and language training would also be essential.

An articulated set of activities, aimed at supporting self-employment is offered by the Pakistani-German Facilitation & Reintegration Centre in Lahore (Pakistan) (see Box 11). It is important to note that the activities are open to both returnees and the local population.

► **Box 11. Support to self-employment in Pakistan**

The Overseas Pakistanis Foundation (OPF) is responsible for return and reintegration of migrant worker, and hosts the Facilitation & Reintegration, Centre established in collaboration with German Government. Concerning business development and self-employment promotion, the Centre, directly or in collaboration with partner organisations, offers the following services:

- With the Mojaz Foundation, they provide support for economic and social inclusion through entrepreneurship, such as enterprise development training for running a small business and in-kind support through the provision of tools and machinery;
- With the National Incubation Business Centre (NIC), they help young entrepreneurs start their own business;
- With SMEDA (Small Medium Enterprise Development Authority), they offer assistance in: (i) writing business plans/proposals; (ii) applying for loans;
- With the Islamic micro-finance organisation (Akhawat), they grant loans to people wanting to improve their living conditions by starting their own business;
- With the Centre for Entrepreneurship and Innovation (CENTIN), they promote entrepreneurs. They offer training courses and coaching;
- With the E-rozgaar organisation, they offers courses to young people in Punjab. The aim is to enable them to establish an online business;
- With the Association for Humanitarian Development (AHD), they help women to start their own business. They offer courses in sewing, embroidery, and tailoring. They also provide sewing machines to women. The aim is to enable women to open their own tailor shop. They also offer training courses for starting a business. The services are free of charge.

Source: Pakistani-German Facilitation & Reintegration Centre (PGFRC) <https://www.opf.org.pk/reintegration-of-overseas-pakistanis/>

The business plan is a key document, covering the start-up costs, with the assumption that the business revenues will ensure the necessary sustainability, market analysis, management, and marketing. An indicative structure of a business plan can be seen in the Box 12. A source of financing can be public incentives, if existing, and the savings of the returnees. Key concerns arise, when there is a need to access credit due to high interest rates and present collaterals.

► **Box 12. Suggested structure of a business plan**

1. Cover page - The cover page includes the name of the business, the owners and contact information;
2. Executive summary - The executive summary should clearly state the vision of the business and its structure;
3. Business description - This section provides general information about the business and its competitive advantage;
4. Market analysis - This part may include the analysis of the targeted market, identifying potential clients, consumer preferences, demographic shifts, and product development. On these bases, the best marketing strategy is being chosen in the targeted market. e.g., sales methods, communication and marketing, distribution networks, etc.
5. Management plan - This describes the management structure of the business, and includes: (i) a personnel section, indicating roles and responsibilities and any recruitment needs; and (ii) an operation section, focusing on how goods and services will be produced and distributed;
6. Marketing plan - This provides details on pricing, distribution strategy for the product or service, and advertising;
7. Financial plan - It describes the investment required for the start-up, a vision of how the business will be financed in the future, and the projected performance of the business.

Source: Authors' elaboration, based on Corbanese and Rosas, 2006

6.2 Economic reintegration

Economic reintegration can be seen from the perspective of returnees who need support to sustain their livelihood (Kuschminder, 2017). Concerning the contribution of returnees to the origin country's development, it includes measures, such as investment advice and incentives that can be available for interested returnees to use their savings for local development. Tax exemptions on imported capital for investments could facilitate migrant workers' investment decisions.

Investments in land and property can be a source of rental income and be used as collateral for further borrowing and investments. From the country development perspective, these investments can create multiplier effects in the local economy by boosting demand for construction, and other goods and services (OECD, 2017b). Public-private-partnerships (PPP) for local employment schemes, on-the-job training, apprenticeship programme, skill development, and technology transfer may be encouraged.

Effective management and use of remittances can be also focused for economic reintegration. Establishing mechanism to productive investment and business opportunities upon return, including business start-up support is essential. Financial literacy training, business related counselling, and benefit packages for returnees can be introduced.

6.3 Social reintegration

Appropriate interventions are necessary to ensure social reintegration of returnees. Their priority needs may include the access to housing, education, justice, and social protection, including healthcare.

Concerning housing, return migrant workers and their families can need to be assisted with temporary emergency solutions, or the removal of barriers such as the level of rental fees or the payment of security deposits. Some returnees may face discrimination in certain contexts (for instance, those with large families, requiring additional support).

All return migrants should have access to healthcare. Returnees and their families may face challenges including:

- Administrative barriers to accessing health services;
- High cost of health services that in many countries patients need to pay out of their pocket.
- Lack of care options and specialized services linked to return.

Another important aspect of social reintegration of returnees includes the access, free of charge, to justice to obtain remedy for labour disputes and violation of human, labour and civil rights in the country of employment. Claims may relate to recovery of remuneration and other due entitlements.

The access of returnees' families to education and training services should be facilitated by addressing specific needs they may present.

Concerning the access to social protection schemes, all nine branches of social security are relevant for return migrant workers and former refugees, namely: medical care, sickness, unemployment, old age, employment injury, family, maternity, invalidity, and survivors' benefits (ILO, 2021). Returnees may need:

- Support from social services in addressing legal, administrative, and practical obstacles they may face in accessing social protection benefits.
- Support from the social security institutions for the recognition of working periods abroad, including the portability of a pension earned during the migration (if applicable).

The possibility to retire for return migrant workers might not be an easy task and they may need some support that the reintegration policy may consider. The portability of pension rights is conditioned by various factors, such as if there are or not bilateral agreements between origin and destination countries or at regional level through multilateral agreements (see Box 13). When bilateral agreements are signed, the returnees will not be confronted with difficulties in merging their contribution abroad with the contributions they have in their home country. They can also be allowed to transfer the entire amount of the pension allotted abroad to their country of origin.

► **Box 13. Examples of social security agreements at bilateral level**

Many countries have stipulated bilateral agreements on social security: e.g., Germany that has signed bilateral agreements on pension policies with twenty non-EU countries, including Australia, Brazil, Canada, India, Israel, Republic of Korea, Japan, Turkey, and the United States. These agreements essentially regulate the acquisition of pension eligibility and the payment of pensions in the respective countries. For other countries with no specific agreements, the retiree cannot be sure if he can receive a German pension, and in what amount.

Another example is India that has already stipulated twenty bilateral social security agreements with countries worldwide, see table below.

1.	Austria	04 February 2013
2.	Australia	18 November 2014
3.	Brazil	25 January 2020
4.	Belgium	03 November 2006
5.	Canada	06 November 2012
6.	Czech Republic	01 September 2014
7.	Denmark	17 February 2010
8.	Finland	12 June 2012
9.	France	30 September 2008
10.	Germany	12 October 2011
11.	Hungary	February 2010
12.	Japan	16 November 2012
13.	Korea	19 October 2010
14.	Luxembourg	30 September 2009
15.	Netherlands	22 October 2009
16.	Norway	29 October 2010
17.	Portugal	04 March 2013
18.	Quebec	26 November 2013
19.	Sweden	26 November 2012
20.	Switzerland	03 September 2009

Source: Authors' elaboration upon "Deutsche Rentenversicherung" (German Pension Insurance) and ILO Social Protection: <https://www.social-protection.org/gimi/gess/ShowWiki.action?wiki.wikiId=938>; Ministry of Labour and Employment of India, <https://labour.gov.in/social-security-agreement>

At regional level, multilateral social security agreements can be found, in the EU as well as in the Caribbean, the Gulf Region, Latin America and Western Africa (ECOWAS). The most complete and extensive multilateral agreement is the EU regulations on the coordination of social security systems, applying to all 27 member States of the EU as well as Iceland, Liechtenstein, Norway, and Switzerland and covering all nine branches of social security.

If there is no bilateral agreement, national legislation of destination countries will apply that might envisage: i) the total or partial portability to the country of origin; or ii) not allow it. In the latter case, migrant workers may be entitled to receive a lump sum corresponding to the amount of their social security contributions, but not including the quota paid by the employers.

If the national legislation of the origin countries allows migrant workers to contribute during the migration period to voluntary contribution pension schemes, the returnees might be entitled to receive a pension according to the rules and conditions of the mentioned schemes.

6.4 Psychosocial reintegration

Psychological reintegration is a milestone of an effective reintegration policy. Return could be associated with stigma for various reasons: migration failure, assumptions/beliefs associated with the type of work performed abroad, etc., can be a serious hurdle for the reinsertion of returnees in the local community (IOM, 2019). To address these issues, it is necessary for the local community to be fully involved in the reintegration process and that the measures foreseen for the returnees are not seen as a privilege, but open to the entire community. In addition, there might be some social and psychological issues, including possible traumas, occurring because of the nature of the migration experience, that could require specialized services. Awareness of available health services can be raised among return migrants and their family members. Capacity needs to be strengthened for healthcare providers to address the specific health needs of returnees, e.g., who suffers from the impacts of gender-based violence or exploitation-related trauma.

Efforts should be made for the reintegration of former refugees and IDPs in the local community, identifying their capacities and needs, socio-economic profile, physical and mental well-being. Due to their migration experiences, the empowerment of women and the promotion of gender equality should be central (UNHCR, 2008).

6.5 Re-migration

Returnees may already have the intention to migrate again, regardless to the result of their reintegration attempts. According to Cassarino (2008), the desire to remigrate is stronger among those migrants who were forced to return than among those who returned on their own initiative. In case of remigration, migrant workers can benefit from the same services foreseen by the origin country for labour migration:

- **Information on regular migration.** The PES can provide information on the opportunities for regular migration offered by BLMAs (where existing). They could also provide updated information on rules and procedures for entry visas, residence and work permits in the country to which the worker would like to migrate. In some cases of forced return, the return migrants may be subject to a travel ban, imposed by the country of destination, that would impede their plans of re-migration. In these cases, information awareness is important, to ensure migrants understand the nature of such restrictions and do not fall prey to fraudulent agents, offering opportunities for re-migration.
- **Pre-departure training and pre-employment orientation.** The courses can be organized by PES and NGOs operating in the field of labour migration. Courses can touch on different aspects of migration, such as rules and procedures to be followed in the migration process, rights of migrant workers and protection modalities, language, and culture of the destination country. In case of identified job opportunities abroad, the PES could propose appropriate skills development training courses.

Parking lot session

Trainers will analyze the questions raised by the participants, which have been put on the board, and provide clarifications, as appropriate.

Learning verification

Participants will be divided in 3 working groups. Each group will appoint a rapporteur and elaborate around a topic related to return and reintegration. Time allotted for the teamwork will be 30'. Agreements reached by the members of the groups will be noted down on a flipchart. The rapporteurs will illustrate the reflections of the teams (15 minutes). Trainers will make comments and address any issues, if appropriate (15 minutes).

Topic assigned to team 1: In origin country X, due to the COVID-19 pandemic, thousands of migrant workers came back, partly voluntary, partly forced. Assuming you are in charge to find a policy solution to this emergency, what kind of initiatives and measures would you propose for labour market reintegration?

Topic assigned to team 2: In origin country Y, due to the COVID-19 pandemic, thousands of migrant workers came back. Most of the returnees are women. What kind of initiatives and measures would you propose for their labour market reintegration and for addressing discrimination on grounds of stigma, associated with the migration experience?

Topic assigned to team 3: In origin country Z, due to the COVID-19 pandemic, thousands of migrant workers came back. The government prepares a comprehensive reintegration policy. The implementation presents two main challenges: i) creating consensus among the local community about the reintegration of returnees and ii) finding the resources necessary for an effective implementation of the foreseen reintegration measures. What advice would you provide to the government with to address the above challenges?

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► Module 7: Assessing the implementation of reintegration policies

Learning outcomes

Participants should have a good understanding of policy coherence, monitoring and evaluation modalities of labour market reintegration policies and measures.

► Table 12. Structure of Module 7.

Unit	Content	Teaching methods
7.1 Policy coherence in labour market reintegration	What is and how can be measured	Trainers' presentation
7.2 Monitoring	Assessing the policy implementation process	Trainers' presentation
7.3 Evaluation	Mid-term, final and impact evaluation	Trainers' presentation
Parking lot	Participants will raise any issues that need clarification.	Trainers analyze the questions raised by the participants and provide clarifications, as appropriate.
Earning Verification	Working group	The participants will come up with evaluation indicators for labour market reintegration policy and measures (45 minutes). Trainers to guide and clarify.

Total duration of the module: 120 minutes.

Content of Module 7

A formal assessment of the state of the policy implementation can be provided by a mid-term evaluation, which could suggest changes in the policy objectives or in the activities planned to achieve them. A final evaluation is conducted at the end of the policy implementation. Carried out by external experts, it is aimed at assessing relevance, efficiency and effectiveness, the impact of the results and sustainability of the policy outcomes.

It is necessary to design, since the very beginning, quantitative and qualitative indicators. Quantitative indicators can measure changes from an identified baseline both in absolute numbers or percentages. Qualitative indicators contribute to describing the nature of the changes, produced by the policy interventions. The indicators should be well defined and detailed (possibly disaggregated by sex, age group, level of education). In synthesis, the indicators should respond to SMART criteria: specific, measurable, attainable, realistic time bound.

7.1 Policy coherence

Enhancing the effectiveness of the reintegration policy requires a good degree of coherence both at: (i) horizontal level, which refers to the level of coordination across policy fields, aiming at the same general objective within national, regional, or local government; and (ii) vertical level focuses on collaboration on a specific area between different levels of governance, e.g., national, and local.

The policy coherence could be measured using the following eight principles (ILO, 2017):

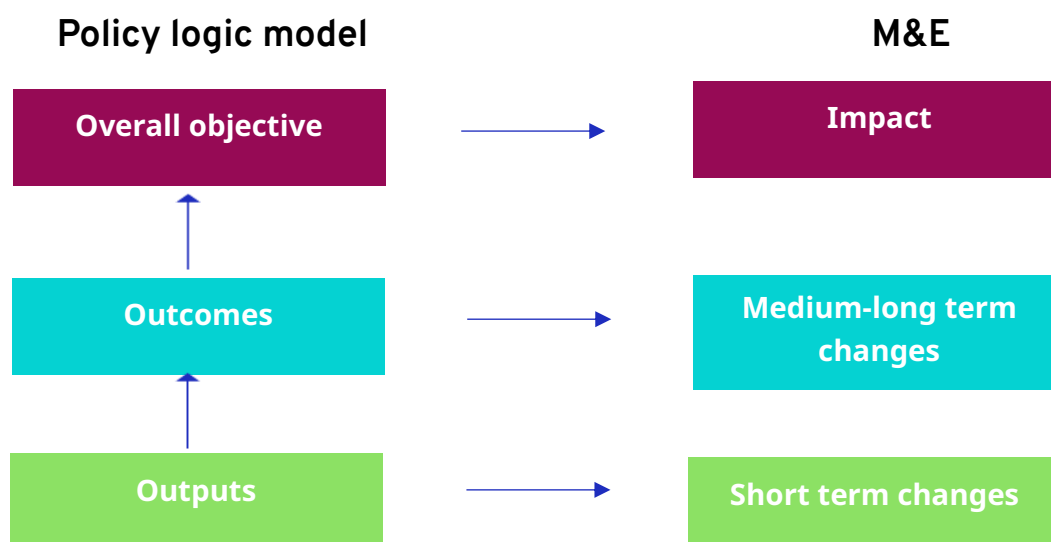
Coherence principles in reintegration policies
1. Government institutions, together with the social partners, should collaborate on reintegration policy preparation and design, implementation, monitoring and evaluation.
2. Reintegration should be an integral part of migration policies and measures, and should be coherent with other relevant policy domains, and particularly with employment policies.
3. Up-to-date data and information should be used for evidence-based policymaking on reintegration.
4. Return migrant workers and refugees are not a homogeneous group and could present different needs, and reintegration should provide custom-tailored approaches.
5. Reintegration entails human and financial resources that need to be dedicated to this policy objective.
6. Strong involvement of public and private organizations is needed at the community level to enhance the effectiveness of the reintegration process.
7. Labour market reintegration should capitalize on the work experience and skills acquired by return migrants in the destination countries.
8. Gender considerations should be mainstreamed in all reintegration policies and measures.

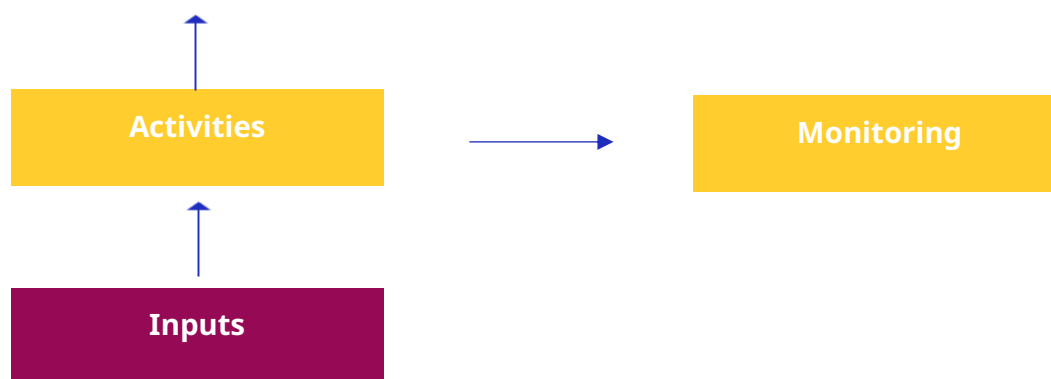
Source: ILO, 2017

7.1.1 Assessing progress and results

The implementation of the reintegration policy could be done following the model in Figure 9.

► **Figure 9. Policy steps and related assessment**





Source: Authors' elaboration

7.2 Monitoring

Monitoring is a management activity that is done during the policy implementation process to assess progress. As the identification of the indicators is vital for good monitoring, particular attention should be devoted to them.

A log frame matrix can be used to identify for each output qualitative and quantitative (percentage or full figures) indicators and the means of verification. The quantitative indicators should be complemented by the appropriate baseline. Example of a monitoring grid can be seen Table 13.

► **Table 13. Monitoring grid.**

Outputs	Performance indicators	Means of verification
Outcome 1: Employment		
Skills development	Number of training courses by economic sector and occupational profiles Number of returnees (by sex and age), who participate in training	PES report Training institutions' activity reports and statistics Ministry of Labour Employers' organizations Workers' organizations
Job-search support and matching	Number of employed returnees (by sex, age, economic sector)	PES reports Ministry of Labour data Employers' organizations
Recognition of prior learning	Number of returnees, who benefited from recognition of prior learning (by sex and age)	PES report Ministry of Education data Ministry of Labour National qualification authority data/reports
Skills and qualification recognition	Number of returnees, who benefited from skills and qualification recognition (by sex and age)	Ministry of Education data Ministry of Labour data National qualification authority data/reports

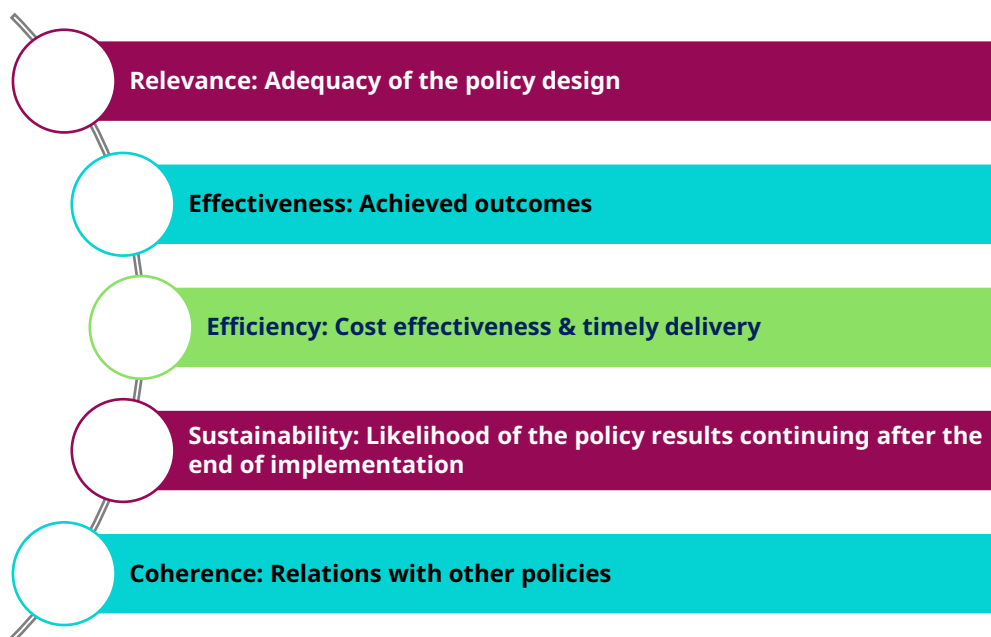
Outcome 2: Self-employment		
Business advice services	Number of returnees, who benefited from business advice services (by sex and age)	Ministry of Economy Employers' organizations PES SME Agency
Entrepreneurship training	Number of returnees (by sex and age), who participated in entrepreneurship training	Ministry of Economy Employers' organizations PES SME agency
Start-up grants	Number of returnees who benefited from start-up grants (by sex and age)	Ministry of Economy Sector Ministries Employers' organizations PES report SME agency
Access to credit	Number of returnees, who received credit for starting a business (by sex and age)	Ministry of Economy National Bank SME agency Employers' organizations

Source: ILO, 2023

7.3. Evaluation

A more in-depth assessment of the policy implementation success (or failure) can be done through the evaluation process. An evaluation is an assessment, carried out as thoroughly and objectively as possible, of an activity, project, programme, strategy, policy, etc. It analyses the achievements of both expected and unexpected results by examining the results chain, processes, contextual factors, and causality, using suitable criteria such as relevance, coherence, effectiveness, efficiency, impact, and sustainability (see Figure 10) (OECD 2016; OECD 2020).

► **Figure 10. Evaluation of policy implementation**



Source: OECD 2016; OECD 2020.

Assessment methods depend on the set priorities of the evaluation, data availability, and on the existing human and financial resources. The assessment of the changes produced by the policy implementation can be measured at:

- a) Short-term changes that occur within the first year of the implementation. To measure short-term changes, it is necessary to identify the indicators that capture the expected changes and collect baseline and follow-up data from the beneficiaries of the policy, using appropriate methods, such as surveys, interviews, tests, or observations;
- b) Long-term changes are the ultimate or final changes that occur among the beneficiaries as a result of the policy intervention.
- c) Policy Impact Assessment is a formal, evidence-based procedure, assessing the economic, social, and environmental effects of a public policy (Adelle & Weiland, 2012). One possible tool for the impact assessment of training measures can be through tracer studies. A tracer study is a standardised survey of participants in training activities, which takes place sometime after the completion of the training. The subjects of a tracer study can be manifold, but common topics include questions on study progress, the transition to work, work entrance, current occupation, etc. (ILO, ETF, CEDEFOP, 2016).

Parking lot

Trainers will analyze the questions raised by the participants, which have been put on the board, and provide clarifications, as appropriate.

Learning Verification

The participants will be asked to come up with evaluation indicators to assess the success of the labour market reintegration policy and measures. The Table 14 below contains the expected policy outcomes, which needs to be evaluated. The Trainers will guide the discussion (45 minutes).

► **Table 14. Labour market reintegration policies and measures.**

Labour market reintegration policies and measures	Expected situation at the end of evaluation	Evaluation indicators
Policy coherence	Ensuring the coherence of national return and labour market reintegration policies with other policy field, e.g., employment, education and training, economic development, etc, taking on board gender considerations.	
Labour market reintegration of return migrant workers and former refugees	Return and labour market reintegration policy is designed and implemented with adequate gender and diversity considerations	
Skills matching	Mechanisms for skills needs analysis and anticipation of returnees are in place and operational	
Skills development	The skills of return migrant workers and former refugees are upgraded to match the local labour market needs	
Skills recognition	Returnees have access to mechanisms for skills recognition and prior learning	
Social security	Returnees have full access to social security	
BLMA/MoU	BLMA/MoU contain clauses on facilitating labour market reintegration	

References

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▶ End of the training

1. Trainers briefly sum up the main expected achievement.
2. Round table for collecting the feedback of participants with specific emphasis on how much the training has met their expectations.
3. Participants fill in for the records the training quality assessment form appended in annex 3.

Trainers thank participants for their active participation to the training and end the workshop.

Annex 1. Needs assessment questionnaire for trainers.

The questionnaire is intended to analyse the training needs of participants on reintegration of return migrant workers. It is important for such services and information to be readily available and free of charge.

Organisation:

Function:

Did you attend already a training on return of migrant workers ? Yes / Not

Was the training relevant for your job? Yes / Not

Did you attend already a training on reintegration of migrant workers Yes / Not

Was the training relevant for your job? Yes / Not

Subjects of the training to which you are censed to take part:

Return

A.1 Voluntary return

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

A.2 Forced return

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

Reintegration

B.1 Profiling returnees

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

B.2 Labour market reintegration

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

B.3 Recognition of prior learning

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

B.4 Recognition of qualifications earned abroad

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

B.5 Socio-psychological reintegration

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

B.6 Social security services for returnees

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

B.7 Re.-migration

How relevant is this topic for your activity.

1 (low)	2	3	4	5	6 (high)
---------	---	---	---	---	----------

What is your current level of knowledge of this topic?

1 (<i>low</i>)	2	3	4	5	6 (<i>high</i>)
------------------	---	---	---	---	-------------------

Annex 2. Return migration questionnaire

Questionnaire No.: |_|_|_|_|

Date of interview |_|_| month |_|_|

Start time: |_|_|:|_|_|

Interviewer name: _____

A. Household and personal data

A1 - Age of interviewed returnee							
15-24		25-54		55-64		65+	

A2 - Sex	Male	1	Female	2
----------	------	---	--------	---

A3 - Marital status	<input type="checkbox"/> Never married <input type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/> Divorced
---------------------	---

A4 - Total number of people in the household	_ _ people
A5 - Number of children 0-6 years old in the household	_ _ children
A6 - Number of children 7-15 years old in the household	_ _ children

A7- What was your highest level of education before migrating?*

Early childhood education	1
Primary education	2
Lower secondary education	3
Upper secondary education	4
Post-secondary non-tertiary education	5
Short-cycle tertiary education	6
Higher education (Bachelor's degree)	7
Higher education (Master's degree)	8
Doctoral or equivalent level	9

* ISCE 2013.

A8 - Did you attend any form of occupation-related training before migration?

Vocational training school (e.g. mechanics, construction, tourism)	1
Informal apprenticeship	2
On-the-job training	3
Language training	4
Short duration courses provided by private supplier (please specify)	5
Training courses organized by public employment services to facilitate job matching	6
Pre-departure training	7
Pre-employment orientation	7
Other (please specify)	8
No training courses attended before migrating	9

A9 - What job was done before migrating?

Branch of economic activity*		Type of occupation**	
Agriculture, forestry, and fishing	1	Legislators, senior officials, and managers	
Mining and quarrying	2	Professionals	
Manufacturing	3	Technicians and associate professionals	
Electricity, gas, steam, and air conditioning supply	4	Clerks	
Water supply; sewerage, waste management and remediation activities	5	Service workers and shop and market sales workers	
Construction	6	Skilled agricultural and fishery workers	
Wholesale and retail trade; repair of motor vehicles and motorcycles	7	Craft and related trades workers	
Transportation and storage	8	Plant and machine operators and assemblers	
Accommodation and food service activities	9	Elementary occupations	
Information and communication	10	Armed forces	
Financial and insurance activities	11		
Real estate activities	12		
Professional, scientific, and technical activities	13		
Administrative and support service activities	14		
Public administration and defence; compulsory social security	15		
Education	16		

Human health and social work activities	17		
Arts, entertainment, and recreation	18		
Other service activities	19		
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	20		
Activities of extraterritorial organizations and bodies	21		
Never worked before migrating	97		

* Based on the International Standard Classification of All Economic Activities (ISIC).

https://unstats.un.org/unsd/publication/seriesM/seriesm_4rev4e.pdf.

** ISCO- 08, Major groups.

A10 - People with disabilities

Do you have any disability?	YES		NO	
Does your disability allow you to perform tasks in wage employment?	YES		NO	
Has your working capacity been assessed by medical services?	YES		NO	
Does your disability require specific support to perform tasks in wage employment?	YES		NO	

B. Migration history

B1 - Push factors for last migration before return

Have no job/cannot find job	
Nature of work unsatisfactory	
Lack of social protection	
To repay debts	
To improve standard of living	
To accompany/follow spouse or parent	
To get education	

To finance children's education	
Conflict or instability	
Other (please specify)	

B2 - Did you attend any training before you went abroad specifically to prepare you for living or working abroad?

Yes	No
1	2

B3 - For how long did you stay abroad before returning now?

1-3 months	1	3-5 years	5
3-6 months	2	5-10 years	6
6-12 months	3	10 years or more	7
1-3 years	4	No answer	99

B4 - Type of work done in the destination countries before returning

Branch of economic activity*		Type of occupation**	
Agriculture, forestry, and fishing	1	Legislators, senior officials, and managers	1
Mining and quarrying	2	Professionals	2
Manufacturing	3	Technicians and associate professionals	3
Electricity, gas, steam, and air conditioning supply	4	Clerks	4
Water supply; sewerage, waste management and remediation activities	5	Service workers and shop and market sales workers	5
Construction	6	Skilled agricultural and fishery workers	6
Wholesale and retail trade; repair of motor vehicles and motorcycles	7	Craft and related trades workers	7
Transportation and storage	8	Plant and machine operators and assemblers	8
Accommodation and food service activities	9	Elementary occupations	9
Information and communication	10	Armed forces	10
Financial and insurance activities	11		
Real estate activities	12		
Professional, scientific, and technical activities	13		
Administrative and support service activities	14		
Public administration and defence; compulsory social security	15		
Education	16		
Human health and social work activities	17		

Arts, entertainment, and recreation	18		
Other service activities	19		
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	20		
Activities of extraterritorial organizations and bodies	21		
Never worked before migrating	97		

* Based on the International Standard Classification of All Economic Activities (ISIC).

https://unstats.un.org/unsd/publication/seriesM/seriesm_4rev4e.pdf.

** ISCO- 08, Major groups.

B5 - Did you study or attend training abroad?

Yes	No
1	2

B6 - What is the highest level of school or training you attended abroad?

University	1
Post-arrival and orientation training	2
Language training	3
Training to bring existing qualifications up to local standards	4
On-th- job training	5
Other (please specify)	6

B7 - Were your qualifications obtained at home recognized abroad?

Yes	1
Only partially	2
No	3
Not applicable	4

B8 - Main reasons for returning to the country of origin

Laid off by employer	1.
End of contract	2.
Could not find work	3.
Did not like the type of job	4.
Working and living conditions did not match the job offer	5.
Felt discriminated	6.

Low income	7.
Retirement	8.
Saved enough money	9.
To start a business after return	10.
Inherited property/land	11.
Needed back by the family	12.
To get married here	13.
Pregnancy	14.
Problems with raising children there	15.
Health issues	16.
Sent away by the authorities	17.
Permit expired	18.
Homesick	19.
Covid-19 pandemic	20.
Conflict and instability in the destination country	21.
Restoration of stability in the country of origin	22.
Other (please specify)	23.

C. Experience since return

C1 - Time taken to find a job after return

Arranged before return	
On arrival	
Within 1 month	
Within 6 months	
Within 1 year	
After 1 year	
97. Still unemployed	

C2 - What methods did you use in your search for employment, upon your return?

	Yes	No
1. Support from the national employment services	1	2
2. Starting a new business	1	2
3. Support from private employment agencies	1	2
4. Responding to vacancy advertisement	1	2
5. Contacting the former employer	1	2
6. Contacting employers or human resources managers directly	1	2
7. Calling friends, family members, colleagues	1	2
Other (please specify)	_ _	
No method		97
	DN	98
	DR	99

C3 - What job did you perform after return?

Branch of economic activity*		Type of occupation**	
Agriculture, forestry, and fishing	1	Legislators, senior officials, and managers	1

Mining and quarrying	2	Professionals	2
Manufacturing	3	Technicians and associate professionals	3
Electricity, gas, steam, and air conditioning supply	4	Clerks	4
Water supply; sewerage, waste management and remediation activities	5	Service workers and shop and market sales workers	5
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Other service activities	19		
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	20		
Activities of extraterritorial organizations and bodies	21		
Never worked	97		

* Based on the International Standard Classification of All Economic Activities (ISIC).

https://unstats.un.org/unsd/publication/seriesM/seriesm_4rev4e.pdf.

** ISCO- 08, Major groups.

C4 - Of all your experiences abroad, what has helped you most?

1. Working experience	
2. Formal education/training	
3. Skills learned at work	
4. Other (please specify)	

C5 - Did you get any support for your reintegration in the labour market?

Yes	No
1	2

C6 - If yes, from whom?

0. National employment services
1. Ministry of Labour
2. NGOs
3. Relatives
4. Friends
5. Ad-hoc programmes for returning migrants

C7 - If not, which kind of support do you need?

a) For finding a job

Yes	No
1	2

b) For starting your own business

Yes	No
1	2

c) To retire

Yes	No
1	2

d) To re-migrate

Yes	No
1	2

C8 - Which kind of services do you need for finding a job?

Job profiling to identify skill gaps	
Additional training for filling the identified skill gaps	
Specific support for people with disabilities	
Support in the validation of prior learning	
Support for the recognition of qualifications earned abroad	
Assistance in benefiting from specific economic reintegration measures for returnees (if existing)	
Assistance in finding a job	
Assistance in posting job application in electronic employment platforms	
Other (please specify)	

C9 - Which kind of services do you need for starting your own business?

Assistance in the investment of savings	
Assistance in accessing measures for self-employment	
Business advice	

Financing start-ups	
Assistance for credit and guarantee issues	
Training on financial literacy and business management	
Other (please specify)	

C10 - In which sector do you want to work or start your own business?

Agriculture, forestry, and fishing	1.
Mining and quarrying	2.
Manufacturing	3.
Electricity, gas, steam, and air conditioning supply	4.
Water supply; sewerage, waste management and remediation activities	5.
Construction	6.
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.
Transportation and storage	8.
Accommodation and food service activities	9.
Information and communication	10.
Financial and insurance activities	11.
Real estate activities	12.
Professional, scientific, and technical activities	13.
Administrative and support service activities	14.
Public administration and defence; compulsory social security	15.
Education	16.
Human health and social work activities	17.
Arts, entertainment, and recreation	18.
Other service activities	19.
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	20.
Activities of extraterritorial organizations and bodies	21.

C11 - If you want to retire, do you have a pension or other social benefits from your time abroad?

Yes		No	
1		2	

C12 - If not, why not?

1. Did not contribute to pension scheme
2. Contributed, but not for a long enough period
3. Pension scheme non-transferable to (name survey country)

4. Other (please specify)

C13 - Which kind of services do you need for retirement?

Assistance accessing the pension scheme	
Assistance in the recognition of working periods abroad, including consular support (if applicable)	
Other (please specify)	

C14 - Are you planning to re-migrate?

Yes	No
1	2

C15 - If you want to re-migrate, what are the main push factors?

Have no job/cannot find job	
Nature of work unsatisfactory	
Lack of social protection	
Unequal opportunities	
Gender and social norms	
To repay debts	
To improve standard of living	
To accompany/follow spouse or parent	
To get education	
To finance children's education	
Other (please specify)	

C16 - Which services do you need for regular re-migration?

Information on regular migration opportunities	
--	--

Pre-departure training	
Pre-employment orientation	
Language training	
Vocational training to enhance employability in the destination countries	
Assistance in employment contract signature process	
Legal assistance for the protection their rights during migration	
Consular protection during the migration period	
Free toll emergency numbers to call for support when abroad	
Other (please specify)	

Thanks to the person interviewed.

Interviewee name: _____ (the interview will be used anonymously, the name here is to avoid duplications)

Annex 3. Self-assessment questionnaire for training quality

Training aspects	1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly disagree
A. The objectives of the training were clearly defined					
B. Participation and interaction were encouraged					
C. The topics covered were relevant to me					
D. The content was organized and easy to follow					
E. The handouts were helpful					
F. The self-training modules increased my knowledge on the topics concerned.					
G. This training experience will be useful in my work.					
H. The facilitators/trainers were knowledgeable about the training topics.					
I. The case studies were relevant and useful.					
J. The training objectives were met.					
K. The time allotted for the training was sufficient.					
L. The logistics were set in adequate ways.					
M. The training took into account gender and diversity considerations					



► **Contact**

**International Labour Organization Decent Work
Team for South Asia and Country Office for India**

India Habitat Centre,
Core 4B, 3rd Floor,
Lodhi Road,
New Delhi, 110003