



Asia-EU Dialogue on Labour Migration

08 – 09 February 2011

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IOM International Organization for Migration

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Executive Summary

In the framework of the EC-funded *Regional programme and dialogue on facilitating safe and legal migration from South Asia to the EU*, the International Organization for Migration (IOM) organized a two-day meeting, bringing together senior labour migration officials from the eleven Asian countries of the Colombo Process¹, EU institutions and interested EU Member States in Brussels to exchange experiences and discuss issues of common interest on labour migration between Asia and the EU. The following themes were discussed during the dialogue: (i) the state-of-play of the Colombo Process and related initiatives; (ii) latest developments on Asia-EU Labour Migration; (iii) labour supply and demand in both regions, with a view to labour matching; (iv) challenges of irregular migration; (v) regulatory frameworks for recruitment and good practice; (vi) the concept of circular migration and (vii) student mobility.

Delegates demonstrated strong interest in the topics, as illustrated by fruitful exchanges after each session. As a result of the dialogue, a set of joint recommendations have been adopted, which are annexed to this report. These will feed into the 4th Colombo Process Ministerial Consultation scheduled for April 2011 in Dhaka, Bangladesh.

Context

Although migration flows from the Asian countries to the European Union (EU) have been relatively low compared to other source regions, such as Africa and Eastern Europe, the Asia-EU migration trend has shown not only a gradual expansion, but also diversification in recent years. This can be seen both in terms of source of flows and their destination. Prior to the global economic downturn, interest in exploring labour migration routes and opportunities with Asia has been observed among some new EU countries, such as the Czech Republic, Hungary, Poland and Romania, which have seen an increasing portion of their own workforce move westward since their accession to the EU.

Despite the global economic downturn which followed the financial crisis in 2008, the migration trend from Asia to the EU, particularly economic migration, has maintained, and is expected to increase in the foreseeable future. The challenge lies in how to manage migration effectively, in order that both countries of origin and destination, as well as the migrants themselves can benefit. It is in this context that the International

¹ The Regional Consultative Process on Overseas Employment and Contractual Labour for Countries of Origin in Asia, popularly known as the Colombo Process, was established in 2003. Member countries include Afghanistan, Bangladesh, China, India, Indonesia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand and Vietnam. IOM serves as the Secretariat for the Colombo Process.

Organization for Migration (IOM) has, since 2006, been implementing programmes which aim at facilitating the development of safe and legal migration from South and Southeast Asia to Europe.²

Continued dialogue between the two regions is an essential element if the upcoming challenges are to be met. As such, in 2008, IOM held the first inter-regional dialogue meeting bringing together senior labour migration officials from all Colombo Process and EU countries to discuss labour migration issues. To take stock of progress achieved since the last meeting, and to identify avenues for deeper cooperation, IOM held the second “Asia-EU Dialogue on Labour Migration” on 08 – 09 February 2011 in Brussels. The objectives of the Dialogue were to:

1. Inform participants on the dynamics of labour mobility between Asia (namely the Colombo Process countries) and the EU, and recent legislative and policy developments;
2. Share best practices/lessons learned from completed and ongoing research, projects and programmes;
3. Develop shared understanding and awareness of the challenges and opportunities from origin and destination country perspectives; and
4. Identify priority issues of mutual interest and promote actions which will facilitate safe and legal labour migration between the two regions and its impact on development.

Proceedings

Inaugural Session

Speakers at the Inaugural Session of the Asia-EU Dialogue on labour migration included Mr. Bernd Hemingway, Regional Representative, IOM Brussels, H.E. Havas Oegroseno, Ambassador, the Republic of Indonesia to the Kingdom of Belgium, the Grand-Duchy of Luxembourg and the European Union, Mr. James Moran, Director Asia, European External Action Service (EEAS) and Ms. Diane Schmitt, Head of Unit B1 - Immigration and Integration, DG Home, European Commission.

Mr. Bernd Hemingway, Regional Representative of IOM Brussels, welcomed participants by stressing that achieving successfully managed labour migration is imperative for both

² Regional Dialogue and Programme on Facilitating Managed and Legal Migration between Asia and the European Union (EU) funded by EC AENEAS 2004 Programme, and the ongoing successor project: Regional Programme and Dialogue on Facilitating Safe and Legal Migration between South Asia and the European Union, funded under the EC Thematic Programme for Migration and Asylum 2008.

Asia and the EU. Mr. Hemingway recalled the first Asia-EU Consultation Meeting on Labour Migration held in Brussels in 2008 and the wider Colombo Process framework within which IOM provides extensive support to member countries. Facilitating safe and legal labour mobility and preventing irregular migration were highlighted as some of the engaging questions to be addressed during the dialogue.

In his statement, H.E. Havas Oegroseno, Ambassador of the Republic of Indonesia to the Kingdom of Belgium, the Grand-Duchy of Luxembourg and the EU, informed participants about the different economic trends which Asia and the EU are experiencing. He stressed that the rapidly growing Asian economies of which Indonesia is a prime example, may possibly face 7 per cent growth in 2011. He stressed that economic development and prosperity are not a zero sum game. Prosperity can be shared and movement of labour, goods and finances form part of the global trends which should be taken into account. The Ambassador highlighted the need to develop cooperation on the establishment of legal frameworks, protection of legal workers, remittances and irregular migration.

Mr. James Moran, Asia Director within the newly created European External Action Service, highlighted the interdependence between Asia and the EU, where the EU has contributed to prosperity in Asia and vice versa. Cooperation with countries of origin of migrants is crucial for the EU, such as through the Global Approach to Migration, which covers facilitation of labour migration. Mr. Moran emphasized the need to understand the particularities of each country when it comes to migration. He raised the importance of migration as a key feature in today's globalised world which needs to be developed and adapted.

Ms. Diane Schmitt, Head of Unit for Immigration and Integration at the European Commission's Directorate-General for Home Affairs, underlined that the EU needs migrants, and that migration will be the main driver for population change in the EU. Ms Schmitt stressed that migration is high on the EU agenda. While the EU Member States maintain their right to set admission quotas, the EU has made progress in promoting common legislation since the 2005 Action Plan on Legal Migration. The European Commission has also foreseen the launch of an EU Immigration portal in 2011 which will provide information to potential migrants into the EU, as well as Communications on Skills Recognition and Labour Matching, on a second phase of the EU Integration Policy as well as on the Global Approach to Migration.

Session 1: Colombo Process and Follow-up Actions

As the chair of the session, H.E. Ismat Jahan, Ambassador and Permanent Representative of Bangladesh in Brussels, introduced the session on the Colombo Process. She emphasized that the Government of Bangladesh was looking forward to hosting the

upcoming ministerial meeting of the Colombo Process, and encouraged participants to contribute to the present dialogue.

The role of Regional Consultative Processes (RCPs) on migration, and in particular the Colombo Process, in promoting dialogue and advancing cooperation between countries of origin and partner countries, was summarized by Ms. Maureen Achieng, Head of the International Partnerships Division, at IOM Geneva.

A RCP consists of repeated regional meetings of states dedicated to discussing migration issues and the Colombo Process is one of 16 RCPs. As there is no comprehensive international legal framework on migration, RCPs have been sprouting across the globe over the last 20 years. The Colombo Process aims to facilitate regular consultation geared towards practical solutions on questions of labour migration. For the upcoming Ministerial Consultation of the Colombo Process, Ms. Achieng stressed that the lack of operating modalities was a limiting factor, and proposed that this discussion be advanced at the Dhaka meeting.

Concerning the EU's engagement with the Colombo Process, Ms. Achieng noted that the broad participation at both the first and this second EU-Asia dialogue indicates a strong commitment on both sides. Given that migration is becoming an increasingly complex phenomenon and that new migration corridors are likely to open up, cooperation and dialogue are the way forward. Ms. Achieng closed by stressing the need for regularity and predictability of meetings if the Colombo Process is to achieve its objectives.

Ms. Kristina Mejo, Regional Programme Manager with IOM Dhaka, outlined that the Asia-EU Dialogue was taking place within the framework of the EU-funded 'Regional Programme and Dialogue on Facilitating Safe and Legal Migration between South Asia and the EU', implemented by IOM. This programme builds on the success of the 2006-2008 AENEAS project. The main lessons learnt from the previous project were that tailor-made approaches to joint actions are the most effective, as well as integrating common concerns to address labour migration policies of EU countries which are rapidly changing.

The current programme targets Bangladesh, India and Sri Lanka as countries of origin and the Czech Republic, Denmark, Italy and Romania as countries of destination. Activities cover information campaigns, setting up of Migrant Resource Centre (MRCs), roll-out of media and NGO workshops, a telefilm promoting safe and legal migration between Asia and Europe, among many others. The programme will also support the 4th Ministerial Consultation of the Colombo Process that is scheduled to take place in April 2011.

When asked about the progress of the Bali and Abu Dhabi processes, as well as the UN High-Level Dialogue on Migration, Ms. Achieng replied that the Bali process had so far focused on migrant smuggling and trafficking in persons. The next meeting, with the goal of advancing a regional protection framework, is planned for the end of March 2011. On

the Abu Dhabi Dialogue front, since the last meeting in 2008, there has been minimal process.

Another query was made as to the steps its members can take to improve the effectiveness of the Colombo Process. In response, the need for draft operating modalities and more regular consultations among the member states was stressed.

Session 2: Latest Developments on Asia-EU Labour Migration

Session two was chaired by Ms. Tine Gram, Senior Advisor at the International Recruitment Department of the Labour Market Authority in Denmark, who opened the session by briefly outlining the situation in Denmark.

It was followed by an overview of the latest Asia-EU labour migration trends by Ms. Anna Platonova, Labour Migration Specialist at IOM Brussels. She stated that Asia is the primary source region of migration globally. In the past decade, 1.3 million migrants originated annually from this region. Asian migrants sent home a total of USD 145 billion in remittances per year³. The annual inflow of migrants from the Colombo Process countries into the OECD has increased by nearly 50 per cent between 2000 and 2008. Of the total number of Colombo Process country nationals residing in the EU, some 80 per cent reside in Germany, Italy and Spain.

There are no indications that the economic crisis has led to a drastic decline in migration. Demand for migrant labour has not stopped, while government initiatives promoting voluntary return have seen low levels of participation. Within the EU, the economic crisis has, however, exacerbated existing inequalities and often caused migrants to end up in irregular employment.

Policy responses by EU governments have been varied. These range from admission restrictions for low skilled migrants and family reunification to attempts to help migrants maintain their legal status during the crisis and to stay in the country legally while looking for employment.

Professor Philippe De Bruycker, migration expert at the Free University of Brussels (ULB), explained the latest developments on labour migration in the EU. He clarified that a real 'common' EU policy toward immigration from third countries was expected to take shape in the future. Under a new sectoral approach adopted in 2005, the European Commission has proposed specific legislation for different types of migrant workers and only one general piece of legislation - the single permit directive. To date, no legislation is

³This data is very approximate, given the lack of reliable information on undocumented/irregular migrants

foreseen which would specifically target non-skilled or low-skilled workers. At the moment, there is no single 'EU labour market' but several, and no common European policy for employment of migrant workers from third countries.

It has recently been highlighted by the Europe2020 strategy and the European Council at the end of 2010 that the EU has an ageing population. Migration can be part of the solution to this challenge, and is regarded as a positive element within the strategy. Professor De Bruycker concluded by highlighting that the EU's role on labour migration, from his perspective, is still unclear, not easy to define, and lacks a clear philosophy.

An inquiry was made as to the challenges hindering migration from Bangladesh to the EU. It was explained that recruitment is employer-led and that demand exists on all levels, not just for highly skilled but also for low skilled migrants. Very few migration channels exist at all for low skilled migrants from non-EU countries.

The difference between the blue card and the ICT proposal was also explained. The ICT proposal targets exclusively workers who move within the same company.

Another question regarding the divergences between the EU and its Member States on the issue of labour migration was raised, and it was confirmed that it is truly difficult to promote cooperation between Member States as they cling to their competence on the admission of workers to their territories (defining admission quotas). Professor De Bruycker outlined that the EU Member States have emphasized irregular migration. More attention might be paid to labour migration in the future.

Session 3: Facilitating Labour Migration from Asia to Europe

The session was chaired by Col. Nissanka N Wijeratne, Secretary to the Ministry of Foreign Employment Promotion and Welfare, Sri Lanka.

Rosalinda D. Baldoz, Secretary at the Department of Labour and Employment, Philippines, made a presentation on labour matching between the EU and Asia. She anticipated that Europe will experience a growing need for talent. Notably, projections showing increased demand for highly skilled workers in the EU are already seen in the business and IT sectors, in healthcare, social work, tourism, hotel and catering, and in the green economy⁴. Education and personal services are reportedly also experiencing labour shortages although to a much lesser degree. Reports from manpower organizations show that despite the crisis, there are some 4 million unfilled jobs in Europe.

⁴ A green economy is one that results in "improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities". In its simplest expression, a green economy is low carbon, resource efficient and socially inclusive, whereby growth in income and employment should be driven by public and private investments that reduce carbon emissions and pollution, enhance energy and resource efficiency, and prevent the loss of biodiversity and ecosystem services (UNEP 2010).

Ms Baldoz noted that Europe is now looking at Asia as having the largest reserve of highly skilled workers in the world, and with some countries having developed a highly sophisticated structure to select, prepare and deploy migrant workers for jobs abroad. The majority of migrants working in Europe are professional and skilled workers, such as nurses, engineers, IT professionals, teachers, hotel workers, care workers, skilled workers and household service workers.

She further stressed that human resources form part of the Philippines' single biggest comparative advantage. The government has identified and certified skilled workers, graduates and licensed professionals for both domestic and overseas markets. The Government of the Philippines is working to face challenges by adapting its education system to respond to global trends and to the growing demand for more knowledge-based skills and competencies. In order to protect migrant workers better, the Government has recently amended its Migrant Workers Act, which includes a provision limiting deployment of workers only to those countries which afford protection to migrant workers.

Mr. Ionuț Cirdei, Specialist Officer at the Migration Department of the Romanian Immigration Office, provided an overview on the labour migration situation in Romania. The new EU Member State has a long experience as an emigration and transit country, and is not yet deemed a destination country. It is rather the emigration of qualified Romanians which creates problems for the Romanian labour market. Currently, there are about 2.5 million Romanians employed abroad in non-seasonal activities, which represents more than 10 per cent of Romania's inhabitants. The main EU destination countries are Spain and Italy. 60 per cent of these are between 18 and 25 years old.

As a result of the economic crisis, the human resources demands of the Romanian labour market have changed. Third Country Nationals used to work mainly in construction, but are now needed in the service area. Approximately 80 per cent of these are low skilled workers, and only 20 per cent are skilled and highly skilled. The National Strategy on Migration 2011-2014, which was highlighted, clearly determines the actions which need to be undertaken to achieve strategic objectives in Romania's immigration policy.

In the next presentation, labour mobility and skills recognition between Asia and Europe was discussed by Professor Dr. S Irudaya Rajan from the Centre for Development Studies in Kerala, India. He emphasized the demographic disadvantage in the EU and the demographic advantage of Asia. While the EU's total fertility rate is below the replacement level, Asia has a young population with a high fertility rate and high demographic dividend.

He stressed that the care economy is one of the key sectors where the EU will not necessarily require doctors, but low skilled and semi-skilled workers. The 10 top jobs

which employers are having difficulty filling are skilled and low skilled professions - skilled trades, sales representatives, technicians, drivers, chefs, IT staff, doctors and non-nursing health professionals, secretaries, engineers and accounting and finance staff. Professor Rajan suggested that EU governments invest in education in the labour sending countries, promote circular migration and set up novel policies for student migration.

The Chair opened up the question and answer session by stating that the migration trend from Asia to the EU is unlikely to be reversed, and Asians will also seek decent living conditions in their countries of destination. A question was posed to Mr. Cirdei as to how the Government of Romania intends to balance the foreign workforce with its returning citizens. Mr. Cirdei pointed to a quota which has been introduced, stipulating the number of third country nationals who can legally enter Romania.

Mr. Ionut Sasu, DG Employment at the European Commission, highlighted the fact the EU has already started its reflection process on various relevant initiatives. The ageing process affecting the EU was addressed in a Staff Working Paper on healthy ageing, and will be the subject of a strategy on demography to be issued in 2011. The European Commission is currently identifying the supply of skills available and required in the EU Member States. In 2012 the European Commission will publish an EU skills panorama which will show which types of skills are in demand. He emphasized that it is not sufficient to merely attract third country nationals to the EU, but that there is also a need to promote their social inclusion.

A delegate from the Italian Ministry of Labour further explained that even if governments try to regulate the labour market, the ties with origin countries already favor new flows and new entries to the EU. Those workers who are already well integrated in Italy attract new workers.

Session 4: Migration from Asia to Europe: Addressing Challenges

Session 4 was chaired by Mr. Khair Mohammad Niru, Director General at the Ministry of Labour and Social Affairs, in Afghanistan.

Mr. Federico Soda, Head of Labour and Facilitated Migration at IOM Geneva, presented on "The Challenges of Irregular Migration." He explained that the category of irregular migrants encompasses persons who entered a country unlawfully or who entered lawfully, but overstayed. According to recent statistics, 10-15 per cent of the EU's foreign residents have an irregular status. Nonetheless, the lack of data makes the analysis of irregular migration very difficult; this is why it is common to refer to them as "statistically invisible" persons.

It is a phenomenon that leads to negative consequences for both the host countries and the migrants, as it undermines a state's ability to manage regular migration flows, and at the same time, fosters an increase of anti-migrant sentiments directed at entire nationalities/ethnic groups. Irregular migration is also associated with high risks of abuse, as irregular migrants are not subject to the protection that states guarantee to regular migrants. Addressing irregular migration should therefore include three main aspects: promoting political will and action – such as through RCPs and dialogue between countries of origin, destination and transit – as well as the set-up of more flexible policies to address labour market needs and a comprehensive migration management that has to include security concerns, humanitarian flows and labour market realities. Other preventive measures to be taken should include information dissemination and raising awareness among migrants.

Mr. Asif Munier, National Programme Officer, IOM Dhaka and Mr. Nitin Kumar, Project Coordinator, IOM New Delhi, presented a brief overview of different responses to the labour migration challenges in various Colombo Process countries. In the case of Nepal, only a limited number of Nepalese migrants are moving to Europe for work reasons. The current challenges for the Government of Nepal is access to the labour market in Europe – as there is no market identification and research currently being undertaken; promoting and securing quotas for Nepali migrant workers, as well as regulating the irregular practices adopted by some recruitment agencies, such as high fees charged to the migrants. An example of an innovative labour mobility partnership is an agreement between Denmark and India which has allowed for the development of skill training centers and the promotion of skilled migration. In addition, India has signed social security agreements with 8 EU countries. Other examples included: Vietnam, Indonesia and Philippines.

Following the presentation, a query was made to the panelists if it is a fair assumption that Colombo Process Countries (CPCs) will reach policy harmonization on labour migration. In reply, it was noted that policy harmonization shall be further discussed among CPCs in their coming meetings, but that it has to be taken into consideration that the Colombo Process is a non-binding platform, and that strategies that will be adopted in this field will vary according to the different countries involved and their political will.

Session 5: Regulatory Frameworks for Recruitment

The Chair, Dr. Muhammad Faisal, Ministry of Foreign Affairs, Pakistan guided the discourse by reiterating the importance of the regulatory frameworks, both in the countries of origin and destination to facilitate safe, regular and humane migration.

Mr. Atul Kumar Tiwari, Joint Secretary, Ministry of Overseas Indian Affairs, India, gave his presentation on the “Regulatory framework for recruitment in the countries of origin.”

Mr. Tiwari provided a background of migration from India and mentioned that countries, such as USA, Australia, UK receive more high skilled migrants from India, while the Gulf region receives more medium and low skilled migrants.

Mr. Tiwari also shared the different initiatives taken by the Government of India for the protection and welfare of the Indian migrant workers, which include an Overseas Workers Resource Centre (24x7 helpline), Migrant Resource Centres, Indian Workers Resource Centre (IWRC), Indian Community Welfare Fund (for onsite support and welfare of stranded Indian workers), awareness campaigns, e-migrate project (to link all stakeholders in emigration management via an ITC platform for transparent and organized migration management) and the Emigration Management Bill (which will deal with smuggling in persons, accreditation of employers and severe penal provisions for violators). He also emphasized the need for a strong bilateral and multi-lateral cooperation and coordination for better migration management between countries of origin and destination.

Ms. Germana Viglietta, International Relationships, Directorate General Immigration, Ministry of Labour and Social Policy, Italy, discussed the European experiences of regulating recruitment from overseas. She introduced the participants to the decree system for employment in Italy and how it is operating with emphasis on the preferred countries which have signed a Comprehensive Partnership Agreement.

Ms. Viglietta emphasized the need for strengthening collaboration in the management of labour migration through Labour Mobility Partnerships. She also deliberated upon the new system that the Italian Government is contemplating and expressed a desire that it will become an efficient tool to monitor and manage entry flows from other countries.

Ms. Věra Kolmerová, Head of Foreign Employment Office, Ministry of Labour and Social Affairs, Czech Republic also discussed the experiences of her country in regulating recruitment of migrants. She walked the audience through the various facets of foreign workers in Czech Republic. Her observation included that even though the number of foreign workers in the Czech Labour market has been reducing since 2008, there are certain areas, such as manufacturing, construction, among others, where significant numbers of foreign workers are engaged.

Ms. Kolmerová noted that the Government of Czech Republic has made illegal employment of third-country nationals a criminal offence and increased the number of controls on employers. The Government is considering issuing decrees for temporary assignments. She further provided information on the initiatives taken by the Czech Republic for access to the Czech Labour market by highly skilled workers from third countries, such as the Green Card, EU Blue Card, single permits, posting of job vacancies in special databases and obligatory integration/orientation course in the Czech Republic.

Following the presentation, there was interest in how the E-migrate system works in India and in response, it was mentioned that the system is based on an ITC platform through which all stakeholders will be connected on a common portal.

Regarding the quota for migrants to Italy, it was mentioned that the Ministry of Labour and Social Policy and Ministry of Interior are responsible for processing the applications for the quotas.

Session 6: Human Resources Development and Circular Migration – Striking the Balance between Labour and Development Needs

Mr. Stefan Hult, Director, International Division, Ministry of Employment, Sweden guided the session on developing human resources in the countries of origin to better meet the demand for skills requirements, as well as to promote circular migration.

Mr. Kristof Tamas, International Relations Officer at DG Home of the European Commission, made his presentation on circular migration as an opportunity for addressing labour shortages by outlining that migration policies need to be linked to human capital policies. He anticipated that the highest concentration of labour shortages will be for high level managerial positions. Circular migration can play a role in matching EU demand with available skills in Asia.

Circular migration can be facilitated by innovative entry schemes, such as multiple entry permits, long term or permanent residency rights. Mr. Tamas stated that by 2020 there will be a lack of one million workers in the healthcare sector alone. Migrant workers from third countries will be needed, but will require an appropriate immigration status and attractive conditions to get their qualifications recognised. Measures accompanying circular migration include: the sharing of information on vacancies, matching of skills profiles, sharing obligations on migrants rights, skills upgrading, possibly language training, capacity building of recruiters, bilateral cooperation on the recognition of qualifications and support to manage remittances to the benefit of the home country. Mr. Tamas concluded his presentation by highlighting that the EU would benefit from a strong cooperation with partners in Asia.

Mr. Dao Cong Hai, Deputy Director General at the Department for Overseas Labour at the Ministry of Labour, Invalids and Social Affairs of Vietnam, next talked about high-skilled labour migration from Asia to the EU. Mr. Cong Hai provided an overview of the labour dispatch programme in Vietnam which has contributed significantly to the Vietnamese employment generation programme, to poverty alleviation, improving the life of migrants and promoting the shifting of the economic and labour structures.

Mr. Cong Hai continued by briefing delegates on the labour force of Vietnam. The Vietnamese Government's strategy is to enhance the quality of the workforce and to increase the ratio of trained workers, both for domestic markets and for overseas employment. The Vietnamese Government is taking targeted measures to protect Vietnamese workers abroad through a number of government agencies and the development of a legal framework in protecting overseas workers.

Mr. Ionut Sasu, DG Employment of the European Commission, added that circular and seasonal migration represents a way to address labour shortages, as well as unemployment in the sending countries, in accordance with the economic cycle. These policies are also a way to ensure a better match between demand and supply, and to avoid brain waste and brain drain.

In the following session, Mr. Khurshed Alam Chowdhury, Director General of the Bureau of Manpower, Employment and Training in Bangladesh and Ms. Kristina Mejo, Regional Programme Manager, IOM Dhaka, gave participants an insight into global student mobility. According to the presenters, the globalization of higher education has become a market-oriented activity which has been internationalised with knowledge, skills and values seen as having universal appeal and application. In 2009, there were over 3 million student migrants worldwide, with the top seven destination countries - namely the US, the UK, France, Germany, China, Australia and Canada- hosting 65 per cent of the mobile student population.

It was also mentioned that student migration may be used as a route to labour migration and non-return (such as visa over-stay). Fraud, such as through fake institutions, false degrees, relaxed admission rules, distorted evaluation processes and faked examinations are also additional risks that might occur. Regulatory mechanisms are therefore needed to ensure quality and to protect students and institutions.

Mr. Stefan Hult, Director, International Division, Ministry of Employment, Sweden, thanked the presenters and informed the audience about a parliamentary committee on circular migration, which has been set up in Sweden.

Session 7: Parallel Working Groups

Three parallel working groups were conducted under the following themes:

1. Possibilities for Regional Collaboration

Facilitator: Mr. Suthi Sokusol, Director of Office of Overseas Employment Administration, Department of Employment, Ministry of Labour, Thailand

The participants mentioned that the priority areas for inter-regional and intra-regional collaboration were on the issues of:

- Minimum wage and working and living conditions
- Increasing information awareness
- Measures to counteract unethical competition
- Efficient channels for remittances

Specifically, between Asia and the EU, the participants discussed labour mobility partnership schemes and transferring of skills, holding of regular regional dialogues, platforms and forums which promote bilateral partnerships; and mutual recognition of skills, trainings, through standardization and accreditation of training and vocational centers.

At the intra-regional level, the participants mentioned that they would like to see increased sharing of both good and bad practices in migration management through regional platforms as well as virtually. Discussants representing countries of origin also recommended: linking up of MRCs (such as the MRC in India with Nepal, Bangladesh and Philippines); and agreement upon common minimum wage levels and work conditions between the countries of origin for greater leverage.

2. Opportunities for Circular Migration from Asia to Europe

Facilitator: Mr. Rustico de la Fuente, Labour Attaché, Philippines Overseas Labour Office - Embassy of Philippines in Belgium

In this group, opportunities and challenges for circular migration were discussed. It was pointed out that facilities should be provided for migrants in order to encourage them to go back to their home countries once their work permit has expired, thus avoiding overstay. Both the host countries and the sending countries should set up these mechanisms to help ensure this.

Participants stressed the importance of regulating circular migration preferably through bilateral agreements, in order to mitigate potential risks of overstay and facilitate return. Programmes for information dissemination and awareness-raising are considered of fundamental importance to ensure that migrant workers are aware of the potential benefits of circular migration and of the potential risks of being in an irregular situation. According to the participants, tax incentives for starting new business activities in the origin countries should be foreseen to encourage the return of migrant workers. Additionally, host countries should foresee similar incentives, such as guaranteeing portability of social security coverage for migrant workers. Finally, the issue of EU policies in the field of circular migration was discussed and participants agreed that the current EU framework was not ready enough to regulate circular migration.

3. Countries of Origin and Destination: Ways forward on Good Recruitment Practices
Facilitator: Ms. Vera Kolmerova, Head of Foreign Employment Office, Ministry of Labour and Social Affairs, Czech Republic

The participants in the group shared good practices on recruitment and discussed how they could be adapted for other countries. Indonesia, as a labour sending country, has set up a variety of schemes which follow the demand of the countries of destination such as G2G (between governments) or G2P (between governments and private employers). The contact with the receiving country is governed by a memorandum of understanding. The Indonesian delegate considers the G2G programme as the best as every single step is regulated and overseen by the government.

The participants also mentioned that G2G agreements might not always be preferred by some countries, which choose to work with private recruiters instead. The EU Member States mentioned that they were interested in more flexible procedures and thus, the reason their governments did not sign Memoranda of Understanding with Asian countries of origin more widely. Sweden, for example, applied rather liberal rules which are the same for all third-country nationals.

A delegate from the European Commission proposed that EU Member States move forward towards a common framework and a coordinated approach. Asian countries would also prefer a common framework, as these are, to date, dealing with each EU Member State bilaterally. An issue is also whether a common system would be applicable to both private and public employment agencies.

The need for government control and supervision of the private agencies was stressed (the Czech Republic alone has as many as 1,600 private recruitment agencies). Good practice examples include: contracts for the country of destination which are shared electronically between the recruiter and the employer in order to ensure that no changes are introduced once the migrant worker has travelled to the country of destination. In the Philippines, unscrupulous private recruiters are put on a blacklist and their licences are withdrawn.

Adoption of Joint Recommendations

Ms. Rabab Fatima, Regional Representative of IOM Dhaka, and Ms. Roostiawati, Director of Placement of Overseas Workers at the Ministry of Manpower and Transmigration in Indonesia, chaired the working session on the adoption of joint recommendations.

The draft Joint Recommendations were developed from the various presentations and discussions which formed the basis for an interactive session to finalize the text. The text included specific and targeted action points at different levels (national, bilateral,

regional and international), involving multiple stakeholders, such as government, civil society organizations, international organizations, etc. The final text reflected a clear statement of commitment and action at all levels and recommended that there be a review and follow-up meeting in 2012.

The Joint Recommendations were adopted, with a note to the organizers to undertake final editing.

Joint Recommendations

Preamble

Recognizing that Asia continues to be one of the leading migration source regions for the European Union, and in this context, taking note of the demographic transition that EU member states are set to face;

Considering that regional cooperation and information exchange platforms, such as this Asia-EU Dialogue on Labour Migration, play an important role in enhancing effective regional cooperation between the labour sending countries of Asia and the destination countries of the European Union, with a view to promote safe, humane and orderly migration that benefits all;

Welcoming the constructive dialogue held between Asian and EU member countries at the second Asia-EU Dialogue on Labour Migration on 8-9 February 2011 in Brussels organized by the International Organization for Migration (IOM);

Acknowledging the good practices and models for facilitating migration (such as market research units, migrant resource centers, job fairs, etc.) and the need for appropriate labour migration policy and legislation for countries of origin and destination, to respond to the challenges, evolving trends, and opportunities arising therefrom;

Recognizing the challenges that confront facilitated labour migration from Asia to the EU, **welcomes** the various ongoing and future initiatives by the governments in both the regions to promote safe and regular migration;

Recalling relevant regional and international legal instruments relating to migration and prevention of trafficking in persons;

Acknowledging that while it is the sovereign right of each state to regulate the admission and stay of migrant workers in its country, they also have a responsibility to ensure safe migration and protect the human rights of all migrant workers living and working on their territory by taking into account applicable international laws;

Recognizing the potential of women labour migration from Asia to Europe, and the need for focused research on potential markets, skills requirements, job placements and measures to protect them;

Noting that these joint recommendations from the Asia-EU Dialogue on Labour Migration will contribute to the discussions on the theme '*Migration with Dignity*' in the upcoming Colombo Process Ministerial Consultations to be held in Dhaka, Bangladesh in April 2011, as well as other regional and inter-regional initiatives and platforms;

Noting further, with appreciation, the contribution of the participating governments of Asia and the European Union to the second Asia – EU Dialogue, and the contribution of the International Organization for Migration (IOM), the participants recommend the following:

At the National Level (as applicable, to countries of origin and destination):

1. **Call** for mainstreaming labour migration into the national policies and programmes, and in this regard, include key migration variables during data collection, ensuring the proper use of data in national censuses and surveys, including those used in national housing, health, labour, gender, education, and migration statistics. Furthermore, tools such as migration profiles, Migrant Resource Centres (MRCs), etc. may be used to facilitate collection of information pertaining to migration;
2. **Undertake** further research on the needs of the European countries to improve the links between actual demand and policy formulation in order to foster greater collaboration and promote complementary demographic and skills profiles;
3. **Review** existing policies, laws and practices related to labour migration, aiming for an overall coherence among policies that may affect migrants' experience, protection of their rights, and their ability to access services, in both the countries of origin and destination;
4. **Review** skills training, in line with international standards and certification to upgrade level of skills of migrants from Asia, through monitoring of training and (vocational training) centers and supporting capacity enhancing of the training institutes and colleges to provide courses and curricula that are based on the market analysis and demand;
5. **Encourage** greater sharing of practical and useful materials among countries of origin regarding pre-departure orientation, information management tools, communication and outreach tools, labour market information and latest policy developments between the countries;
6. **Conduct** advocacy and public education activities at national and community levels through participatory and collaborative efforts between civil society organizations, international organizations, and governments in order to build

support among stakeholders for migrant-inclusive policies, national strategies and action plans that promote tolerance and integration;

7. **Carry out** targeted and customized information campaigns at the grass-roots level to inform migrants and potential migrants on the risks of irregular migration and the possibilities for working legally in the EU;
8. **Further enhance** inter-ministerial collaboration, in and among countries of origin and destination, to strengthen mechanisms of information dissemination, including country and occupation-specific information pertaining to labour market opportunities in the destination countries, and availability of appropriately skilled labour in the origin countries;
9. **Enhance** the regulatory framework for recruitment of labour migrants through institutionalizing regular training for officials dealing with labour issues in the public offices and in the missions abroad.

At the bilateral, regional and international level:

1. **Establish** institutional mechanisms for regular dialogue on migration, between countries of origin and countries of destination;
2. **Promote** structured recruitment management systems in both the countries of origin and destination;
3. **Encourage** policy harmonization among the EU member states for a comprehensive immigration policy for third country nationals/non-EU migrants;
4. **Review** the admission processes for migrants in the countries of destination with a view to curtailing irregular migration and encouraging safe and orderly migration;
5. **Explore** the need and the possibility of bilateral agreements or Memorandums of Understanding (MoUs) with a view to developing and utilizing mechanisms for social protection, portability of entitlements, including rights and responsibilities of migrants, and managing the overall migration process by governments;
6. **Call** for coordinated efforts to streamline student mobility processes between Asia and Europe;
7. **Encourage** harmonized employment contracts to ensure minimum protection standards for migrants;
8. **Promote** labour migration, including through circular and temporary migration, thereby enhancing the developmental impact of migration in countries of origin and destination;
9. **Enhance** and build upon synergies between relevant and existing regional dialogue forums, such as the Colombo Process, SAARC, Global Forum on Migration and Development, Abu Dhabi Dialogue, Bali Process, among others.

The Way Forward:

Participants noted that given the dynamic nature of migration between Asia and the EU, regular dialogue is needed to promote better understanding and collaboration on issues of labour migration, including a follow up third Asia-EU Dialogue on Labour Migration in 2012.

Brussels, 09 February 2011

Concluding Session

Ms. Rabab Fatima, IOM Regional Representative for South Asia, highlighted the fact that many Asian countries have adopted measures which can have an impact on Asia-EU labour migration. These include: Migrant Resource Centres, migration profiles and pilot cooperation projects. Ms. Fatima stressed that IOM will continue to support and facilitate initiatives to promote safe and legal migration between the two regions. This said, many challenges on managing migration remain, which include: the majority of Asian migrants are low-skilled and risk hardship; student mobility is a growing phenomenon; effective regulatory frameworks and control agencies need to be put in place; and the progressive EU framework on labour migration still requires completion through the adoption of further directives, and effective implementation. Ms. Fatima pointed out that the joint recommendations elaborated during the meeting serve as an effective tool to address some of these challenges, and expressed the wish that the fruitful dialogue be continued at the Colombo Process meeting in April 2011 in Dhaka, Bangladesh.

Ms. Ismat Jahan, Ambassador/Permanent Representative of Bangladesh in Brussels, added that the issues deliberated on during the meeting were very important. While many complexities exist around migration, all members of the Colombo Process are in agreement that migration management is a prerequisite to establishing good governance and noted the overarching need to create a win-win situation for both countries and the migrants themselves. Ambassador Jahan emphasised the importance of safe migration of women. Inter-regional dialogue is of great significance and proactive policy measures are a shared responsibility between countries of origin and destination. Ambassador Jahan called upon EU Member States to increase their participation at the dialogue meetings. She noted that the meeting had been successful in facilitating the exchange of views, and expressed her hope that the dialogue would be useful for future Regional Consultative Processes and dialogues in forging a spirit of cooperation.

Representing the current Hungarian EU Council Presidency, Ms. Ágnes Töttös highlighted that questions related to migration are increasingly relevant within the European context. A well managed labour migration policy can play an important role in filling labour shortages and meeting demographic challenges. Given that there are already significant labour shortages in certain sectors in the EU-27, it is all the more important to accomplish the goals set out in the EU 2020 Strategy. Realistic policy goals should be set

having due regard for Member States' competences on migration. Ms. Töttös stressed that the credibility of the European migration policy depends to a large extent on the effectiveness of measures adopted to tackle irregular migration. A balanced approach should be adopted between tackling irregular migration and letting in migrants needed for economic and social well-being. The Hungarian Presidency's main task during the first half of 2011 is to continue to accomplish the objectives set by the European Commission's Policy Plan on Legal Migration of 2005. It will push for the conclusion of negotiations over the single permit proposal and is determined to continue negotiations on the recently proposed directives on intra-corporate transferees and seasonal workers. Ms. Töttös anticipated that the EU can report on adopted new legislative acts on labour migration at the next Asia-EU Dialogue meeting.

Annex 1: Agenda

Day – 1: 08 February 2011	
08:00 – 09:00 am	Registration and Welcome Coffee
09:00-9:45 am	<p>Inaugural Session <i>-Mr. Bernd Hemingway, Regional Representative, IOM Brussels</i></p> <p><i>-H.E. Havas Oegroseno, Ambassador of the Republic of Indonesia to the Kingdom of Belgium, the Grand-Duchy of Luxembourg and the European Union</i></p> <p><i>- Mr. James Moran, Director Asia, European External Action Service (EEAS)</i> <i>-Ms. Diane Schmitt, Head of Unit B1 - Immigration and Integration, DG Home, European Commission</i></p>
10:00-11:00 am	<p>Session 1: COLOMBO PROCESS AND FOLLOW-UP ACTIONS <i>Chair: H.E. Ms. Ismat Jahan, Ambassador/Permanent Representative of Bangladesh, Brussels, Belgium</i></p> <p><i>- The Colombo Process: promoting dialogue and advancing cooperation between Asian countries of origin and partner countries</i> <i>Presentation by: Ms. Maureen Achieng, Head, International Partnerships Division, IOM Geneva</i></p> <p><i>- Progress and lessons learned from the EC-funded project: “Regional programme and dialogue on facilitating safe and legal migration from South Asia to the EU”</i> <i>Presentation by: Ms. Kristina Mejo, Regional Programme Manager, IOM Dhaka</i></p> <p>Discussion</p>
11:00-11:30 am	Group Photo and Break

11:30-1:00 pm	<p>Session 2: LATEST DEVELOPMENTS ON ASIA-EU LABOUR MIGRATION Chair: Ms. Tine Gram, Senior Advisor, International Recruitment Department, Labour Market Authority, Denmark</p> <p><i>- Asia-EU labour migration trends, labour market evolution, public opinion evolution (including effects of the Global Financial Crisis) in Colombo Process and EU countries</i> Presentation by: Ms. Anna Platonova, Labour Migration Specialist, IOM Brussels</p> <p><i>- Legislative and policy developments in the EU and existing frameworks</i> Presentation by: Professor Philippe de Bruycker, Migration Expert, Free University of Brussels (ULB)</p> <p>Discussion</p>
1:00-2:00 pm	Lunch
2:00 – 4:00 pm	<p>Session 3: FACILITATING LABOUR MIGRATION FROM ASIA TO EUROPE Chair : Col. Nissanka N Wijeratne, Secretary to the Ministry of Foreign Employment Promotion and Welfare, Sri Lanka</p> <p><i>- Labour Supply and Demand: A look at labour market matching</i> Presentation by: Ms. Rosalinda D. Baldoz, Secretary, Department of Labour and Employment, Philippines Presentation by: Mr. Ionut Cirdei, Specialist officer, Immigration Office, Ministry of Interior, Romania</p> <p>Discussion</p> <p><i>- Labour mobility and skill recognition</i> Presentation by: Professor Dr S Irudaya Rajan, Centre for Development Studies, Kerala, India</p> <p>Discussion</p>

4.00 – 4.15 pm	Break
4:15 – 5:45 pm	<p>Session 4: MIGRATION FROM ASIA TO EUROPE: ADDRESSING CHALLENGES Chair: Mr. Khair Mohammad Niru, Director General, Ministry of Labour and Social Affairs, Afghanistan</p> <p><i>-Challenges of irregular migration</i> Presentation by: Mr. Federico Soda, Head of Labour & Facilitated Migration, IOM</p> <p><i>-Migration from Asia to Europe: Initiatives to Address the Challenges</i> Presentation by: Mr. Asif Munier, IOM Dhaka and Mr. Nitin Kumar, IOM New Delhi</p> <p>Discussion</p>
5:45 – 6:00 pm	Wrap Up

Day – 2: 09 February 2011

08:00 – 09:00 am	Registration
09:00 – 10:30 am	<p>Session 5: REGULATORY FRAMEWORKS FOR RECRUITMENT Chair: Dr. Muhammad Faisal, Ministry of Foreign Affairs, Pakistan</p> <p><i>- Regulatory framework for recruitment in the countries of origin</i> Presentation by: Mr. Atul Kumar Tiwari, Joint Secretary, Ministry of Overseas Indian Affairs (MOIA), India</p> <p><i>- European experiences of regulating recruitment from overseas</i> Presentation by: Ms. Germana Viglietta, International Relationships, Directorate General Immigration, Ministry of Labour and Social Policy, Italy Presentation by: Ms. Vera Kolmerova, Head of Foreign Employment Office, Ministry of Labour and Social Affairs, Czech Republic</p> <p>Discussion</p>

10:30 -10:45 am	Break
10:45 – 1:00 pm	<p>Session 6: HUMAN RESOURCES DEVELOPMENT AND CIRCULAR MIGRATION - STRIKING THE BALANCE BETWEEN LABOUR AND DEVELOPMENT NEEDS Chair: Mr. Stefan Hult, Director, International Division, Ministry of Employment, Sweden</p> <p><i>- A look at circular migration as an opportunity for addressing labour shortages</i> Presentation by: Head of Delegation, Mr. Kristof Tamas, International Relations Officer, DG Home, European Commission</p> <p><i>- High-skilled migration from Asia to the EU</i> Presentation by: Mr. Dao Cong Hai, Deputy Director General, Department for Overseas Labour, Ministry of Labour, Invalids and Social Affairs, Vietnam</p> <p><i>- Student Mobility: A look at global, regional and country trends</i> Presentation by: Mr. Khurshed Alam Chowdhury, Director General, Bureau of Manpower, Employment and Training, Ministry of Expatriates' Welfare and Overseas Employment, Bangladesh and Ms. Kristina Mejo, Regional Programme Manager, IOM Dhaka</p> <p>Discussion</p>
1:00- 2:00 pm	Lunch
2:00 – 3:00 pm	<p>Session 7: PARALLEL WORKING GROUPS Chair: Mr. Pura Chandra Bhattarai, Joint Secretary, Ministry of Labour and Transport Management, Nepal</p> <p>Working Groups Topics:</p> <p><i>-Possibilities for Regional Collaboration</i> Facilitator: Mr. Suthi Sokusol, Director of Office of Overseas Employment Administration, Department of Employment, Ministry of Labour, Thailand</p>

	<p>-Opportunities for Circular Migration from Asia to Europe Facilitator: Mr. Rustico de la Fuente, Labour Attaché, Philippines Overseas Labour Office, Embassy of Philippines in Belgium</p> <p>- Countries of Origin and Destination: Ways forward on Good Recruitment Practices Facilitator: Ms. Vera Kolmerova, Head of Foreign Employment Office, Ministry of Labour and Social Affairs, Czech Republic</p>
<p>3: 00 - 4:30 pm</p>	<p>ADOPTION OF JOINT RECOMMENDATIONS Chaired by: Ms. Rabab Fatima, Regional Representative, IOM Dhaka and Ms. Roostiawati, Director of Placement of Overseas Workers, Ministry of Manpower and Transmigration, Indonesia</p>
<p>4.30 – 4.45 pm</p>	<p>Break</p>
<p>4: 45 – 5:30 pm</p>	<p>Closing Session</p> <ul style="list-style-type: none"> - Ms. Rabab Fatima, Regional Representative, IOM Dhaka - H.E. Ms. Ismat Jahan, Ambassador/Permanent Representative of Bangladesh, Brussels, Belgium - Ms. Agnes Tottos, Legal Expert - Deputy Chair EU Council Working Party on Integration, Migration and Expulsion, Department of European Cooperation, Ministry of Interior - Hungary

Annex 2: List of Participants

First name	Surname	Position	Ministry/Perm.rep/Org	Country
Naqibullah	Hafizi	Refugee Affairs	Ministry of Foreign Affairs	Afghanistan
Khair Mohammad	Niru	General Director	Ministry of Labour, Social Affairs	Afghanistan
Khurshed Alam	Chowdhury	Director general	Bureau Manpower, Employment & Training	Bangladesh
Nurul	Islam	Director	Bureau Manpower, Employment & Training	Bangladesh
Ismat	Jahan	Ambassador	Embassy in Belgium and Delegation to EU	Bangladesh
Abida	Islam	Counselor	Embassy in Belgium and Delegation to EU	Bangladesh
Mohammad	Masud Rana Chowdhury	First Secretary	Embassy in Belgium and Delegation to EU	Bangladesh
Philippe	De Bruycker	Professor	Université Libre de Bruxelles, Institute of European Studies & Law Faculty	Belgium
Miguel	Peromingo	Regional advisor for the American and Asia and Pacific regions	World Association for Public Employment Services	Belgium
Duan	Naishan	Third Secretary	Embassy in Belgium and Delegation to EU	China
Youyou	Wang	Third Secretary	Embassy in Belgium and Delegation to EU	China
Věra	Kolmerová	Head of Foreign Employment Office	Ministry of Labour and Social Affairs	Czech Republic
Michaela	Pozníčková	Deputy Head of Unit for Policy and Analysis	Ministry of Interior	Czech Republic
Tine	Gram	Senior Advisor, International Recruitment Department	The Labour Market Authority	Denmark
Julia	Jensen	Head of Section, Job Card Division	Danish Immigration Service	Denmark
Ann	Vanhout	Policy officer-migration issues	EEAS	EU
Marlene	Flageollet	India Desk Officer	EEAS	EU
Marlène	Vermorken	Head of sector - Migration & Asylum	DG DevCo	European Commission
Helene	Bourgade	Head of Unit	DG DevCo	European Commission

Ionut	Sasu	Policy officer	DG EMPLOYMENT	European Commission
Kristof	Tamas	International Relations Officer	DG HOME	European Commission
Sara	Monterisi	Responsable de la gestion de la qualité - Secteur Migration et Politique d'Asile	DG DevCo	European Commission
Diane	Schmitt	Head of Unit	DG HOME	European Commission
Tiina	Oinonen	Ministerial Adviser	Ministry of Employment and the Economy	Finland
Eero	Koskenniemi	Counselor	Ministry of the Interior	Finland
Ágnes	Töttös	Legal expert	Ministry of Interior	Hungary
Atul	Kumar Tiwari	Joint Secretary	Ministry Overseas Indian Affairs	India
Sebastain	Irudaya Rajan	Professor	Centre for Development Studies, India	India
Gaurav	Ahluwalia	Second Secretary	Embassy in Belgium and Delegation to EU	India
Endang	Sulistyaningsih	Acting Deputy of International Cooperation and Promotion	National Board for the placement and protection of migrant workers	Indonesia
Roostiawati		Director of Development and Placement of Overseas Workers	Ministry of manpower and transmigration	Indonesia
Eva	Trisiana	Head of Sub Directorate of International Cooperation	Ministry of manpower and transmigration	Indonesia
Arif	Havas Oegroseno	Ambassador	Embassy in Belgium and Delegation to EU	Indonesia
Ferry	Akbar Pasaribu	First Secretary	Embassy in Belgium and Delegation to EU	Indonesia
Germana	Viglietta	International Relationships, Directorate General Immigration	Ministry of Labour and Social Policy	Italy
Renato	Franceschelli	International relationships, Department of Civil Liberties and Immigration	Ministry of Interior	Italy
Ghana Shyam	Lamshal	Under Secretary	Ministry Foreign Affairs	Nepal
Purna	Chandra Bhattarai	Joint Secretary	Ministry of Labour and Transport Management	Nepal

Pramesh	Kumar Hamal	Ambassador	Embassy in Belgium and Delegation to EU	Nepal
Muhammad	Faisal	Director General	Ministry of Foreign Affairs	Pakistan
Rosalinda	Baldoz	Secretary of Labour	Dpt of Labour and Employment	Philippines
Katherine	Brimon	Deputy Executive Director	Institute of Labor Studies-DOLE	Philippines
Enrique	Manalo	Ambassador	Embassy in Belgium and Delegation to EU	Philippines
Rustico	De La Fuente	Labor Attache and Head of Office	Embassy in Belgium and Delegation to EU	Philippines
Ionut	Cirdei	Specialist Officer	Immigration Office, Ministry of Interior	Romania
Lavinia	Toma	Diplomat / Head of Training Center for Consular Personnel	Ministry of Foreign Affairs	Romania
Don Densil Priyantha	Senanayake	Deputy General Manager	Bureau of Foreign Employment	Sri Lanka
Nissanka	Wijeratne	Secretary	Ministry of Foreign Employment Promotion and Welfare	Sri Lanka
Madhuka	Wrickramarachchige	Second Secretary	Embassy in Belgium and Delegation to EU	Sri Lanka
Ravinatha	Aryasinha	Ambassador	Embassy in Belgium and Delegation to EU	Sri Lanka
Stefan	Hult	Director, International Division	Ministry of Employment	Sweden
Suthi	Sukosol	Director	Ministry of Labour	Thailand
Rathsaran	Sireekan		Embassy in Belgium and Delegation to EU	Thailand
Hai	Dao Cong	Vice-Director	Ministry of Labour, Invalids and Social Affairs	Vietnam
Nguyen	Thi Yen	Expert, International Cooperation Department	Ministry of Labour, Invalids and Social Affairs	Vietnam
Thi Kim Anh	Pham	Counselor	Embassy in Belgium and Delegation to EU	Vietnam
Bernd	Hemingway	Regional Representative	IOM	Belgium
Rabab	Fatima	Regional Representative for South Asia	IOM	Bangladesh
Maureen	Adhiambo Achieng	Head, International Partnerships Division	IOM	HQ Geneva

Federico	Soda	Head, Labour and Facilitated Migration Division	IOM	HQ Geneva
Kristina	Mejo	Regional Programme Manager	IOM	Bangladesh
Asif	Munier	National Programme Officer	IOM	Bangladesh
Nazia	Haider	Project Associate	IOM	Bangladesh
Jan	Schroth	Project Assistant	IOM	Czech Republic
Jenny	Svensson	Project Assistant	IOM	Denmark
Anna Eva	Radicetti	Head of Policy & Programme Support Unit	IOM	Belgium
Alex	Flavell	Coordinator for Asia	IOM	Belgium
Anna	Platonova	Project Manager, LMIE-INET	IOM	Belgium
Giuliana	Urso	Research Assistant	IOM	Belgium
Anke	Schuster	Project Development & Liaison Officer	IOM	Belgium
Giulia	Reccardini	Intern, Policy & Programme Support Unit	IOM	Belgium
Nitin	Kumar	Project Coordinator	IOM	India
Ugo	Melchionda	Labour Migration expert	IOM	Italy
Simona	Boanca	Project Assistant	IOM	Romania
Nishantha	Mallawaarachchi	Senior Project Coordinator	IOM	Sri Lanka