



حوار أبوظبي بين الدول الآسيوية المرسلات والمستقبلات للعمالة
Abu Dhabi Dialogue among the Asian Labor-Sending and Receiving Countries

**Abu Dhabi Dialogue
Sixth Ministerial Consultation
25 – 29 October 2021**

Final Report to Ministers on the 2020 – 2021 Chairmanship of the United Arab Emirates



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WELCOME NOTE FROM THE UAE

The UAE has long had a close relationship with the Abu Dhabi Dialogue. Our support stems from our belief that the challenges of migration governance in the GCC-Asia corridors can only be solved through strong, cooperative relationships, and that multilateral discussions provide opportunities to broaden our common understanding of the solutions that are within our grasp.

Over the course of the last two years, we have faced the common challenge of COVID-19. Despite that, the Abu Dhabi Dialogue has managed to complete a rich and multifaceted programme of work, which has included a broad programme of research, and a number of opportunities for senior officials to meet online.

The outcomes of that programme are outlined in this report. They point the way towards a new era for the ADD, an era in which we look to scale up our capacity to deliver new insights, agree on best practice, and create new opportunities for Member States to engage with one another to form bilateral partnerships.

As the UAE celebrates hosting Expo, we are delighted that so many of you will be able to join us in-person. Although the technical work of the ADD has continued throughout the pandemic, building and maintaining good relationships has inevitably been harder. We are looking forward to seeing old friends and making new acquaintances.



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PART 1: OVERVIEW

The UAE's Chairmanship

The following document is the final report on the UAE's Chairmanship, updating Ministers of the Abu Dhabi Dialogue Member States on the activities that have taken place since the Fifth Ministerial Consultation, which was held in Dubai on the 16th and 17th October 2019. This report is intended to provide background information to Ministers, Senior Officials and Observers attending the Sixth Ministerial Consultation, to be held in Dubai from 25th – 29th October 2021 and guide discussions on the future direction of the ADD.

The Fifth Ministerial Consultation resulted in the adoption by the assembled Ministers of the Dubai Declaration, which summarised the achievements of the Sri Lankan Chairmanship. Furthermore, the Declaration provided preliminary forward guidance on the programme of the ADD to be taken up under the UAE's Chairmanship, and mandated the establishment of a Chair's Advisory Committee.

Under the direction of the Chair, the Advisory Committee was duly formed in April 2020. Under the Terms of Reference of the Advisory Committee, the membership included the UAE as Chair-in-Office; Sri Lanka and Kuwait as members of the Troika; and the Kingdom of Saudi Arabia and Nepal as discretionary COO and COD governments.

Upon taking on the Chairmanship of the Abu Dhabi Dialogue, the UAE highlighted two priorities: first, to promote evidence-based policy development in the fostering of collaboration between Member States of the ADD; and second, to ensure that the perspectives that are unique to Regional Consultative Processes be reflected in global dialogues on migration governance.

In response to the first of the Chair's two priorities, the Dubai Declaration, in addition to establishing the Advisory Group, also mandated the creation of a formalised process for gathering together academics and specialised researchers, who were tasked with developing targeted research in support of ADD thematic initiatives and programmes. Four research tracks were identified, and the resulting research agenda was finalised by the Advisory Group in May 2020. Summaries of the outcomes of that agenda are provided below.



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In responding to the second of the two priorities, it was beneficial that the United Arab Emirates was also Chair of the Global Forum on Migration and Development over the course of 2020, creating an opportunity for Abu Dhabi Dialogue Member States to shape the global discourse on migration through the incorporation of regional perspectives in the GFMD's 2020 agenda. The outcomes of that process form the second section of this report.

Finally, the achievements of the ongoing Comprehensive Information and Orientation Programme since the fifth Ministerial Meeting are captured in the last section of this report. The CIOP pilot includes participation from Bangladesh, the Philippines, the Kingdom of Saudi Arabia, Sri Lanka and the United Arab Emirates, and implementation is being supported by the International Organisation for Migration.

The Sixth Ministerial Consultation of the Abu Dhabi Dialogue is tasked with reviewing the outcomes of these programmes and agreeing on future priorities for the region. The Consultation will build on the outcomes of the preparatory meeting of Senior Officials, which was convened in May 2021. That meeting provided an opportunity for Senior Officials to review the research papers and resulted in the organisation of four workshops, designed to further explore and discuss the priorities that Senior Officials identified. Those workshops were held over the period from May to October 2021.

On the first day of the Sixth Ministerial Consultation (26th October 2021), four panel discussions will be convened, during which key individuals will reflect on the outcomes of the research papers and the workshop discussions. These panels will set the framework of understanding for discussions to be held among Member States on the second day of the Consultation (27th October 2021), when Ministers will be invited to discuss and adopt a Joint Ministerial Declaration, setting out the vision for the next Chairmanship of the Abu Dhabi Dialogue.

The ADD is increasingly recognised as one of the world's leading Regional Consultative Processes. That recognition is based on a long history of fruitful dialogue and trust-building among Member States, an openness to input from stakeholders from the private sector, civil society and youth, and an ongoing programme aimed at resolving migration governance challenges. The Sixth Ministerial Consultation will be an opportunity to reaffirm the role that the ADD plays in the region - and globally.

Timeline of the UAE's Chairmanship



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- **October 2019:** Fifth Ministerial Consultation – the UAE takes over the Chairmanship of the ADD from Sri Lanka
- **April 2020:** Formation of the Advisory Group – the UAE, Sri Lanka, Kuwait, Nepal and Saudi Arabia become members
- **May 2020:** ADD Research Agenda – work begins on the research tracks identified and agreed by the Advisory Group
- **July 2020:** Abu Dhabi Dialogue-GFMD Regional Dialogue – focus on the future of work, technology and the migration-related goals of the Sustainable Development Agenda
- **May 2021:** Senior Officials’ Meeting – Member States begin preparations for the Sixth Ministerial Consultation and adopt a Joint Communiqué
- **July 2021:** ADD Member State Workshops – two workshops focus on technological solutions to migration governance; and skills mobility and data sharing
- **September 2021:** ADD Member State Workshops – two workshops focus on enhancing the participation of migrant women in ADD labour markets; and international cooperation
- **October 2021:** Sixth Ministerial Consultation of the Abu Dhabi Dialogue – to be held in Dubai

PART 2: THE ADD RESEARCH AGENDA & WORKSHOPS

Overview of the ADD Research Agenda

The Abu Dhabi Dialogue has traditionally played a role in bringing together Member States in an open, inclusive manner to foster multidisciplinary knowledge partnerships in the Asia-Gulf corridors. The purpose of these partnerships has been two-fold: first, to address labour mobility-related challenges within these corridors; and second, to build trust and foster understanding between participating stakeholders. Typically, the design of these partnerships has resulted from ad hoc discussions between Member States seeking solutions to contemporary issues. However, increased interest in understanding the impact on the future of work on migration flows in the ADD corridors led to the view that it is important to take an evidence-based approach to policy and partnership development.

To that end, the Chair's Advisory Group identified four thematic areas of interest:

- Anticipated changes in the employment landscape in the GCC and their Impact on Labour Supply and Demand in ADD Corridors
- Leveraging Advanced Technology to Improve Labour Mobility Governance
- Pre-Deployment Testing of Workers in Asia-GCC Corridors
- Global Governance of Migration: Towards Greater Engagement by Regional Consultative Processes in Global Fora

Of these four thematic areas, two – the role of technology and the testing and certification of workers – have historically been central to ADD programmes. The other two – the first and fourth – have emerged more recently as priority areas.

For each of the four tracks, a number of research papers were commissioned by the Chair and Advisory Group, with coordinators for each of the four tracks invited to ensure coherence in the findings of the various papers. The coordinator of track one was Yva Alexandrova of IOM; of track two, Professor Gibril Faal of GK Partners; of track three, Mr Yasser Al Otaibi of the Saudi Ministry of Human Resources and Social Development; and of track four, Mr Alex Zalami of the UAE's Ministry of Human Resources and Emiratisation.



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Research Track 1: Anticipated Changes in the Employment Landscape in the GCC and their Impact on Labour Supply and Demand in ADD Corridors

Track One resulted in the development of four research papers. The first paper, titled *The Shifting Employment Landscape and International Migration in ADD Corridors: What Skills for the Future?* highlighted the need for countries of origin and destination to adapt their education, labour market and migration recruitment systems to seize the opportunities brought by new technologies. The second, *The Future of Work for Women Migrant Workers in the Asia-Gulf States Abu Dhabi Dialogue Regional Corridor*, underlined the role of migrant women in lower-skilled work, and emphasised new opportunities for women in emerging sectors, if skills upgrades can be provided.

The third paper, *Upskilling for the Future*, provided examples of upskilling strategies and recommendations on how policy makers can cater to skilling requirements for migrant workforces. The fourth, titled *The Impact of COVID-19 on Labour Mobility Frameworks in the Abu Dhabi Dialogue Corridors*, underlined the increasing importance of public health considerations in policy making and the potential disruptions to current labour migration models resulting from the pandemic.

Research Track 2: Leveraging Advanced Technology to Improve Labour Mobility Governance

Track Two resulted in the development of three research papers. The first paper, *Tele-Justice: Facilitating Workers' Access to Justice through Digital Tools*, examined how digital tools can improve operational aspects of migrant access to justice, from preventative, administrative, adjudication and litigation perspective. The second, *Enabling Temporary Contractual Workers to Rate and Review Recruiters and Other Intermediaries through Online Platforms*, describes best practices in developing online platforms that mitigate imbalances in information dissemination in the labour recruitment process.

The third paper, *Leveraging Technology to Enhance Compliant Labour Selection Practices and Improve Job Matching*, looks at what technological and digital options exist to promote and streamline compliant labour selection and how stakeholders can approach the increasing demand for technological platforms within labour migration governance frameworks.



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Research Track 3: Pre-Deployment Testing of Workers in Asia-GCC Corridors

Track Three also resulted in the development of three research papers. The first, *Migrant Workers' Skills Examinations in COOs and the Recognition of Skills by CODs*, examined a skills verification programme underway in the Kingdom of Saudi Arabia, targeting more than 1.7 million temporary migrant workers and covering more than 1000 occupations. The second paper, *Introducing the Gulf Health Council Program for Expatriate Health Checkups*, examines the impacts of a medical screening process for migrant workers managed by the Gulf Health Council.

The third paper, *Exploring the Existing Practices of Skills Assessment (Nepal and Bangladesh) and Recognition (UAE and Qatar): A Comparative Study*, aimed to provide policy insights for further strengthening skills testing, certification and recognition in intra-Asia labour migration.

Research Track 4: Global Governance of Migration: Towards Greater Engagement by Regional Consultative Processes in Global Fora

Track Four resulted in a single paper, *The Role of the Abu Dhabi Dialogue in Regional and Global Migration Governance*. That paper focused on how the ADD contributes to regional and global policy dialogue on migration by exploring convergent regional approaches to migration issues; by cooperating with other inter-State Consultation Mechanisms on Migration; and by feeding into global processes such as the Global Forum on Migration and Development and the Global Compact for Safe, Orderly and Regular Migration.

As Chair-in-Office, the United Arab Emirates wishes to express its sincere thanks on behalf of the ADD Member States to the researchers who have been involved in the development and drafting of the papers, and the coordinators for their additional expertise in bringing the findings of the papers together.

Overview of the ADD Workshops

The research papers were presented and discussed during a series of panel discussions at the Senior Officials' Meeting, held online from 24th to 27th May 2021. In response, Senior Officials adopted a Joint Communiqué, which identified five priority areas for further discussion and elaboration in advance of the Sixth Ministerial Consultation:

- Skills Mobility Partnerships;
- Data Availability, Sharing and Dissemination;
- Building Technological Solutions to Migration Governance Challenges;
- Regional and Interregional Cooperation and Coordination; and
- Accounting for the Empowerment of Women in a Changing Employment Landscape

In response to the identification of these priorities and the desire of Senior Officials to better understand and discuss the positions of respective Member States with regards to them, the Chair organised four corresponding workshops, with two taking place in July 2021 and two taking place in September 2021. Each workshop was facilitated by a subject matter expert with in-depth knowledge of the issues at hand. The facilitators were Jason Gagnon (Workshop 1: Skills Mobility Partnerships and the Sharing of Data), Gibril Faal (Workshop 2: Building Technological Solutions to Migration Governance Challenges), Jean D'Cunha (Workshop 3: Employment Opportunities for Women Migrant Workers in a Changing Employment Landscape), and Gervais Appave (Workshop 4: Regional and Inter-Regional Cooperation and Coordination.)

The Chair would like to thank the facilitators for their assistance and for drafting the following summaries, which have been edited for consistency of style and content:

Workshop 1: Skills Mobility Partnerships and the Sharing of Data

Facilitated by Dr Jason Gagnon, Head of Migration and Skills Unit, OECD Development Centre

The workshop began with a presentation by Dr Jason Gagnon on skills mobility partnerships (with focus on data and development of country of origin) – more information can be found in this [background paper](#).

The discussion between ADD Senior Officials that followed the presentation centred on four overarching themes:



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1. Technical aspects and skills partnerships in practice

The first overarching theme raised by participants concerned the implementation of skills partnerships. Questions on existing partnerships were asked, such as who bears the costs of the training, who develops the curriculum and what is the level of involvement of employers. A broader discussion centred on the question of whether skills partnerships are supply or demand driven. In the context of the Covid-19 pandemic, the issue of the sudden end of skills partnerships or repatriation of migrants was also discussed.

Several current governmental initiatives were highlighted: on health, hospitality and ICT sectors; on skills for technical work; and on upskilling with different industry partners – with a particular focus on women. A broader question was asked about how one scales up partnerships to the sectoral or the bilateral level – how can they be easily reproduced, while accounting for national and local contexts?

2. Data required to implement Skills Mobility Partnerships

A second general point of discussion was on data, and specifically the data that is or would be needed to implement skills mobility partnerships, and the sensitivities that accompany data requests. A point was made on standards and importance of harmonisation, particularly around occupations. One of the CoDs is currently developing national occupational standards based on ILO skills levels, but adapted to the country's context. This is in relation to its objective of targeting the right people and skills for the country's economy. To this end, it has worked with a variety of actors from key sectors to identify the type and level of skills in demand – including developing training standards and skills testing as a means for this. An important point was raised on making data gender-disaggregated and adopting gender-sensitive skills mobility partnerships.

3. Recognising skills

A third topic of discussion was on skills and how to define and identify them. A participant raised the prospect that the ICT skills currently in demand in the ADD area likely already exist, but they do not have a harmonised and shared platform that would allow such skills to be recognised across countries. An increasing number of people are acquiring skills online, through freelance training programmes for instance. One of the CoOs mentioned that it has developed a matching portal to bring together employers and jobseekers, which integrates skills mapping, certification and wages. Cross-border recognition of skills is however viewed as a major weakness of this tool. Concerns were raised on whether the ADD should be discussing the minimum skills-levels that are needed, and



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how to ensure that any system feeding into a skills mobility partnership remains dynamic, with up-to-date skills information. How can flexibility be built-in? In response, one of the receiving countries has developed a 5-year digital economy (strategy), in which it details the anticipated jobs in 5 years' time and the corresponding skills in demand.

4. The role of the ADD

A final point raised, was on the role the ADD could play in facilitating skills mobility partnerships. One idea that was raised was that the ADD could develop regional guidelines on skills and training, to avoid the duplication of programs and skills partnerships. The Belgian PALIM programme (a skills mobility partnership) had high-level government involvement from both country of origin and destination. The health sector presents an opportunity for mutual benefits and could address the participation of women. In the GCC, the scale of the change in skills demand will be big, and skills partnerships are likely one of the answers to the changes. However, the partnerships need to go beyond addressing short-term skills shortages. Skills recognition systems also need to be scaled up. One way to facilitate this is to address such concerns directly in national development strategies, and focus on skills that last in the long-term. One useful tool to initiate the process could be a broadening and scaling up of existing partnership mapping exercises (including in the ADD area), as presented by the OECD Development Centre. The concept of learning by doing, and problem-driven iterative adaptation (PDIA) was viewed as a useful theoretical backdrop.

Workshop 2: Building Technological Solutions to Migration Governance Challenges

Facilitated by Professor Gibril Faal, Director of GK Partners & LSE Visiting Professor in Practice

The workshop began with a presentation by Professor Faal (who is also the researcher and author of the paper on 'Tele-Justice: Facilitating Workers' Access to Justice through Digital Tools'), and a tour de table discussion by delegates. There were substantive interventions from nine delegations, (three receiving and six sending countries). The discussions were practice-oriented, focused on the following potential priority action points, namely: Member State cooperation through tech-related knowledge and information sharing; using technology to improve Wage Protection Systems (WPS); the expansion of digital access to Flexible Visas and Fair Contracts; and the replication and expansion of Online Dispute Resolution (ODR) services.



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1. Member State cooperation on knowledge and information sharing

It was noted that the technical suggestions that emerged from the ADD research and consultations on technology and access to justice for migrants are firmly rooted in the existing cooperation frameworks of ADD countries. Furthermore, the suggestions are also informed by best practices and examples of innovations already taking place in ADD countries. As such, practical implementation is a logical next step in fostering cooperation in general, and knowledge and information sharing in particular. The suggested action points of the research report are viable technological solutions, addressing specific migration and labour related challenges. They also offer practical options for progression in ADD, on the theme of migration governance.

In order to achieve timely implementation of the technological solutions in the ADD research and consultations, it was proposed that pilot and collaborator projects and programmes be undertaken at the earliest opportunity. This will enable ADD to focus on a small number of tech-solutions that are of priority importance, and are readily applicable. This approach will also encourage further programme partnership between particular countries; to champion and take leadership in implementing and promoting tech-solutions for migration governance challenges, and promote the benefits and applicability of the solutions to other ADD countries and beyond.

The workshop discussed a possible immediate programme on information and knowledge sharing, namely, the compilation of COVID19 rules, procedures and provisions in all ADD countries, leading to ongoing and structured tech-cooperation and knowledge on public and migrant health issues.

2. Programmes and Implementation Actions on: Wage Protection Systems (WPS), Digital Access to Flexible Visas and Fair Contracts, and Online Dispute Resolution (ODR)

Professor Faal made a technical presentation highlighting the suggestions made in the ADD research report on how to improve 'Wage Protection Systems' (WPS) and 'Digital Access to Fair Contracts and Flexible Visas'¹. It was emphasised that the suggestions in the research report offer solutions to operational challenges, to help achieve policy objectives that are generally agreed upon.

The delegates discussed and provided reflections and advice on how to implement the suggestions in the ADD research report. They also presented examples and case studies

¹ See pages 54-59 of 'Leveraging Advanced Technology to Improve Labour Mobility Governance':
http://abudhabidialogue.org.ae/sites/default/files/document-library/ADD%20-%20Research%20Papers_Theme%202.pdf



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of different schemes that use tech-solutions to improve labour mobility and migration governance. Delegates highlighted some of the underlying limitations, e.g. online labour-related complaints not allowed in certain countries, and some migrants not having access to, or the skills to effectively use advanced technology. These points reinforced the appropriateness of implementation through pilot programmes on specific issues by collaborating partner countries, before wider replication in other ADD countries and beyond. Specific observations arising from the workshop included the following:

- All the Gulf Corporation Council (GCC) and other ADD countries operate Wage Protection Schemes (WPS), therefore the suggestions for improvement made in the report are relatively easy to achieve and are part of the organic development of WPSs.
- Technology is widely used for visa applications, but less so in contract management. To harness the benefits of emergent reforms and other improvements in labour relations in ADD countries, technology can also be deployed to optimise migrant workers' access to both fair contracts and flexible visas (see proposed action points on pages 58-59 of the research report).
- There are different types of Online Dispute Resolution (ODR) platforms and specialist E-Courts in operation, covering different types of disputes and legal matters, and functioning with varying degrees of effectiveness. The research report identified the Abu Dhabi Global Markets (ADGM) online courts as an exemplar in commercial dispute resolution. ADGM demonstrates the fact that the technology and digital tools already exist, and can be used to optimise access to justice for migrant labour.
- Policy reforms and aspirations in ADD countries on improving access to justice for migrant workers can be translated into reality through the adoption and adaption of existing digital tools. The relevant Ministries of Justice and other authorities that operate ODR and E-Courts should be invited to share their knowledge and experience, as ADD deliberates on implementing pilot programmes.

In considering the introduction, management and optimisation of ODR and E-Courts, initial pilot programmes may focus on administrative forms of labour dispute resolutions, including online mediation and conciliatory services, capitalising on the digital ODR tools such as online translation and interpretation, access to case files, and easier access to online technical, legal and professional support and advice.

- Tech-based dispute prevention and resolution should be integrated and embedded within the core migrant labour recruitment processes, with the potential of building integrated systems covering the continuum from recruitment to retirement.

Workshop 3: Employment Opportunities for Women Migrant Workers in a Changing Employment Landscape: ADD Regional Corridor Partnerships

Facilitated by Dr Jean D’Cunha, Senior Global Advisor on International Migration, UN Women

The workshop began with a presentation on the workshop’s theme by Dr Jean D’Cunha, which was followed by active discussion in response to guiding questions asked of Member State participants.

Salient issues raised in the workshop included:

(a) Increased online and remote work caused by automation and COVID-19 are changing the working environment for workers in ADD countries, with differential impacts on diverse categories of workers. This requires tailored responses to the distinct priorities of men and women migrant (and non-migrant) workers, in order to maximize development outcomes;

(b) Women migrant workers in GCC labor markets dominate low skilled jobs, and are present to a smaller extent in mid-to higher skilled private sector jobs, including social and financial sectors such as health care, social work, domestic work, education, hospitality, retail and wholesale trades, financial services and insurance – these sectors have been badly affected by COVID-19;

(c) Automation will have low or virtually no impact on some sectors that are traditionally women-oriented, including in care, human interaction, creativity; there are, however, displacement risks for a small proportion of women in routine sales or clerical jobs; this can be averted with training that can create potential new jobs for women;

(d) Opportunities for women may come with changes in the demands for new skills in sectors including domestic work (with a competitive edge for professional workers with certified skills in special care); health care (including institution-based nurses, technicians, nursing aides / support staff, and potential jobs as physical / occupational therapists, and physicians); traditional teaching / research jobs (with likely openings in STEM fields, digital technologies, IT support roles); traditional client-facing roles in mid- and low-skilled jobs in the financial services and hospitality sectors and higher-end financial accounting; new office-based process management jobs replacing heavy labor intensive male work, and new jobs requiring human-machine interaction that cut across domains.



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Recommendations made over the course of the workshop included:

- (1) **Further research and policy dialogue on:** (a) current and future labor market demand for women migrant workers in technology-related jobs; (b) an analytical inventory of good practice on : (i) policies and programs on labor and social protections for women migrant workers in the ADD corridor; (ii) enhanced employment opportunities for women migrant workers including skills mobility partnerships in the ADD and other corridors;
- (2) **Safe, fair, accessible e-recruitment initiatives for women migrant workers;**
- (3) **Harmonized skills matching and skills mobility programs, in line with labor market demand:** (a) extending current national occupational standards on domestic work to other categories of homecare work.(b) exploring options for developing regional competency standards for domestic workers; (c) developing, assessing and recognizing workers skills in line with these standards and previous learning through coordination between countries of origin and destination (via training modules integrated into TVET in countries of origin and destination; certification and recognition - including by establishing a high-powered body of education and skills experts by countries of origin and destination; certification by countries of destination on job completion that facilitates jobs back in countries of origin and when remigrating; (d) skills mobility in line with these standards via bilateral agreements with protections and robust enforcement mechanisms.

Workshop 4: Regional and Inter-Regional Cooperation and Coordination

Facilitator: Gervais Appave, IOM

Following an official opening by H.E. Abdulla Al Nuaimi, Ms. Kristina Galstyan, IOM, delivered a presentation laying out priorities on partnerships for regional and global migration governance. This presentation provided the basis for an open discussion facilitated by Mr. Gervais Appave.

The exchanges of view among ADD Member States focused on the broad purpose underlying Target 10.7 of the Sustainable Development Goals (SDGs), namely the work in progress that is the governance of international migration. At the centre of the discussion was an interest in exploring how the ADD can draw on the depth of experience among its community of Country of Origin (CoO) and Country of Destination (CoD)



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Member States to contribute and strengthen international cooperation on migration, particularly in relation to the implementation of the Global Compact on Migration.

Specific issues considered included how ADD could best share its policy experiences with others; how to contribute effectively to global processes; how to engage and interact with other regional dialogues; and – to start with – how might ADD go about harvesting the valuable data and knowledge it has acquired to be in the best position to engage with partners

The following practical suggestions were put forward for consideration at the Sixth Ministerial Consultation:

- 1) Contributions to the International Migration Review Forum (IMRF) May 2022 as an Inter State Consultative Mechanism (ISCM):
 - a. Compilation of the collective Abu Dhabi Dialogue GCM Voluntary National Review (VNR) Questionnaire to submit to the IMRF
 - b. Potential side event at the IMRF hosted by the ADD on regional initiatives/perspectives
 - c. Cross regional dialogues on GCM Objectives & SDG Goals, e.g. GCM Objective 6 on Ethical Recruitment / SDG Goal 8 on Decent Work
- 2) Conducting ADD knowledge-sharing workshops, meetings, and dialogues on thematic topics, such as:
 - a. Reintegration
 - b. Skills Mobility
 - c. Ethical Recruitment –Corporate Responsibility in Eliminating Slavery and Trafficking (CREST)
- 3) Engagement with other fora / enhanced cooperation with other Inter-State Consultative Mechanisms or relevant regional IGOs on migration issues of common interest:
 - a. Holding dialogues, sharing of best practices
 - b. Developing joint initiatives (projects, events, activities, etc.) with other ISCMs or IGOs
 - c. Joint capacity building / trainings

Possible partner ISCMs active in ADD Region: Colombo Process, Bali Process, Arab Regional Consultative Process on Migration and Refugee Affairs (ARCP), Budapest Process, Almaty Process, among others

Possible partner regional IGOs: Association of Southeast Asian Nations (ASEAN); ASEAN Forum on Migrant Labour (AFML); League of Arab States (LAS); Gulf Cooperation Council (GCC); South Asian Association for Regional Cooperation (SAARC); Organization of Islamic Cooperation (OIC); Arab Labour Organization (ALO); Asia-Pacific Economic Cooperation (APEC), among others.

PART 3: INTERNATIONAL ENGAGEMENT

Since the Fifth Ministerial Consultation, the Abu Dhabi Dialogue has played an important role through its engagement with global migration-related fora, in line with the goal of ensuring that regional perspectives are central to the development and implementation of global agendas.

Notably, the 2020 programme of activities of the Global Forum on Migration and Development was inspired by the ADD's research priorities and its history of focusing on the development of partnerships. To that end, the ADD was invited, alongside the African Union, the Bali Process, the OECD and the Puebla Process, to coordinate the organisation of a Regional Consultation, as part of the preparatory process for the GFMD's 2020 Summit. Although originally anticipated as an in-person meeting, the COVID-19 pandemic meant that the Regional Consultation had to be held online.

The ADD Online Regional Consultation was held over the course of a week in July 2020, with the Opening Plenary held on the 6th July 2020, the Breakouts on the 9th July 2020 and the Closing Plenary held on the 13th July 2020, resulting in a total of five individual meetings of the ADD, in which a total of 225 individuals participated. The Opening Plenary was opened by H.E. Nasser bin Thani Juma Al Hamli, UAE Minister of Human Resources and Emiratisation and Chair of the ADD, alongside H.E Yamuna Perera, Additional Secretary of the Ministry of Foreign Employment, Government of Sri Lanka, representing the ADD Troika.

The ADD Online Regional Consultation selected for discussion three of the six thematic priorities of the 2020 GFMD Chairmanship:

- The governance of labour migration in the context of changing employment landscapes
- Leveraging technology to empower migrants; and
- Fostering partnerships to realise the migration-related goals of the Sustainable Development Agenda

The first thematic priority was led by Ms. Michele Leighton of the ILO, who drafted a background paper for consideration by ADD participants. That paper recommended a human-centred approach to addressing Future of Work opportunities and challenges for migrants, and proposed integrating labour migration policies with national employment strategies to identify skills shortfalls and enhance regular migration pathways.



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The second thematic priority, on leveraging technology to empower migrants, was led by Professor Gibril Faal, whose paper noted that technology is already embedded in a wide range of migration-related applications and practices, from biometric passports to intergovernmental data-sharing platforms. The paper also noted the opportunity that technology presents to bring down the cost and increase the portability of information, including that which relates to skills and educational certification, wages and salaries, and taxes and social security deductions.

The third thematic priority, on fostering migration partnerships, was led by Dilip Ratha of the World Bank and emphasised the impact that migration can have on development, as well as highlighting the need for an international Concessional Financing Facility to support the development of partnerships in a coordinated and efficient manner.

The synergies between the GFMD's thematic priorities and the ADD's research agenda led to the decision to hold an ADD side-event on the margins of the GFMD Summit. The online side-event consisted of two halves, the first featuring a presentation of the CIOP pilot and proposing replication by additional country of origin and country of destination pairs. The second half focused on the four-track research program: the future of work, the use of technology, pre-deployment testing of workers in ADD corridors and the role of RCPs in the global governance of migration. Over 200 individual participants attended the ADD GFMD side-event.

The GFMD's Open Space session also highlighted the work of the ADD, when the Kingdom of Saudi Arabia and the United Arab Emirates announced an extension of the CIOP pilot to cover a number of African states, in cooperation with the African Union.



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PART 4: PROGRESS REPORT ON CIOP

The incorporation of the Comprehensive Information and Orientation Programme track into the thematic agenda of the Abu Dhabi Dialogue was first agreed during the Kuwait Ministerial Consultation (2014). The purpose of the programme is to establish coherence between the information and orientation programmes delivered by countries of origin and destination, accounting for the entire migrant journey, from pre-employment, through pre-departure, to post-arrival.

The first phase of CIOP consisted of the development of a regional guide for pre-departure orientation. The current second phase of CIOP enables participating ADD Member States (Bangladesh, the Kingdom of Saudi Arabia, the Philippines, Sri Lanka and the United Arab Emirates) to operationalise a coordinated management system for the provision of orientation services, through the development of a tailored regional guide for post-arrival, as well as training materials, and train-the-trainer exercises.

Since the Fifth Ministerial Consultation, the following highlights have been achieved through the CIOP initiative.

First, nine country-specific and industry-specific Trainers' Manuals have been drafted. These include: PEO and PDO Trainers' Manuals for Bangladesh and a PAO Trainers' Manual for Saudi Arabia, focused on Bangladeshi drivers going to Saudi Arabia. PEO and PDO Trainers' Manuals for Sri Lanka and a PAO Trainers' Manual for the UAE, focused on Sri Lankan hospitality workers going to the UAE. PEO and PDO Trainers' Manuals for the Philippines and a PAO Trainers Manual for the UAE, with a focus on Filipino hospitality workers going to the UAE.

Ten PAO educational videos for the UAE and Saudi Arabia have been designed. The PAO design for the UAE and Saudi Arabia centres on the use of educational videos to disseminate key information. Advanced drafts of educational videos to be used in future PAO sessions have been delivered, with sustainability in mind, ensuring they can be used with different audiences and in alternative contexts.

To facilitate the implementation of CIOP and ensure robust systems are in place to monitor implementation performance, a comprehensive Monitoring, Evaluation, Accountability and Learning guide has been drafted. The guide is complemented with a full kit of 47 tools and an information management system to support programme owners and master trainers in monitoring, evaluating and continuing to ensure that CIOP is responsive to evolving informational needs.



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50 CIOP Master Trainers have been nominated by their respective governments across the five countries participating in the CIOP programme, and all material to train Master Trainers has been drafted. This includes agendas and PowerPoint presentations, as well as guidance on adult learning theory and approaches.

Furthermore, IOM has carried out a Training of Master Trainers Workshop in the UAE for nominated national trainers. Participants were introduced to the CIOP approach and received training on how to implement a PAO session, step-by-step. It included facilitation of relevant training activities and use of all training tools and material. Participants will also receive guidance on how to train other trainers in the future.