



Overview of Comprehensive Information and Orientation Programme (CIOP) – Phase II –

International Organization for Migration
January 2017 – ADD 4th Ministerial Consultation

Comprehensive Information and Orientation Programme

EMPOWERS

Workers considering or in employment abroad.

STRENGTHENS

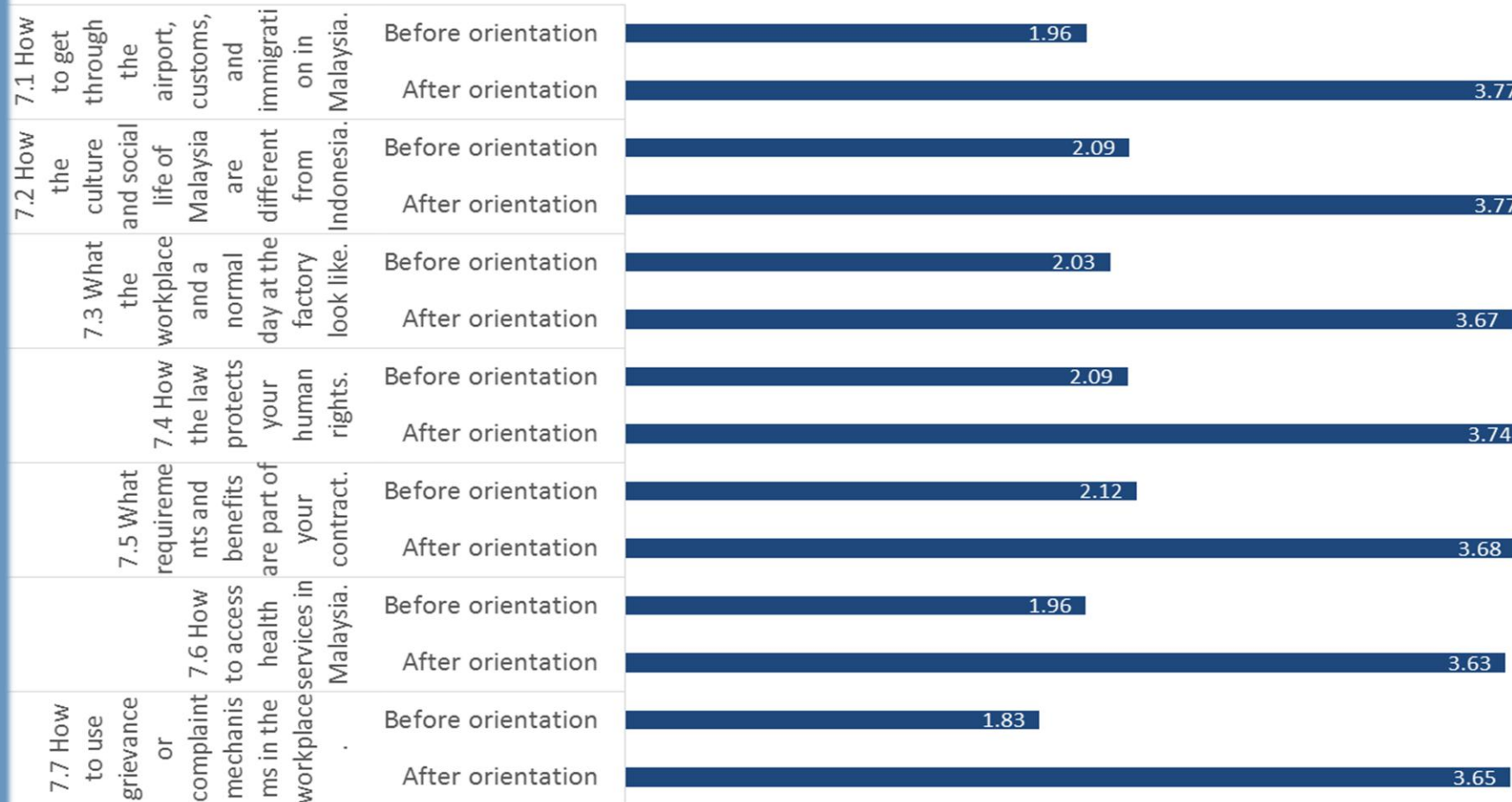
Employers and recruiters providing opportunities for migrant workers.

BENEFITS

Economies and societies receiving migrant workers.

POST-PDO QUESTIONNAIRE & SELF-RATING

Overall understanding before and after orientation (Self-rating)



IOM's Migrant Training: Lessons Learned

- Uphold the Human Dignity and Protection of temporary contractual workers
- A Holistic Approach to Training Including Addressing Psychosocial Wellbeing
- Engaging Bi-cultural or Cross-Cultural Trainers
- Providing Opportunities for Meta-Learning in the Orientation Classroom
- Integrating Language Skills Development and Workplace Readiness
- Cultural Competency and Values of the Receiving Country



CIOP Phase I

2nd ADD Ministerial Consultations, Manila: Agreement to develop tailored orientation programmes

April 2012

Philippines launches initiative “Comprehensive Information and Orientation Programme” (CIOP)

3rd Ministerial Consultation in Kuwait: CIOP adopted as regional initiative

November 2014

Colombo Process 3rd Senior Officials Meeting: Approves development of PDO modules and programme management system

November 2015

ADD Senior Officials Meeting
Presentation of PAO Framework
Pairing of interested countries

May 2016

Start CIOP Phase II

January 2017

REGIONAL GUIDE FOR THE PRE-DEPARTURE ORIENTATION (PDO) MODULES AND PDO MANAGEMENT SYSTEM (PMS)



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

**Swiss Agency for Development
and Cooperation SDC**



International Organization for Migration (IOM)
The UN Migration Agency

PDO AND PMS REGIONAL GUIDE: CONTENTS

Part I. Regional Guide for PDO Modules

Module 1: Understanding the Work Environment Culture and Living Conditions in Destination Countries

Module 2: Awareness of Rights and Obligations of the Worker as per the Employment Contract and Laws of Countries of the Countries of Destination

Module 3: Planning and Preparation of Families Left Behind

Module 4: Awareness of Human Rights and Gender Dimensions of Migration

Module 5: Remedies in Cases of Distress and Crises Situations

Module 6: Staying Healthy while Working Abroad

Module 7: Management of Earnings and Remittances

Module 8: Travel and Security Reminders

Module 9: Reintegration of Migrant Workers

Part II. The Regional Guide for the PDO Management System (PMS)

- Needs Assessment for PDO
- Institutional mandates for programme managers and owners
- Design and Delivery of PDO: Standard Module Adoption
- Monitoring and Assessment of the PDO
- Training of Trainers/Accreditation/Credentialing
- Accreditation of institutional service providers and resource experts
- Policy on Standard Facilities, regulated fees, and duration of PDO sessions, frequency of delivery
- Interregional Cooperation on the PDO

PAO Regional Framework

This guide outlines a total of seven (7) modules:

- 1. Understanding the Work Environment Culture and Living Conditions in Destination Countries**
- 2. Awareness of Rights and Obligations under the COD's labour laws and the employment contract**
- 3. Awareness of Rights and Obligations under various COD legislations**
- 4. Financial Awareness**
- 5. Labour Disputes, Access to Arbitration and Access to the COD's Courts**
- 6. Remedies in Cases of Distress and Crisis Situations**
- 7. Health Management while in the COD**

CIOP PHASE II: PILOT

**Coordinated
Management
System**

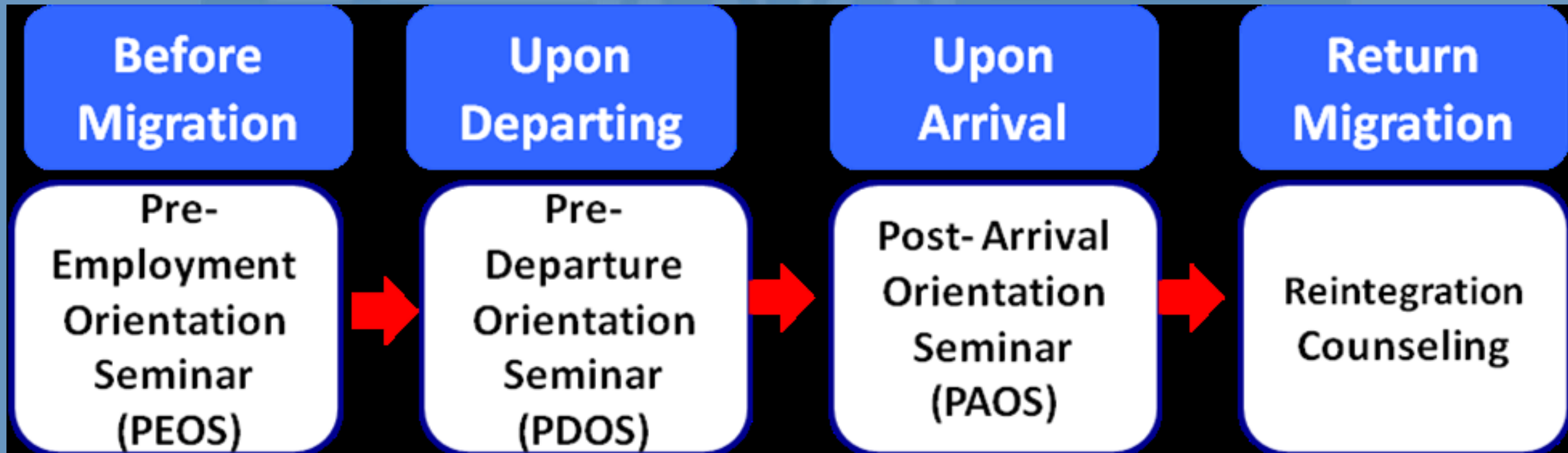
**Training
Manuals and
Materials**

**Implementation
of PDO, PAO,
PEO Services**

Evaluation

UAE, KSA, Philippines, Bangladesh

Should pre-employment orientation be included in CIOP Phase II



CIOP WORKSHOP OUTCOMES

- **Harmonisation of PDO/PAO curricula**
- **Incorporation of pre-employment orientation into Phase II**
 1. **Role of community – based organisations at the grass-roots level**
 2. **Phase II to build on and complement existing pre-employment interventions**
 3. **Using PEO to reinforce ethical principles re. recruitment**
- **Participating pairings to consider which skill levels and sectors to take part in pilot**

CIOP PHASE II: IMPLEMENTATION OF PDO, PAO, PEO SERVICES

- ***Piloting of* PDO and PAO sessions to foreign workers for a total of three pairings;**
- ***Monitoring* foreign workers who have completed PDO and /or PAO to receive feedback.**

CIOP PHASE II: NEXT STEPS

- **Submission of CIOP Phase II proposal to ADD Secretariat;**
- **Development of PEO module structure**
- **IOM to develop Terms of Reference for coordinated management system;**
- **Assign focal points within governments**

**Thank you for your
attention!**