

INPUTS AND MATERIALS



Study Tour and Workshop

Building Capacities for Labour Migration Management in
Cambodia and the Lao PDR

Manila, 30 June-04 July 2014

Imprint

Published by the

Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH

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Bonn and Eschborn, Germany

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As at

November 2014

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On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ)

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List of Abbreviations

ADB	Asian Development Bank
DOLE	Department of Labour and Employment
G2G	Government to Government
GDP	Gross Domestic Product
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
ILO	International Labour Organisation
IND	India
INO	Indonesia
IOM	International Organisation for Migration
Lao PDR	Lao People's Democratic Republic
MAL	Malaysia
MOLVT	Ministry of Labour and Vocational Training, Cambodia
NLRC	National Labour Relations Commission
NRCO	National Reintegration Center for Overseas Migrant Workers
OWWA	Overseas Workers Welfare Administration (OWWA)
PBG	Pan Beibu Gulf
PHI	Philippines
POEA	Philippine Overseas Employment Administration
POLO	Philippine Overseas Labour Offices
PRC	People's Republic of China
TESDA	Technical Education and Skills Development Authority
THA	Thailand
USD	United States Dollar
WHO	World Health Organisation

Study Tour and Workshop Agenda

Sunday, 29 June 2014	
	Arrival in Manila, Philippines
Monday, 30 June 2014	
On-site Visit 1 – Philippine Overseas Employment Agency (POEA)	
<p>Learning objective: The on-site visit will provide participants with an overall idea of the POEA's mission, its legal mandate, organisational structure, institutional set-up, clientele and funding. Finally, participants will be familiarised with the POEA's core functions, mainly industry regulation and employment facilitation.</p> <p>Method: Presentations and Discussions</p>	
13:00 – 17:00	<p>On-site visit – Philippine Overseas Employment Agency (POEA)</p> <p>4th Floor Blas F. Ople Building Ortigas Avenue corner EDSA Mandaluyong City</p> <p>Contact: Amuerfina Reyes, Deputy Administrator for Management Services c/o Johnson</p>
Tuesday, 1 July 2014	
On-site Visit 2 – Philippine Overseas Employment Agency (POEA)	
<p>Learning objective: After the second on-site visit, participants should have a general understanding of the POEA's framework and departments. Thus, participants will visit the POEA's different departments and learn about their functions and duties. Based on these insights, delegates will be able to conceive the linkage between POEA and the labour market/economy.</p> <p>Method: Visiting different departments followed by Q & A sessions; Final wrap-up</p>	
09:00 – 16:00	<p>On-site visit – Philippine Overseas Employment Agency (POEA)</p> <p>4th Floor Blas F. Ople Building Ortigas Avenue corner EDSA Mandaluyong City</p> <p>Contact: Amuerfina Reyes, Deputy Administrator for Management Services c/o Johnson</p>
Wednesday, 2 July 2014	
On-site Visit 3 – Department of Labor and Employment (DOLE) and GIZ Country Office	
<p>Learning objective: Increased awareness and assessment of the question which policies and modalities governments have to carry out when organising the emigration of their nationals for employment abroad. Strengthened ability to derive necessary preparatory steps to design a governance structure that supervises cross-border labour migration and private recruitment agencies.</p> <p>Method: Presentations and Discussions</p>	
09:00 – 12:00	<p>On-site visit Department of Labor and Employment (DOLE)</p> <p>Department of Labor and Employment (DOLE) Building, ILAB Conference Room, 2nd Floor, Muralla Wing cor. General Luna St., Intramuros, Manila</p> <p>Contact: Saul De Vries, Director, International Labor Affairs Bureau c/o Cathy and Charisse</p>
14:00 – 16:00	<p>On-site visit GIZ Country Office</p> <p>PDPC Bank Centre 9/Floor, V.A. Rufino cor. L.P. Leviste Sts 1227 Makati City</p> <p>Presentation on the GIZ Triple Win Project followed by Q & A session</p> <p>Facilitators: Mr. Raymond Pascubillo, Senior Coordinator, Triple Win Migration Mr. Wolfgang Moellers, Deputy Regional Director, GIZ Philippines</p>

Thursday, 3 July 2014**On-site Visit 4 and Panel Discussion – Asian Development Bank (ADB)**

Learning objective: Overview of related ADB projects and its work in the field of labour migration. Increased knowledge about regional labour migration and its trends and prospects, as well as major achievements and challenges of labour migration management.

Method: Presentations and Discussions

09:00-12:30	On-site visit Asian Development Bank (ADB) ADB Headquarters, Manila 6 ADB Avenue, Mandaluyong City 1550, Philippines Panel discussion and Q&A (Room 4120 E) Facilitator: Mr. Dr. Peter L. Fedon, Solutions Across Boundaries Consulting
14:00 – 18:00	Cultural Programme

Friday, 4 July 2014**Wrap-up Workshop at Asian Development Bank (ADB)**

Learning objective: Analyse lessons learned and best practices from the Philippines. Reflection on current and past efforts to overcome downsides of regional labour migration in Cambodia and Lao PDR. Development of concrete policy recommendations that can carry forward into future inter-governmental processes and help to address the social implications of RCI in Asia.

Method: Interactive workshop

14:00 – 18:00	Wrap-up Workshop at Asian Development Bank (ADB) ADB Headquarters, Manila 6 ADB Avenue, Mandaluyong City 1550, Philippines Facilitators: Dr. Peter L. Fedon, Solutions Across Boundaries Consulting Mr. Stefan Hein, Programme Manager, GIZ China
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Saturday, 5 July 2014

	Individual Departure	
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I. Introduction



From 30 June to 4 July 2014, the GIZ programme *Regional Economic Cooperation and Integration in Asia* organised a Study Tour and Workshop entitled *Building Capacities for Labour Migration Management in Cambodia and the Lao PDR* in Manila, the Philippines. The following pages summarise the purpose, themes and results of this event. Detailed information including the content of lectures and discussions can be retrieved from the respective summaries.

Background

Despite its considerable progress in terms of economic development in the last decades, Asia remains home to 1.7 billion people who live with less than 2 USD a day, which amounts to two thirds of the world's poor population (ADB, 2013a). Therefore, the importance of labour migration and its positive impact on fighting poverty in Asia cannot be overestimated. Asia is home to 60 million migrant workers, making it the largest source of labour migrants and with 260 billion USD the largest receiver of migrant remittances in the world (ADB, 2013a). However, labour migration in Asian countries remains a double-edged sword.

On the one hand, remittances help to support households of migrants and can fuel economic growth in receiving countries and are, therefore, an effective instrument of poverty reduction. Analysis of the Asian Development Bank (ADB) shows that every increase in remittances of 10% can lead up to 4% increase of the GDP (ADB, 2013a). The economic slump following the 2008 financial crisis has neither stopped the increase of migrant workers nor inflows of remittances

in Asia (ADB, 2013a), proving the resilience of this source of income. On the other hand, migration often leads to social costs at the micro level for the migrants and their families. Furthermore, migrants may find themselves in vulnerable working conditions. In the wake of the economic crisis, an increased feminisation of labour migration took place. Female migrants tend to have lower education and income and thus face more difficulties to reintegrate into labour market when returning to their home country (ADB, 2013a). At the macro level, both host and home countries face several challenges (ADB, 2013a), most prominently illegal migration which is mainly caused by the huge development gap in the region.

While improved infrastructure and transportation have resulted in deepened trade relations, the question of social implications of economic integration has often been neglected. Thus, the GIZ programme *Regional Economic Cooperation and Integration in Asia* convened a first workshop on *Social Implications of Economic Integration* in Vientiane, Lao PDR on 20 November 2012. On 16 October 2013, the same GIZ programme, in collaboration with the International Organization for Migration (IOM), convened a workshop on *Social Implications of Economic Integration: Managing Cross-Border Labour Migration on a Regional Scale* in Phnom Penh, Cambodia. Both workshops promoted a deeper dialogue between relevant line ministries and key stakeholders engaged in managing labour migration, reflecting the role of their respective institution as well as elaborating on practical solutions for better management of cross-border labour migration. The workshops mapped the status quo and developed concrete as well as realistic steps for future action. They also explored the demand for capacity development. One demand ranked high on the priority list for capacity development activities: To review and analyse good practice of labour migration management in the Pan Beibu Gulf (PBG) region.

As the Philippines are widely regarded as regional best practice model in Asia of how foreign employment and labour migration should be supervised by the state, the *Regional Economic Cooperation and Integration in Asia* programme has been approached by its Cambodian and Laotian partners to conduct a study tour to the Philippines. While the mentioned in-country workshops raised the awareness and provided starting points for national actions on improved labour migration management, examples of good practice from within the subregion were crucial to formulate concrete policy recommendations and project proposals.

Learning Objectives

As a result of the Study Tour and Workshop:

- Participants fully understand and analyse the Philippine Overseas Employment Agency's (POEA) mission, legal mandate, organisational structure, institutional objectives, clients and funding.

- Participants relate core functions of POEA to labour market and national economic requirements.
- Participants understand labour migration related core functions of the Department of Labor and Employment (DOLE) and the government policies and regulations in use by the Philippines to better manage labour migration to foreign countries.
- Based on project presentations and case studies by GIZ Philippines, participants discuss practical approaches to improve labour migration management.
- Participants understand the wider social and economic context of labour migration as a result of presentations by the Asian Development Bank.
- Participants identify lessons from the POEA and DOLE which can be transferred to the situations in Cambodia and Lao PDR.
- Participants draft policy recommendations in their own national context and develop at least one project concept aiming at improved management of labour migration.

Structure

This report provides (1) major information on the Philippine approach to manage labour migration, (2) information about a “good practice” project of GIZ Philippines, (3) updated information on the “big picture” of labour migration from the ADB, and (4) major insights gained by participants.

II. The Philippine Approach to Manage Labour Migration



2.1 Introduction

The Philippines have a long tradition of overseas migrant workers starting with sea-based workers in the 18th century. It was only in the 1970s when the surging demand for Filipino construction workers led to the institutionalisation of an “Overseas Employment Programme”. Currently there are almost 10.5 million Filipino overseas migrant workers, many of them staying abroad permanently (46.6%). In 2013, not less than 1.8 million who have been officially registered left the country. A majority of them went to countries around the Arabic Gulf; others went to Singapore and Hong Kong. In Europe, Italy is the preferred destination.

The Philippine migration management system has evolved over time, starting with a Presidential Decree in 1974. The latest is the Republic Act of 2010 which restricts deployment of workers to countries that do not comply with guarantees of protection as certified by the Department of Foreign Affairs. It also introduced mandatory insurance coverage for agency-hired workers.

The President’s social contract with the Filipino people of 2010 is guiding government institutions dealing with labour migration: (1) creating jobs at home so that working abroad will be a choice rather than a necessity, and (2) when citizens choose to become migrant workers, their welfare and protection will still be the government’s priority.

2.2 The Department of Labour and Employment (DOLE)

DOLE is the national government department mandated to formulate and implement policies and programmes in the field of labour and employment, including labour migration. It is overseeing seven agencies dealing with overseas employment: the Philippine Overseas Employment Administration (PEOA), the International Labour Affairs Bureau, the Overseas Workers Welfare Administration (OWWA), the National Reintegration Center for Overseas Migrant Workers (NRCO), the Technical Education and Skills Development Authority (TESDA), the National Labour Relations Commission (NLRC), and the Philippine Overseas Labour Offices (POLO).

DOLE is the centre point of information and statistics about labour migration in the country and analyses available data with reference to the national economy and demographic development.

It also initiates campaigns directed at migrant workers, for instance to promote savings and investment among migrant workers and their families to influence the use of incomes from abroad by families at home.

"In 2007, 7% of migrant workers' households saved money, compared to 41.6% in 2013"

Given that more than 10% of the 94.3 million Philippine working population is working abroad, the country ranks 4th in the world as top recipient of remittances behind India, China, and Mexico. It is estimated that the Philippines have received over 26 billion USD in remittances during 2013 which represent about 10 % of GDP. As Filipino workers are scattered all over the world, the flow of remittances is relatively stable due to risk spreading. Therefore, remittances, over the years, became an important source of income that is predominantly invested in food, education, medical payments and debt payments. In order to transform remittances into a driving force of economic growth, the Philippine government realised that remittances need to be invested sustainably, for instance in education, entrepreneurship and health care.

Against this backdrop, DOLE is confronted with three major development challenges:

- **Harnessing development potentials** of remittances beyond personal and household consumption: building up savings, capital and investments
- **Promoting growth** of micro-enterprises and small- & medium-sized enterprises from remittance investment and management capability of returned migrants
- **Social security** and insurance coverage of migrants and their families

However, statistics show that successes have become apparent since different labour policies have been implemented by DOLE. As of 2007, only 7% of migrant workers' households saved money, whereas in 2013 the saving rate accounted already for 41.6%. Moreover, sustainable investments by migrant workers' households increased too.

In order to analyse the Philippine approach of labour migration management the following deliberations describe the agencies under DOLE: POEA, POLOs and OWWA more detailed.

2.3 The Philippine Overseas Employment Administration (POEA)

The government agency in charge of managing labour migration is POEA, with headquarter in Manila. Its core functions include:

- **Industry regulation** (issuing licenses to private recruitment agencies and ship manning companies, registering foreign employers hiring Filipino workers and setting minimum employment standards)
- **Employment facilitation** (registering workers and assisting them at the ports of exit, evaluating and processing employment contracts, approving manpower requests)
- **Workers' protection** (bilateral labour agreements with foreign countries, maintaining data base of workers, repatriation assistance through licensed agencies)



The POEA maintains 16 regional offices in the Philippines and “connects to the world to facilitate decent jobs for Filipino migrant workers, promoting their protection and advocating for their smooth reintegration into Philippine society” (POEA mission statement).

2.3.1 Licensing and Regulation Office

The Licensing Branch of POEA deals with all aspects of issuing, renewing, extending and revoking licenses of private recruitment agencies and ship manning companies. Its inspection division supports the regular supervision of these agencies and companies, including the qualification of

“To become a registered recruitment agency, a company has to provide at least 100 verified manpower requests or job offers”

their staff and financial records. The employment regulation branch of the licensing and regulation office issues “letters of acknowledgement” to foreign employers, who comply with minimum labour stan-

dards. It also monitors job advertisements and runs “labour assistance centres” at international airports of the country which records all departing workers and reviews their employment related papers and documents as part of an exit clearance system.

The Anti-illegal Recruitment Branch of this POEA office provides (1) legal assistance to the victims of illegal recruitment, (2) assistance in the prosecution of illegal recruiters, (3) special operations to trap suspected persons and companies, and (4) repatriation assistance for affected workers. It is in charge of closing establishments engaging in illegal recruitment and also runs related information campaigns. It coordinates closely with law enforcement agencies.

“POEA has set a minimum wage of 400 USD per month for household helpers”

2.3.2 Pre-Employment Services Office

The main functions of Pre-Employment Services Office are the accreditation/registration of foreign employers as principals, vessel registration, issuance of exit clearance to workers/seafarers through a worker documentation system, the documentation of returning workers and finally the engagement in market research and standards development.

The documentation required from foreign employers is supposed to ensure transparent and legal employment conditions and compliance with minimum employment standards like guar-

anteed wages for regular work hours and overtime pay, as well as free transportation to and from the worksite or offsetting benefit.

The office lists a number of issues it is working on for better management of labour migration, such as keeping the “foreign labour operations information system” up to date, finding ways to facilitate electronic payments to workers’ accounts, introducing an attestation of documents submitted by foreign employers, obtaining information about salary downgrading after workers have taken up their job abroad, increasing efficiency and follow-up time of in-house processing and reporting, gaining information about contracts extended on board vessels, and reporting on cancelled contracts, among others.

2.3.3 Adjudication Office

The adjudication office investigates recruitment violation cases. For instance, excessive fee collection, misrepresentation, non-issuance of receipt or premature fee collection. Moreover, it takes disciplinary action against workers in the case of unjustified breach of contract or falsification and misrepresentation. Other cases of misconduct, such as commission of a crime, unjustified refusal to depart and embezzlement are also penalised by the adjudication office. In cases of grave misconduct, breach of contractual obligation, gross violation of laws or gross negligence leading to serious injury or illness, the office takes disciplinary action against employers too. Finally, the adjudication office investigates accusations related to its core functions and conducts hearings with the involved parties. Its legal research division issues legal opinions and conducts legal research.

2.3.4 Welfare and Employment Office

The welfare and employment office administers government-to-government (G2G) hiring programmes, for example with Japan, South Korea, Germany (Triple Win Project), Taiwan, United Arab Emirates, and the Ministry of Health of Saudi Arabia. In addition, the office monitors administrative violations of recruitment and can take disciplinary actions against migrant workers and foreign employers accordingly. It conducts tests for proficiency in Korean language, undertakes conciliation and assists in placement of returning migrant workers.

2.4 Philippine Overseas Labor Offices (POLOs)

POLOs are the overseas operating units of DOLE in the implementation of Philippine policies and programmes aiming to protect and promote the welfare and interests of Filipino workers abroad. There are 36 POLOs worldwide, 11 in Asia, 14 in the Middle East, and 11 in Europe and the Americas. POLOs are attached to embassies of the Philippines and need to certify to DOLE that the host country has social legislations that protect migrant workers and is a signatory of respective international agreements, or has bilateral agreements with the Philippines.



POLOs provide post-arrival orientation seminars for workers and issue employment verification documents. Moreover, they process overseas employment certificates and memberships in the OWWA. POLOs also mediate in labour disputes between workers and employers or agencies.

In detail, POLOs file labour complaints with competent authorities of the host country, conduct jail and hospital visits of migrant workers, provide temporary accommodation to distressed workers, counselling services and skills enhancement as well as livelihood skills training programmes. Finally, and most importantly, they provide repatriation services.

In countries with large concentrations of migrant workers, DOLE established Migrant Workers and Other Overseas Filipinos Resource Centres, managed by POLOs. DOLE has 20 such centres, which provide 24/7 information and welfare assistance to migrants, accommodate distressed workers until their repatriation to the Philippines, and provide skills upgrading programmes for migrant workers. Welfare assistance includes the procurement of medical and hospital services.

Infobox

- DOLE: <http://www.dole.gov.ph/>
- POEA: <http://www.poea.gov.ph/>
- OWWA: <http://www.owwa.gov.ph>
- Standard employment contracts: http://www.poea.gov.ph/docs/sec_various_new.pdf
http://www.poea.gov.ph/docs/sec_seafarers_new.pdf
- Overseas Employment Statistics: <http://www.poea.gov.ph/stats/statistics.htm>
- GIZ Philippines: <http://www.giz.de/en/worldwide/376.html>
- GIZ Triple Win Project: <http://www.giz.de/en/worldwide/18296.html>
<http://www.poea.gov.ph/3win/tripleWin.htm>

III. GIZ in the Philippines – The Triple Win Project



The Triple Win Pilot Project of GIZ is a sustainable and effective approach to recruit foreign skilled workers for the German labour market in response to German demographic trends. Applicants from the Philippines are recruited to fill vacancies in the German health care sector. This form of labour migration complements domestic labour market measures such as improving training, raising the retirement age, and increasing the percentage of women in employment. The main purpose of the project is to reconcile the divergent interests of the German labour market, the Philippines and the workers themselves so that everyone benefits from it (Triple Win). For the skilled Filipino nurses, labour migration is an opportunity for personal and professional development. Many of them take their new-found skills back home later, thus benefiting their country of origin. In the Philippines, the scheme helps to ease the pressure in the labour markets and boosts the economy, as labour migrants generally send money back home to support their families. And employers in the German health care sector gain access to well-qualified staff.

"In 2012 there were about 30.000 vacancies for qualified nursing staff in Germany"

Transparent recruitment, selection and migration procedures which comply with the WHO Global Code of Practice on the International Recruitment of Health Personnel support the attainment of this triple win scenario and allow other gains to be made as well. The procedures, which are agreed with the relevant authorities and agencies in the Philippines, are intended to prevent corruption in the recruitment process, irregular migration, human trafficking, wage dumping and excessive emigration of skilled workers.

In detail, the project provides the following services:

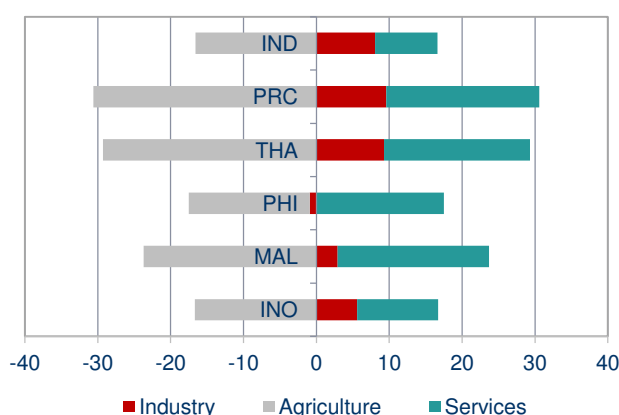
- Searching for interested German employers
- Recruiting and selecting candidates
- Offering specific vacancies to pre-selected candidates
- Providing orientation training
- Providing linguistic and professional preparation
- Supporting the departure process
- Supporting the integration process in Germany
- Monitoring of the entire programme

IV. Labour Migration revisited



A seminar-style meeting at the Asian Development Bank (ADB) presented the latest thinking on labour migration in the development context from the perspective of ADB.

Background information about the Philippines highlighted the solid economic growth in the Philippines since 2000 which, however, has not reduced poverty to the expected degree and did not affect the unemployment rate in the country. A labour market analysis revealed that on average not sufficient new jobs were created for those who enter the labour market every year. Furthermore, the example of the growing business process outsourcing industry (call centres) shows that the type of newly created jobs are predominantly for the better educated rather than the less educated poor. As the chart reveals, the Philippines have lost (potentially unskilled) jobs in the manufacturing sector and created additional jobs in the service sector, albeit not as many as in some other countries in the region.



Source: Norio Usui, ADB, 2013

Given the population growth rate of the Philippines of around 2% and lagging job creation, labour migration appears to be the only solution to many job seekers who qualify for overseas jobs. According to DOLE statistics, the total number of newly deployed land-based overseas Filipino workers of 462,896 in 2013 shows a bias towards occupational groups requiring secondary or even higher education: Service workers (including household service workers) numbered 230,030; followed by production workers with 147,776 and professionals with 53,840.

Looking at labour migration as an element of any national development strategy is therefore a worthwhile task and reveals some sobering facts:

- International migrants are only a very small part of society (about 10% in PH, but only 1% of the labor force in Cambodia and Lao PDR).

- Looking at the social background of migrants in the Philippines, many of these workers belong rather to the middle class than to the poor segment of society.
- Development professionals overemphasise the role of international migration for development. Often, too much emphasis is placed on social equity (vis-a-vis local people) at the destination place and very little discussion is on the social costs at the source place.
- The recommendation for policy makers would therefore be to rather focus on adequate labour market policies to create enough decent jobs for the poor and low income people than to facilitate labour migration of skilled workers.

Recommended Readings and Further Inputs

- “Global Crisis, Remittances, and Poverty in Asia”, ADB, 2012
- “Facilitating Safe Labor Migration in the Greater Mekong Subregion”, ADB/IOM, 2013
<http://www.adb.org/sites/default/files/publication/30210/facilitating-safe-labor-migration-gms.pdf>
- “ASEAN Community 2015: Managing integration for better jobs and shared prosperity”, ADB/ILO, 2014
<http://www.adb.org/sites/default/files/publication/42818/asean-community-2015-managing-integration.pdf>
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- “Creating value through migration”, GIZ, 2013*
- “Migration policy”, GIZ, 2013*
- “Cooperating with Diaspora Communities”, GIZ, 2013*
- “Remittances in Development Cooperation”, GIZ, 2013*

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V. Wrap-up workshop: Listing insights and learning results



The Philippine labour migration management impresses by its systematic approach that comprises all stages of labour migration: **pre-employment, on-site support, and re-integration.**

Pre-employment services that were particularly noted by participants of the study tour included orientation seminars in the provinces and pre-departure orientation seminars (2-6 days).

Participants were impressed by the on-site support of POLOs, which includes the post-arrival orientation seminar (up to 1 day), the pre-employment seminar for employers, other on-site support by POLOs like visits at hospital, work place or jail, conciliation with employers, legal assistance, provision of temporary shelter, screening of employers, emergency evacuation and repatriation assistance, and the support for community building.

Regarding re-integration, participants questioned how comprehensive the employment facilitation by Philippine authorities is, in particular after learning about the shortage of jobs in the country.

Noteworthy, in view of participants, is the livelihood support of 230 USD for returning workers in need and the starter kit to help them kick-off their own small business. Equally important are capacity development programmes to teach returning workers how to save money, how to invest money and how to start their own business with money saved during their work abroad.

The OWWA trust fund was taken as a highly useful example of how returning migrant workers can get cheap loans to start their own business and stands for a good practice of support for dependents, especially children of migrant workers that need support in terms of scholarships to finance their education.

The regulation of recruitment agencies can only be justified with the high numbers of annual new hires in the Philippines, in particular the minimum requirement of 100 job orders, the minimum office space of 100 square meters, and the required deposit of 50,000 USD by each recruitment agency. The question came up whether the maximum placement fee of 1 month

salary per worker (not for domestic workers and seafarers) is realistic or rather encourages additional “under-the-table payments”.

Participants also listed costs for migrant workers, ranging from a 5 USD processing fee and 25 USD OWWA membership fees, to 1 month salary placement fee to the recruitment agency, 56 USD annually for basic health insurance as well as hidden costs for transport and clothes and opportunity costs during the rather long pre-employment preparation and processing period until every worker receives its overseas employment certificate.

The question was raised, whether the official minimum wage of 400 USD per month for domestic workers is realistic. Anecdotal evidence suggests that such wages are not paid on a routine basis. In this context it appeared to be important how the term “skilled worker” is defined by Philippine authorities.

In a second step participants from Cambodia and Lao PDR listed their main insights and future action, each as a separate group.

Cambodia

The two main conclusions for Cambodia, which has around 500,000 registered migrant workers in Thailand, are firstly the need to increase the positive awareness about migrant workers and their contribution to the economy; and secondly to conduct a mapping exercise resulting in the full integration of all services in the existing Ministry of Labour and Vocational Training (MoLVT) guidelines. The mapping exercise could be supported by resources and experts from the Philippines and could be facilitated by GIZ.

- The Cambodian migrant worker database needs to be expanded
- A standard check list for the supervision of recruitment agencies needs to be developed
- A Labour Attaché at embassies performing services like POLO at the Philippines embassies would be very helpful
- Better coordination among authorities involved in the investigation and prosecution of malpractice is needed
- Enhanced social protection for migrant workers is warranted
- Increased welfare services for migrant workers are needed
- There is a need for a consistent re-integration policy
- The national employment/labour market policy needs to include migrant workers
- Accreditation of foreign employers would be good for Cambodia as well
- Labour market research both domestic and at overseas workplaces of migrant workers is very useful
- Assistance for verification and enforcement of employment contracts is important
- Bilateral and regional agreements with more countries are needed

Lao PDR

The main conclusion for Lao PDR was to formulate a project concept by Lao authorities to improve the management of labour migration. Such project could be offered to a variety of external donors for funding. GIZ assistance for developing such concept would be appreciated.

- POLO's on-site services would be worth to copy from the Philippines
- POEA functions should be added to existing employment service centres in the country
- Introduce OWWA in Laos
- Detailed policy and guidelines for the management of migrant workers needed
- Still more awareness and advocacy are needed regarding labour migration

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http://data.worldbank.org/indicator/NY.GDP.PCAP.KD?order=wbapi_data_value_2011+wbapi_data_value+wbapi_data_value-last&sort=desc.

RCI Team



Lisa Brueckner, Programme Manager at GIZ in Beijing, holds an interdisciplinary degree in area studies China and international economic law. She has worked in the field of economic policy advice for more than 3 years, focusing on trade and cross-border economic cooperation. In her current position she is responsible for the overall implementation of RCI Programme measures. She also coordinates activities of the Economic Policy Forum, an emerging economies think tank alliance supported by GIZ, in China and maintains working relations with Chinese members of the network. Prior to joining GIZ, Lisa was in charge of liaison management at the German Pavilion during the 2010 World Exposition in Shanghai.



Magnus C. M. Brod, an economic sociologist by training, works as Programme Manager at GIZ. He studied in Marburg, Hamburg and London with a focus on regional trade, statistics and social change. Currently based in Beijing, China he is responsible for trade facilitation in Northeast Asia (Mongolia, Korea, Japan, and China) as well as maritime economy in Southeast Asia. Before joining GIZ, Magnus has worked with the German Institute of Global and Area Studies (GIGA) in Hamburg. His professional focus is regional trade networks and trade facilitation. Additional responsibilities revolve around the use of modern media and communications in the context of economic development.



Stefan Hein, Programme Manager at GIZ in Beijing, has a background in finance and political economics. He joined the RCI Programme in September 2012 and is primarily responsible for the topics of trade facilitation within the framework of the ASEAN-China Free Trade Agreement (ACFTA), trade finance and social implications of economic integration. Prior to joining GIZ, Stefan has worked at Landesbank Baden-Wuerttemberg (LBBW) in Stuttgart focusing, among others, on structured finance and investment strategies.



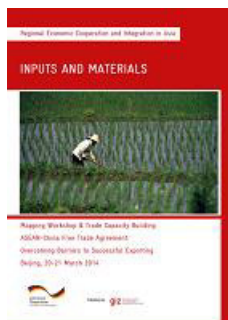
Torben Niemeier, a political scientist, currently based in Beijing, working for the RCI Programme as consultant. He studied in Mannheim as well as Paris with a focus on international relations, international political economy and macroeconomics. Prior to joining the RCI Team, he gained first working experience with GIZ in the sector project "Sustainable Economic Development" in GIZ headquarters, Eschborn, Germany. For the RCI Programme, he mainly contributes in the areas of trade facilitation and maritime economy in Southeast Asia.

Other Publications by RCI

The GIZ RCI Programme publishes regular updates on its activities to offer insights and disseminate regional knowledge on integration processes in Asia. To download please refer to

<http://www.scribd.com/Rci-Asia> or <http://de.slideshare.net/Rci-Asia>

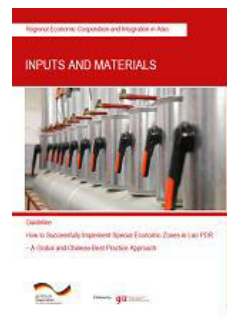
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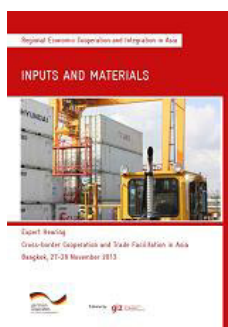
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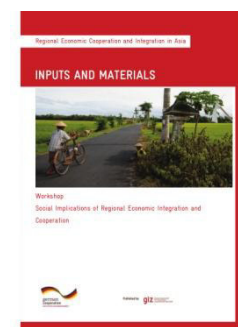
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