



# TRAINING MODULES ON LABOUR MIGRATION MANAGEMENT

Trainer's Manual



# The Labour Migration Trainer's Manual



## Objectives and Intended Users

The number of migrant workers in the world is 105<sup>1</sup> million and rising. It is a considerable human resource that can benefit the economic growth and development of all countries. The absence of effective labour migration management does not stop the movement of people; but it does seriously limit the ability of the international community to reap the benefits of humane and orderly labour migration while exposing migrant workers to potentially significant negative phenomena. Now, more than ever, governments and all those involved in managing labour migration must have at their immediate disposal efficient and well-adapted tools in order to be fully prepared to manage the influx of migrants who come and go for work.

*The Trainer's Manual on Labour Migration Management* was designed specifically for these tasks and is aimed at people who manage labour migration at various levels and capacities: as government officials, civil servants, community organizations, members of the private sector, including employers' and workers' organizations, recruitment agencies and more.

This *Trainer's Manual* was designed by the International Organization for Migration (IOM) and the Organization for Security and Co-operation in Europe (OSCE) and it complements the OSCE-IOM-ILO Handbook on Establishing Effective Labour Migration Policies. It is a first of its kind, must-have resource for all government structures, private sector, civil society and international organizations involved in labour migration management. The step-by-step guidance for the trainers capitalizes upon and enhances existing capacity and talents to generate well-thought out programmes and policies that facilitate humane and orderly migration. Its scope and breadth of expertise is designed to help those who work in countries of origin, transit countries and countries of destination alike.

<sup>1</sup>ILO, March 2010

## Structure and Functionality

Labour migration management requires a dynamic and finely targeted approach to address the complex range of policy issues and choices involved. As a first step, the finely-honed, interactive training modules in the Trainer's Manual map out specific challenges, opportunities and issues that need to be addressed. Subsequently, these modules facilitate the understanding of the context for developing comprehensive policies and programmes which are necessary to protect migrant workers. In addition, they enhance the development impact of well-managed labour migration, taking into account a gender perspective and the needs of vulnerable groups.



These interactive training modules provide a wealth of material that offers a solid theoretical and practical foundation. The modules encourage trainees to think critically about labour migration and develop efficient, well-adapted response programmes and policies that fit specific requirements and objectives. They have been developed in great detail by experts in the field and rigorously tested and improved through direct feedback from training-session participants in several locations world-wide.



The training modules also facilitate effective cooperation among stakeholders. Through consultation with a broad range of social partners - employers' and workers' organizations, private recruitment agencies, civil society and other stakeholders - governments can design suitable labour migration policies. Such policies should enable

governments to respond to sudden changes in local labour markets, identify new markets and innovative practices that benefit societies in

both countries of origin and destination, while also protecting the rights of migrant workers and their families.

Each training session is supported by a dedicated PowerPoint presentation, trainers' guidelines, case studies, group exercises, and a bibliography. It is an essential capacity-building tool that every organization linked to labour migration should have. More than ninety percent of the participants who took part in these trainings found the modules to be "very useful."

All of these training materials can be obtained at no cost on a CD-ROM from the OSCE or IOM upon request.



Migrants working under safe working conditions. Photo: IOM



A worker obtaining economic independence. Photo: IOM

By taking advantage of these training resources beneficiaries will develop new skills and knowledge on how to create more effective labour management policies and programmes.

Using the proactive approach of the *Trainer's Manual*, target groups will be well equipped to benefit from the considerable potential of labour migration. The IOM and OSCE stand ready to assist your country with the implementation of these trainings to ensure that labour migration management is carried out in a dynamic, effective and humane manner.

## Contents

The manual has a highly flexible modular structure which means that each module can be considered a stand-alone unit or used in conjunction with other modules to address specific labour migration environments and challenges. The contents are divided into three main Courses, each with its own modules.

The overall structure of the Manual is shown below.

### **Module A:** Introduction

## Course 1: International migration law and cooperation framework for the development of labour migration policies

Introduction to Course 1

**Module B:** International migration law framework for the protection of migrant workers

**Module C:** International cooperation for the facilitation of labour migration



## Course 2: Developing labour migration policies in countries of origin



Skilled migrants fill labour demands and shortages abroad.

Photo: IOM

### Introduction to Course 2

**Module D:** Protection of migrant workers: Policy options for countries of origin

**Module E:** Developing labour market strategies, including addressing the challenges of highly-skilled migration

**Module F:** Enhancing migrant workers' contribution to the development of countries of origin



Migrants work to send remittances back to their countries of origin.

Photo: IOM

## Course 3: Developing labour migration policies in countries of destination



### Introduction to Course 3

**Module G:** Assessing the need for foreign labour

**Module H:** Designing labour admission policies

**Module I:** Protection of migrant workers and integration: Policy options for countries of destination

**Module J:** Measures to prevent and reduce irregular migration



For information on the Training Modules on Labour  
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