



TECHNICAL NOTE

DEVELOPMENT OF REGIONAL GUIDES FOR ORIENTATION
PROGRAMMES FOR LABOUR MIGRATION BETWEEN THE
EAST & HORN OF AFRICA AND THE GULF COUNTRIES





BACKGROUND

In January of 2021, at the 13th Global Forum for Migration and Development (GFMD), the Governments of the United Arab Emirates and the Kingdom of Saudi Arabia, with the African Union Commission (AUC) announced a new partnership to work together on promoting and rolling out orientation programmes for Africa-Gulf labour migration.¹ Accurate and practical information available at key points throughout the labour migration cycle, will contribute to strengthening the protection, well-being and protection of African migrant workers.²

The International Organization for Migration (IOM) has extensive experience in supporting countries develop and roll out Comprehensive Information & Orientation Programmes (CIOP). These are advocated to be gender-responsive programmes, harmonized between countries of origin and destination, and rooted in a multi-stakeholder, whole of Government/whole of society and migrant-centric approach. Under the Comprehensive Information & Orientation Programme approach, there are four main points of orientation to be available at different points in the labour migration cycle:



Pre-Employment Orientation (PEO): Equips prospective migrant workers with information to support well-informed decision-making processes on foreign employment and provide accurate information on safe and ethical recruitment.



Pre-Departure Orientation (PDO): Supports outgoing migrant workers to ensure departure process is safe while also providing information on the upcoming journey, adjustment period and how to access support and assistance.



Post-Arrival Orientation (PAO): Provides newly arrived migrant workers in the country of destination, with information regarding local labour laws, sociocultural norms and practices, workplace expectations and good conduct.



Pre-Return Orientation (PRO): Helps prepare returning migrant workers before leaving the country of destination, with useful information to support their access to social protection schemes, skills development opportunities and related resources.

1 Emirates News Agency, *Major new partnerships announced as UAE's Global Forum on Migration and Development Summit closes*, 27 January 2021.

2 African Union Migration Policy Framework and Plan of Action for Africa (2018-2030-): *Migration Policy Framework for Africa and Plan of Action (2018 – 2030) (au.int)*



COMPLETED ACTIVITIES

Against this backdrop and in recognition of the importance of ensuring access to accurate information for prospective, outbound, current and returning migrant workers, activities took place under two programmes to kick-start this process:

Joint Labour Migration Programme

Adopted by African Union Member States in 2015, the Joint Labour Migration Programme is one of the critical tools for the implementation of the labour mobility provisions of the Migration Policy Framework for Africa and Plan of Action (2018-2030). Its overall objective is to strengthen the effective governance, and regulation of labour migration and mobility, under the rule of law and with the involvement of key stakeholders across governments, legislatures, social partners, migrants, international organizations, NGOs, diaspora organizations and civil society organizations towards increased equitable, full-employment economic growth and sustainable development of the African continent.

Under the JLMP, IOM conducted full information needs assessments and mapping exercises focusing on outbound workers in the pre-departure phase across the East & Horn of Africa, as well as newly arrived workers in the post-arrival phase in Gulf countries. Two validated reports outline the findings, analysis and recommendations.

For more information on the Joint Labour Migration Programme, please visit the [JLMP website](#).

Better Regional Migration Management Programme

The *Better Regional Migration Management Programme (BRMM)* supports the Regional Ministerial Forum on Migration (RMFM) and its [Technical Working Groups \(TWGs\)](#). RMFM advocates for migrant workers' and members of their families' rights for safe, orderly and humane labour migration, intra and inter-regionally.

Under the BRMM, IOM carried out the information needs assessments and mapping exercises focusing on prospective migrant workers in the pre-employment phase across the East & Horn of Africa, and the information needs of East & Horn of African workers in the Gulf who are returning back home after employment. Two reports have been drafted.

For more information on the Better Regional Migration Management Programme, please visit the [BRMM website](#).



For more information on the reports, please contact IOM on ciop@iom.int.



DEVELOPMENT OF REGIONAL GUIDES FOR ORIENTATION PROGRAMMES

Building on the recommendations and best practices provided through the completed mappings and information needs assessments, IOM is starting the process of developing geographically tailored and gender-responsive regional guides for orientation programmes for labour migration between the East & Horn of Africa and Gulf countries. These activities are taking place jointly under the Joint Labour Migration Programme and the Better Regional Migration Management Programme.

In line with the key points in the labour migration cycle, regional guides will be developed for pre-employment orientation, pre-departure orientation, post-arrival orientation and pre-return orientation. The first half of the regional guides will elaborate on the proposed modules for orientation sessions, detailing learning objectives, key messages, proposed methods for delivery and relevant tools to promote effective learning. Content structure will be harmonized between all orientation points. The second half of the guides will provide guidance for effectively and sustainably managing orientation programmes, including guidance on institutions that may hold relevant mandates for providing and overseeing orientation, the methods for training master trainers and managers, monitoring and evaluation, and other technical requirements. Furthermore, the regional guides will include guidance on promoting ethical recruitment practices through orientation programming.

- **Aim:** Provide stakeholders in the East & Horn of Africa and Gulf countries with practical guidance and resources for establishing and managing orientation programmes, adopting the *Comprehensive Information & Orientation Programme* approach.
- **Geographical coverage:**
 1. The following countries in the East & Horn of Africa are included: Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, the United Republic of Tanzania and Uganda.
 2. The following countries from the Gulf are included: Bahrain, Kuwait, Saudi Arabia, Oman, Qatar and the United Arab Emirates.
- **Process:** Based on the findings and recommendations of the information needs assessments and mapping exercises, IOM will work closely with different stakeholders to devise the regional guides. Selected consultations and targeted data collection will take place in the initial conception phase as well as opportunities for review and feedback.
- **Timeframe:** October 2022 – November 2023.

