

SOUTH ASIA LABOUR CONFERENCE 2014: LAHORE



Strengthening Labour Migration and Establishing Common Platform to Negotiate Better Working Conditions with Host Countries (Gulf, Europe & American Countries)

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ABSTRACT¹

International migration has become a prime concern for the developing as well as developed countries because of its magnitude and complexity. South Asian states predominantly dependent on the Middle Eastern labour demand have to confront the challenges of the dynamic labour markets and complicated regulatory regimes of the labour importing countries. This paper is a summary of perceptions and experiences of Pakistani migrant workers shared during South Asia Labour Conference 2014, Lahore to strengthen labour migration and establish a common platform on the basis of commonality of sufferings with a view to negotiate better working conditions with host countries for the protection and welfare of their emigrants.

Key words: Emigration, SAARC, Protection, Remittances, Bureau of Emigration

1. INTRODUCTION

Pakistan is confronting an acute problem of un-employment caused by rapid population growth, poor economic performance, low literacy and increasing unskilled labour force. The reduction of unemployment is the main objective of the Government. The Government of Pakistan has, therefore, focused on the emigration as an immediate measure to address the worsening state of affairs. Pakistan continued to be an attractive labour market for the manpower importing countries. The emigration trends before 1970's were primarily directed towards UK followed by Europe, USA and Canada. Pakistan has a great potential to export high quality human resource i.e. well qualified, highly skilled, skilled and un-skilled workers as well as professionals and experts in the fields of information technology and computer sciences. Pakistan being a traditional pro-emigration country provides manpower for various trades and professions to different countries of the world particularly the Middle East and Gulf region.

2. LEGAL FRAMEWORK FOR EMIGRATION

The Emigration Ordinance (1979) and the Emigration Rules (1979) regulate the

¹ The authors appreciate the comments of the ILO expert and Mr. Saeed Ahmed Nawaz.

activities of overseas employment promoters and recruiting agencies to safeguard the rights of Pakistani migrant workers and protect their interests abroad .

2.1 Bureau of Emigration & Overseas Employment

Successive Pakistani Governments have persistently supported and facilitated a vibrant and continual trend of emigration in a flexible manner. In order to manage the legal export of manpower in a systematic manner three Federal Government Departments, namely, i) National Manpower Council, ii) Protectorate of Emigrants and iii) Directorate of Seamen's Welfare were amalgamated to form the Bureau of Emigration & Overseas Employment, as an Attached Department of the Ministry of Labour & Manpower in the year 1971 with the prime objective to promote and regulate emigration and to protect the emigrants. The high migration potentials in the country and liberal policy regime have served the flow of emigrants through regular channels very well. Basic functions of the Bureau are:

- a. to control and regulate emigration;
- b. to look after the interest and welfare of emigrants;
- c. to facilitate, supervise and monitor the activities of Overseas Employment Promoters(OEPs);
- d. To advise the federal Government on emigration policies and procedure;

Presently, Bureau of Emigration & Overseas Employment is functioning as an Attached Department of the Ministry of Overseas Pakistanis & Human Resource Development and is the central agency dealing with the emigration of Pakistani workers abroad in accordance with the provisions of Emigration Ordinance, 1979 and Rules made there under. In order to carry out these functions, seven Regional Offices of the Bureau namely Protector of Emigrants are working at Lahore, Karachi, Rawalpindi, Peshawar, Multan, Malakand and Quetta. Regional Offices of the Bureau control and supervise the activities and conduct of the Overseas Employment Promoters falling in their area of jurisdiction and are directly responsible for processing the manpower demands. The Government itself recruits its employees abroad through Overseas Employment Corporation (OEC).

2.2 Overseas Employment Promoters (OEPs)

Ministry of Human Resource Development issues licenses to the OEPs on the recommendations of the Director General, Bureau of Emigration & Overseas

Employment after due verification by Intelligence Agencies and Special Branch of the concerned Police Department. More than 1750 licensed OEPs are operating under the supervision of Bureau of Emigration to promote the export of manpower from Pakistan to the labour importing countries. The licensees are authorized to engage, assist or recruit any person who intends to emigrate and for this purpose they make efforts to procure manpower demands for Pakistani labour force from labour importing countries.

2.3 Overseas Employment Corporation (OEC). Overseas Employment Corporation is a public sector overseas employment promoter. It is functioning under the administrative control of Ministry of Overseas Pakistanis and Human Resource Development. During 1977 to February, 2014 a total of 1,37,174 Pakistanis proceeded abroad for the purpose of employment through OEC. The emigration to South Korea is dealt with by the OEC exclusively and the ILO has facilitated it regarding Employment Permit System for South Korea.

3. FACILITATING EMIGRANTS

3.1 Registration of Emigrants: Every emigrant is registered with the respective Protector of Emigrant after deposit of Government fee and provision of required documents. The prescribed Government fee is as under:

Service Charges

Nature of charges	Through OEPs	Through Direct Employment
Service Charges	Rs. 6000	-
Welfare Fund (OPF)	Rs. 2000	Rs. 2000 (OPF)
Insurance Premium	Rs. 2000	Rs. 2000
Registration fee	Rs. 500	Rs. 2500
Total: -	Rs. 10500	Rs. 6500
<i>NICOP</i>	<i>Rs. 1275-2100</i>	<i>Rs. 1275-2100</i>

Source: Bureau of Emigration and Overseas Employment, Government of Pakistan

3.2 Pre-departure Briefing: Proper orientation and briefing has to be imparted to every emigrant in terms of section-15 of Emigration Ordinance, 1979 prior to his departure for employment abroad. The intending emigrants are briefed about socio-political sensitivities, cultural norms, economic and geographic aspects of destination

countries. The emigrants are also advised not to involve in illegal activities as they are supposed to comply with the laws of host countries.

3.3 Insurance of Emigrants: Each migrant worker is provided insurance coverage by the Bureau of Emigration & Overseas Employment in collaboration with the State Life Insurance Corporation of Pakistan. The insurance policy provides life and disability coverage up to Rs. 10, 00,000/- against one time premium of Rs. 2000/- for a period of two years.

4. EMIGRATION FROM PAKISTAN

Pakistan is a populous country and its difficult socio-economic conditions coupled with political uncertainties have acted as impetus and a push factor for the growing numbers of Pakistanis travelling from their country of abode to other countries in Europe, North America, East Asia and the Gulf States. During the period of 1971 to 2013, more than 7 million Pakistanis proceeded abroad for employment through the Bureau of Emigration with 96% going to Gulf Cooperative Council (GCC) Countries and less than 1% proceeding to EU and other Western countries. Pakistani emigrants have been proceeding abroad through licensed Overseas Employment Promoters and on Direct Employment Visas acquired by overseas job seekers either on their own or through transnational networks.

4.1 Emigration Statistics: Pakistani workforce has been mainly heading to traditional manpower importing countries like Saudi Arabia followed by UAE, Kuwait, Oman, Qatar and Bahrain having massive labour absorptive capacity. Country-wise emigration is given below:

EMIGRATION TO GCC COUNTRIES 2008-2013

S.#	Countries	2008	2009	2010	2011	2012	2013	Total
1	Saudi Arabia	138283	201816	189888	222247	358560	270502	1381296
2	U.A.E.	221765	140889	113312	156353	182630	273234	1088183
3	Oman	37441	34089	37878	53525	69407	47794	280134
4	Bahrain	5932	7087	5877	10641	10530	9600	49667
5	Qatar	10171	4061	3039	5121	7320	8119	37831
6	Kuwait	6250	1542	153	173	5	229	8352
	Total:	419842	389484	350147	448060	628452	609478	2845463

Source: Bureau of Emigration and Overseas Employment, Government of Pakistan

This table shows that 96% of Pakistani migrant workers are concentrated in these six countries of the Gulf with 80% located in Saudi Arabia and UAE. Profession-wise profile of Pakistani migrant workers for the period of 2008-13 was as follows:

Profession-wise Profile of Pakistani Migrant Workers (2008-13)

Profession	Number of emigrants	Percentage
Highly qualified	12057	1.94%
Highly Skilled	5032	0.81%
Skilled	263138	42.26%
Semi-Skilled	102963	16.53%
Unskilled	239524	38.46%
Total	622714	100%

Source: Bureau of Emigration and Overseas Employment, Government of Pakistan

This table shows that illiterate and unskilled workers constitute around half of the total Pakistani migrant workers and only 2.75% workers are doing white collar jobs. Among skilled workers, drivers are in the highest number, followed by masons, carpenters and tailors.

4.2 Gulf Region

The Royal Kingdom of Saudi Arabia - Saudi Arabia is the largest importer of Pakistani manpower and more than 3.5 million Pakistanis proceeded to Saudi Arabia from 1971 to 2013 for the purpose of employment. About 98% Pakistani manpower proceeded to Saudi Arabia through Overseas Employment Promoters whereas only 2% Pakistanis got employed on direct employment visas.

Regulatory mechanism in KSA: The export of labour force was the highest in the history of overseas employment during 2012, however, it declined in 2013 owing to some measures taken by the Saudi Government regarding regularization of migrant workers of various countries whereby thousands of Pakistani migrant workers working in Saudi Arabia were absorbed against the fresh demand.

Under their Nitaqat /Saudization Programme Pakistani nationals not working with their original employers and normally identified as “Azad employees” (about 50%) were given two options i.e either to regularize themselves with the original employer

or with other employers willing to absorb them. Otherwise they were directed to leave KSA prior to 4th November, 2013. A total of 9,50,000 Pakistani irregular migrant workers were regularized with the facilitation and assistance of Pakistani Mission at Saudi Arabia and about 56,000 Pakistani nationals returned back to Pakistan.

UNITED ARAB EMIRATES (UAE) - UAE is the second largest importer of Pakistani manpower and 22,07,791 Pakistanis have proceeded to UAE from 1971 to 2013, for the purpose of employment. About 32% increase has been registered in 2013 as compared to the year 2012. Approximately 80.29% Pakistanis have proceeded to UAE on Direct Employment Visas whereas 19.71% have obtained employment in UAE through Overseas Employment Promoters.

OMAN - Oman is the third largest importer of Pakistani manpower and 565,162 Pakistanis have proceeded to Sultanate of Oman during 1971 to 2013. 98% Pakistanis are proceeding to Oman on Direct Employment Visas whereas only 2% are obtaining employment in Oman through Overseas Employment Promoters.

KUWAIT – Kuwait is the fourth largest importer of Pakistani manpower and since 1971 to 2013, (181,162) Pakistanis have proceeded to Kuwait for the purpose of employment.

BAHRAIN - Bahrain is the fifth largest importer of Pakistani manpower and 125,370 Pakistanis have proceeded to Bahrain from 1971 to 2013 for the purpose of employment. Whereas, 86.35% Pakistanis got employed in Bahrain on Direct Employment Visas and about 13.65% were hired in Bahrain through Overseas Employment Promoters.

QATAR – Qatar is the sixth largest importer of Pakistani manpower and 102,603 Pakistanis got employment in Bahrain during 1971 to 2013. About 34.86% Pakistanis travelled to Qatar on Direct Employment Visas whereas 65.14% were hired by Qatari businesses through Overseas Employment Promoters.

4.2.1 Common Issues/Challenges in GCC Countries

The common problems faced by overseas workers in GCC Countries are as under:

- i. Breach of terms and conditions of contractual agreement by some employers;
- ii. Observance of terms and conditions not ensured by the sponsors;
- iii. Coerced signing of new contracts on conditions less favorable to the expatriate workers;
- iv. Non-payment/delay in payment of salaries;
- v. Travel documents are snatched away from the workers or retained by the employer;
- vi. Salary and overtime are not paid in accordance with the work performed;
- vii. Workers offered jobs other than the ones against which originally recruited by the promoters in countries of origin;
- viii. Refusal to assist in getting exit stamps on the passport;
- ix. Refusal to give NOC for change of sponsorship in genuine cases;
- x. Non-renewal of Iqama/work permit and driving licenses;
- xi. Harassment of workers during the period when the cases are pending adjudication before the Labour Courts;
- xii. Non-implementation of court decisions;
- xiii. No system regarding provision of information on health issues of migrant workers;
- xiv. Non availability of data of returning migrants;
- xv. Workers are forced to leave the country without settlement of dues;
- xvi. Negative attitude of Gulf Approved Medical Centres as there is no control of the country of origin on the activities of these Centres.

4.3 Other than GCC Countries

LIBYA - Libya was the major importer of Pakistani manpower since 1971 till 1981 and during this period 61546 Pakistanis proceeded to Libya for the purpose of employment. Due to UN sanctions on Libya in 1992-93 and allied reasons the manpower export to Libya was almost suspended. However, migration to Libya re-started albeit at a reduced scale since 2008.

SOUTH KOREA - Basically, Overseas Employment Corporation (OEC) is responsible to process the manpower demands for Korea. However, 7 Pakistani nationals obtained employment in Korea during the year 2012 and 9 Pakistanis

proceeded to Korea during 2013 on direct employment visa through Bureau of Emigration & Overseas Employment.

MALAYSIA – Malaysia is the only traditional manpower importer of Pakistani workers in the Far Eastern Asia. During the year, 2012 (1309) Pakistanis have gained employment in Malaysia, whereas 2031 Pakistanis proceeded to Malaysia during the year 2013 showing a reasonable increase.

4.4 EU Countries

Emigration to EU Countries: About 2 million Pakistani nationals work in various EU countries but a small number of Pakistani nationals have proceeded to EU countries on employment visas. These Pakistanis have proceeded to EU countries on direct employment visa whereas no manpower demand was materialized by any Overseas Employment Promoter for EU countries. Ministry of Overseas Pakistanis and Human Resource Development is, therefore, trying to find new avenues for Pakistani overseas job seekers not only in EU countries but also in other developed countries like Australia, New Zealand and Japan, etc.

Budapest Process: The Budapest Process is a consultative forum of 53 governments and 10 international organizations established to develop a comprehensive and sustainable system for orderly migration. It involves states from the wider European region with the purpose of exchanging information and best practices in dealing with regular and irregular migration, asylum, visa, border management, trafficking in human beings and smuggling of migrants, readmission, return, etc. The Process promotes good governance in the field of migration.

An active coordination with Budapest Process Member States and its Secretariat, International Centre for Migration Policy Development (ICMPD), is going on. Several meetings arranged by ICMPD have been attended by the Senior Officers of Ministry of Interior, Ministry of OP&HRD and Bureau of Emigration and Overseas Employment. In order to enhance cooperation between Silk Route Region countries and Budapest Member States, a partnership has been developed since the year 2010. The concept of partnership between Budapest Process Member States and

Silk Route Countries (Pakistan, Afghanistan, Iraq and China) was approved in the shape of “Istanbul Ministerial Declaration”, during the 5th Ministerial Conference of Budapest Process held at Istanbul on 18-19 April, 2013.

In the follow up of 5th Ministerial Conference the ICMPD is initiating a three years project in Pakistan, Iraq and Afghanistan for the purpose of capacity building of stakeholders of migration process, to minimize the illegal migration from Silk Route Countries to Budapest Member States and to make the entire migration process development friendly.

4.5 American Countries

Emigration to American Countries: About 1.2 million Pakistani nationals are working in USA whereas 0.3 to 0.4 million Pakistanis are working in Canada, Argentine, Brazil and other Latin American States. Presently, only a few hundred Pakistanis are going to USA and other American countries for the purpose of employment. The Government of Pakistan is trying to enhance manpower export to different American countries by appointing community welfare attaches there and, for this purpose, endeavoring to match the skills and professions according to their demands and requirements.

4.6 Common Challenges in EU & American Countries

- i. Heavy cost of migration;
- ii. Exploitation of migrant workers in the countries of origin, transit and destination;
- iii. Health issues of migrant workers including spread of infectious diseases;
- iv. Illegal migration including human trafficking and smuggling;
- v. Non-awareness of migration issues among different stakeholders; and
- vi. Exploitation of overseas job seekers by fake recruiting agents and sub agents.

4.7 Opportunities

- i. Demographic dividends; availability of a large number of young labour force in the South Asian Region;
- ii. Opportunities of overseas employment in EU and other developed countries due to their aging population;

- iii. Availability of a large number of jobs in the health sector in Gulf, EU and other developed countries;
- iv. Mega projects in Gulf States, like FIFA World Cup-2022 at Qatar and Expo-2020 at Dubai.

5. FOREIGN REMITTANCES

The export of manpower from Pakistan is one of the major sources of earning foreign remittances. An amount of US\$ 61,476 million was remitted by the Pakistanis working abroad from July, 2007 to June, 2013. It is worth mentioning that record amount of US\$ 13,920 million was remitted only during the last financial year 2012-13 and the amount remitted by Overseas Pakistanis during the last six (6) months (July-December, 2013) is US \$ 7,790 million. Year wise detail of remittances is as under:

Workers' Remittances 2007-2008 to 2012-2013

Year	US Dollars in Millions
2007-2008	6,451.24
2008-2009	7,811.43
2009-2010	8,905.95
2010-2011	11,200.97
2011-2012	13,186.58
2012-2013	13,920.26
Total:	61,476.43

Source: State Bank of Pakistan

6. PROTECTION AND RIGHTS OF MIGRANT WORKERS

6.1 Welfare of Emigrants: The Overseas Pakistanis Foundation has been established under Emigration Laws of Pakistan and all the emigrants become members of Overseas Pakistanis Foundation as soon as they are registered with Protector of Emigrants against a contribution of Rs. 2000/-. Overseas Pakistanis Foundation is providing necessary infrastructure for rehabilitation of returning migrant workers and Overseas Pakistanis besides providing educational, housing and social services to the migrant workers and their families.

6.2 Protection of Emigrants: Protection of rights, welfare benefits and protection of services of migrant workers in the countries of destination require an integrated redressal mechanism. Government of Pakistan has posted Community Welfare Attaches (CWAs) in different countries to safeguard the interests and welfare of migrant workers. They also search market for Pakistani manpower and advise the Government to grasp the demand through public service and private channels. Simultaneously they provide information, advisory and counseling services and are responsible for settling of disputes during the course of their employment. The offices of Community Welfare Attaches are located in Saudi Arabia (4), UAE (3), UK (2), USA (2) and one each in Libya, Bahrain, Kuwait, Qatar, Oman, Italy, USA, South Korea, Norway, Malaysia and Spain.

7. INITIATIVES OF THE GOVERNMENT

7.1 Efforts for Women Migration: The emigration of Pakistani women is negligible. So far, 8000² female workers have proceeded abroad for employment in the fields of health, finance, beautician and fashion designing. Efforts are underway to improve emigration of women in health and paramedics.

7.2 Strengthening Coordination: Government of the Punjab in order to promote manpower export from the Province has established active coordination with Federal Government and international organizations to ensure skill matching and value addition for overseas job seekers. The continuous interaction is going on with important stakeholders including Overseas Employment Promoters at national, Regional and International levels. It is also coordinating with the available TVET institutions for training and capacity building of oversea job seekers according to the requirement of international labour market. The province wise breakup of emigrants in terms of population is highlighted below:

² Bureau of Emigration and Overseas Employment, Government of Pakistan

Province wise Emigration Statistics

Province	2008-2013	Percentage	Population	Difference
Punjab	1501794	51.52%	53.70%	-2.24%
Sindh	236814	8.12%	22.20%	-13.20%
Khyber Pakhtunkhawa	801083	27.48%	12.90%	+14.08%
Baluchistan	34050	1.17%	4.80%	-1.99%
Azad Jammu & Kashmir	197749	6.78%	2.20%	+5.00%
Gilgit-Baltistan	4045	0.14%	1.30%	-0.46%
FATA & ICT	139405	4.78%	2.90%	+1.41%
Total	2914940	100.00%	100 %	

Source: Bureau of Emigration, Government of Pakistan

7.3 Punjab Job Fair - 2014: The Government of Punjab in collaboration with the Ministry of Overseas Pakistanis and Human Resource Development, Bureau of Emigration & Overseas Employment and leading Overseas Employment Promoters (OEPs) arranged Punjab Job Fair, 2014, on 8-9 March at Expo Centre, Lahore. A large number of employers and leading Overseas Employment Promoters established their stalls on behalf of their foreign employers and registered thousands of Pakistani overseas job seekers. During the event about 40 thousand skilled, unskilled, highly skilled and highly qualified professionals visited the Fair. It is expected that about 2,000 local and foreign employment opportunities will be provided to the registered job seekers.

7.4 Manpower Promotion Seminar: A seminar to promote manpower was also arranged on 09th March, 2014 in Lahore by Government of the Punjab with the collaboration of Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development. In the seminar, the presentations were made by different experts on manpower promotion and export. The panel discussion among different stakeholders provided the opportunity to Overseas Employment Promoters, the heads of various Training Departments, Institutes, Test & Trade Centres and overseas job seekers to understand the ground realities and factual position. The outcome of the Manpower Promotion Seminar and Punjab Job

Fair will definitely fill the gaps relating to skill matching and value addition for overseas job seekers.

8. ROLE OF INTERNATIONAL ORGANIZATIONS AND FORUMS

8.1 International Labour Organization (ILO): The ILO is the United Nations agency with a constitutional mandate to protect migrant workers, and it does so as part of its overarching goal of achieving decent work for all. International Labour Organization addresses the protection, welfare, health and safety issues of internal and external migrant workers. It facilitates countries of origin, transit and destination in the provision of better working conditions, reducing travelling cost and making the entire migration process development friendly.

In 2004, the International Labour Conference of the ILO adopted a Multilateral Framework on Labour Migration which is part of a plan of action for migrant workers agreed by ILO constituents. The Framework is part of an ILO action plan, aiming at better managing labour migration in order to contribute positively to the growth and development of both home and host societies.

In Asia and the Pacific, the overall objective is to increase the protection of migrant workers and create more effective governance of labour migration. Within this context the ILO has set the following priorities on labour migration for 2012-13:

- to improve the knowledge base and policies relating to labour migration;
- to build the capacity of governments and social partners to manage labour migration; and
- to promote bilateral and regional cooperation on labour migration.

During the year 2012, material for prevention of HIV/AIDS, Hepatitis B & C was prepared after the approval of joint UN Team and distributed among Protectors of Emigrants and Overseas Employment Promoters for awareness of intending Pakistani emigrants.

In the year 2013, the ILO took the following measures to promote safe and decent migration from Pakistan:

- a. 2013: Technical support to review the ongoing bilateral agreement between Pakistan and Republic of Korea titled 'Employment Permit System (EPS)' in collaboration with Ministry of OP&HRD.
- b. 2013: Initiated a 3-year 'South Asia Labour Migration Governance (SALM) Project' which aims to promote the management of labour migration from India, Nepal and Pakistan to the GCC countries focusing on low skilled and semi-skilled workers. Project is focusing on (a) Generation of labour market information; (b) Promotion of safe migration; (c) Improvement of recruitment services; (d) Protection in employment; and (e) Improvement of training and portability of skills.

Besides, ILO is also providing technical support to the Government of Pakistan for formulation of National Policy for Overseas Pakistanis.

8.2 International Organization for Migration (IOM): IOM is facilitating the countries of origin, transit and destination in all migration issues. IOM Islamabad has also assisted the Pakistani nation during calamities like earthquake 2005 and flood 2010. The IOM Islamabad is also playing a role of bridge between Pakistan and EU Member States regarding implementation of Re-admission Agreement signed between Pakistan and EU Commission in 2010.

8.3 World Health Organization (WHO): The WHO is providing assistance to migrant workers and their families to prevent themselves from various diseases. The **WHO Global Code of Practice on International Migration of Health Personnel** is really an ideal instrument to overcome the issues of migration of health personnel.

8.4 Colombo Process (CP): Colombo Process is providing a common platform to all its 11 member states: Sri Lanka, Pakistan, India, Bangladesh, Afghanistan, Nepal, China, Indonesia, Philippines, Thailand and Vietnam to collectively negotiate the terms and conditions of their migrant workers with destination countries including Gulf countries. The member countries take concrete and proactive steps to manage labour migration by amending regulations or adopting new legislations; creating new government structures dedicated to manage labour outflows, signing bilateral

agreements and MOUs with key destination countries and launching new programs at various levels of Government. Despite being very successful, CP member countries face challenges and gaps in the key areas of dissemination of information, recruitment process, welfare support to migrants and maximization of the benefits of labour migration. There is a need to implement the recommendations of the meetings of Colombo Process in their true spirit and an active mechanism should be evolved for follow up of the decisions and recommendations.

Establishment of a Coordinating Body or a Commission at the SAARC level can further enhance cooperation among South Asian Countries to deal with the complex issues of migration.

8.5 Abu Dhabi Dialogue (2008): Abu Dhabi Dialogue deals with temporary labour mobility in Asia and **11** Colombo Process countries of origin and **9** destination countries including GCC countries, Singapore, Malaysia and Yemen are its members. It promotes partnership and shared responsibilities between origin and destination countries. Its main focus is on sharing of information, capacity building and skills development. It discourages illegal recruitment and promotes welfare and protection measures for contractual workers. It is providing opportunities to labour sending countries and labour receiving Gulf countries to sit together and resolve the issues of migrant workers in collaborative manner.

8.6 Bali Process: Bali Process comprising **44** member states aims to address human trafficking, smuggling and related transnational crimes. It emphasizes on sharing of intelligence, border management and cooperation among law enforcing agencies to check irregular migration. It also creates awareness regarding opportunities of legal migration. Furthermore, it provides mechanism for asylum management, support and protection of victims of human trafficking.

9. RECOMMENDATIONS

9.1 Migration Management

- i. Formulation of short term and long term migration policies by the governments through tripartite consultations;
- ii. Strict monitoring of Overseas Employment Promoters;

- iii. Elimination of the role of sub-agents;
- iv. Proactive and vigilant role of government departments to check illegal migration;
- v. Productive use of foreign remittances in the industrial sector;
- vi. Promotion of Government controlled manpower export through OEC; and
- vii. Enhanced role of Ministry of Overseas Pakistanis to find new avenues for potential Pakistani overseas jobseekers with the collaboration of international organizations, Ministry of Foreign Affairs and OEPs.

9.2 Capacity Building

- i. Efforts for skills matching and training according to international demand;
- ii. Establishment of necessary infrastructure for training of the intending migrant workers to refine and develop their skills by involving Overseas Pakistanis Foundation, NGOs and international organizations: ILO, IOM, EU, etc.
- iii. Introduction of technical courses at Matric level as optional subjects and Reorientation of courses at local level; and
- iv. Introduction of Labour laws and comparative studies in the curriculum especially in technical and vocational training institutions.

9.3 Dissemination of information and Awareness

- i. Establishment of Migrant Information System (MIS) at Regional level containing information of labour market and opportunities abroad;
- ii. Comprehensive awareness program encompassing pre departure and post departure awareness;
- iii. Dissemination of Information on migration in regional languages; and
- iv. Orientation on labour laws and culture especially of the host countries.

9.4 Protection and Welfare

- i. Strengthening coordination to resolve the protection and welfare issues of migrant workers;
- ii. Increase in number of Labour Attaches in the host countries and appointment of competent Labour Attaches on merit;
- iii. Reactivating and strengthening the role of Labour Attaches in order to facilitate the migrant workers;

- iv. Regular meetings of Labour Attaches of labour sending countries in the host countries to resolve the issues of their migrant workers;
- v. Rehabilitation and reintegration of returnee migrant workers and development of post return programs;
- vi. Resolution of the issues related to Kaffalah System in Saudi Arabia by the Federal Government using its good office;

9.5 International Cooperation and Collaborative Efforts

- i. Sharing of best practices at the Regional level;
- ii. Common efforts to reduce the cost of travelling especially to European and American countries;
- iii. Coordinated efforts from the platform of International Forums, like Colombo Process and Abu Dhabi Dialogue to negotiate better working conditions for migrant workers;
- iv. Active follow up of the recommendations of the International Conferences, Seminars and bilateral meetings;
- v. Visits of delegations at Regional and International level to discuss the issues of mutual interest on regular basis;
- vi. Evolution of mechanism to avoid negative competition among the Recruiting Agents of labour sending countries;
- vii. Arrangements for registration of emigrants with Provincial Social Security Institutions and EOBI for medical coverage to their families and for old age pension;
- viii. Legal Aid System for migrant workers in the form of helpline with a UAN, interactive website to receive and respond to the emigrants in distress, compile a database of individuals' problems, provide for the sustenance of displaced workers and Panel of Experts/Advisors to analyze the complaints received and formulate strategies to address the systemic problems;
- ix. Establishment of labour wing in the SAARC to negotiate better terms and conditions and minimum standards for workers from SAARC Region.

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