

Training Programme on Awareness-Raising and Professionalization of Employment Advisors

DRAFT CONCEPT NOTE
26, 28 and 29 October 2021¹

INTRODUCTION

In the past two decades, the number of international migrants has constantly increased, with 281 million persons living outside their home countries in 2020; that is, approximately 3.6% of the world population². More than 60% of international migrants are workers and it is estimated that the number of migrant workers will continue to increase, only from 2017 to 2019 this volume increased by 5 million people.³ According to the most recent estimates, one out of every 20 workers was a migrant worker in 2019.

While the importance of this population is recognized in terms of numbers, the contribution of migrant workers has become even more visible during the COVID-19 pandemic due to their work in essential sectors and services in countries of destination. In Costa Rica, for example, migrant workers have been instrumental in harvesting agricultural products that are key for the national economy, such as coffee and pineapple.⁴ And in the Dominican Republic, the role of migrant workers has been relevant in the reactivation of the construction sector.⁵

Unfortunately, despite their key role in the development of countries of destination and origin, migrant workers may face situations of vulnerability for various reasons, including migration status, informal employment, lack of access to basic services and discrimination. All of this without considering other types of vulnerabilities relating to gender identity, sexual orientation, skin colour, nationality or occupation. Therefore, it is necessary to understand, address and reduce vulnerabilities during migration (particularly for those persons who use irregular channels to migrate), providing access to basic services for migrants, eliminating all forms of discrimination

¹ As explained in the proposed agenda included in this document, three virtual sessions are proposed with a maximum duration of two hours. These virtual sessions will be complemented by two online courses on migration trends in Latin America and the Caribbean and corporate responsibility, made available on the E-Campus platform.

² UNDESA (2020). International Migration 2020 Highlights. Available at <https://www.un.org/en/desa/international-migration-2020-highlights>

³ International Labour Organisation - ILO (2021). ILO Global Estimates on International Migrant Workers – Results and Methodology – Third edition. Available at: [wcms_808935.pdf \(ilo.org\)](https://www.ilo.org/public/eng/mediacentre/pressreleases/20210901)

⁴ For more details, see the report by the OECD (2018) “How immigrants contribute to Costa Rica’s economy”, available at: <https://www.oecd.org/dev/how-immigrants-contribute-to-costa-rica-s-economy-9789264303850-en.htm>

⁵ See the report by IOM, ILO and NMI (2020) “Estimación de la demanda de trabajadores extranjeros en los sectores construcción y agropecuario en República Dominicana”, available at: https://www.r4v.info/sites/default/files/2021-09/oim-inm_estimacion_demanda_trabajadores_web.pdf



and promoting evidence-based public discourse. Only then can migrant workers be empowered and fully integrated into host communities.

Within this framework, it is important to mention that employment advisors in Mexico, Central America and the Caribbean guide and enrich information exchange and experience relating to the search for work of (national and foreign) populations, with a special focus on groups in vulnerable situations. Furthermore, it should be mentioned that the term “employment or work advisor” may vary in each Member State of the Regional Conference on Migration (RCM), depending on each specific institutional framework; these persons can also be known as intermediaries or labour advisors. Employment advisors are referents for where and how to seek work, what attitudes to develop to improve employability, how to integrate CVs and how to prepare for the interview. In addition, they provide information on evaluation instruments and selection criteria and make recommendations on how to acquire and develop skills, keep a job and achieve continuous occupational development. The mission of the employment advisors is to increase the capacity of individuals to find and maintain a job, in accordance with their profile and expectations, by providing them with techniques and tools to find employment.

RATIONALE

Migrant workers – even those who use regular migration channels – sometimes do not have employment contracts and access to protection and social security. This is due to many factors, one of which is associated to the way in which the recruitment of migrants is organized and regulated, from their community of origin to their arrival at the workplace.

In order to understand and address this reality in a comprehensive manner, strengthening knowledge on labour migration is essential to promoting reflection, information exchange and implementation of actions aimed at assisting and protecting migrant workers, thus enabling the development of labour integration processes for migrant workers, with an approach of dignified employment and in full adherence to international labour standards.

In this sense, the Training Programme on Awareness-Raising and Professionalization of Employment Advisors is an activity carried out by the Working Group on Labour Migration of the RCM, with support from the International Organization for Migration (IOM), aimed at addressing the above-mentioned aspects and strengthen the knowledge of employment advisors about labour migration in order to enable them to improve their capacity to identify occupation profiles of migrant populations, thus promoting comprehensive and sustainable assistance for this population group. It is important to mention that, as a result of this training, it is expected that the RCM Member States will be able to potentiate labour integration processes for migrant



workers in a dignified and inclusive manner and considering gender-based, interculturality and human rights and labour approaches.

OBJECTIVES

General Objective:

To strengthen the capacities of employment advisors in the RCM Member Countries relating to the identification of occupational profiles of migrant populations, with a human rights, gender and inclusive approach.

Specific Objectives:

1. To strengthen knowledge about labour migration and the importance of addressing this matter with a human rights, gender and inclusive approach.
2. To promote the exchange of best practices in assisting this population group, considering situations of vulnerability as well as the sociocultural and occupational profiles of beneficiaries.
3. To analyse the benefits of improving practices relating to the labour integration of migrant workers, with a focus on dignified employment, ethical recruitment and corporate responsibility.

METHODOLOGY

The training programme will be implemented through the use of a combination of various techniques, including two self-learning virtual courses on corporate responsibility and ethical recruitment, presentations by regional and international experts and spaces for dialogue during three virtual sessions, as follows:

Training Programme Structure:

Activity	Content
Virtual courses on IOM's E-Campus platform	<ul style="list-style-type: none"> • Course on Corporate Responsibility and Labour Migration • Course on Migration Trends in Latin America and the Caribbean
Virtual Session 1	Labour Migration and Employment Advisors
Virtual Session 2	Capacities and Areas of Opportunity to Improve the Services of Employment Advisors



Virtual Session 3	A Model to Determine the Vulnerability of Migrants
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At the beginning of Virtual Session 1, a brief inquiry will be made online, in coordination with the RCM Executive Secretariat, to assess participants’ knowledge on this matter and their expectations regarding the training. And at the end of Virtual Session 3, participants will be consulted online again about the knowledge they have gained, their level of satisfaction relating to their expectations and the potential use of the newly gained knowledge in their daily work.

PARTICIPANTS

It is proposed to include **ten representatives from each country** in the training. The representatives designated by the RCM Member States will be expected to participate in **all the sessions** described above in the Methodology section. Participants who complete all activities (online courses and virtual sessions) satisfactorily will receive a certificate of participation in the training programme.

It is recommended that the RCM Member Countries consider designating representatives with the following profiles to participate in the training:

- Employment advisors (from the national or local level)
- Labour inspectors
- Officers liaising with employers/labour intermediaries
- Officials in charge of the recognition of academic training and competencies.

The RCM focal points will submit a list of participants from each country to the RCM Executive Secretariat, including name, surname, position, institutional affiliation and email address of each participant. With this information, IOM will register the participants in the section of the training in the E-Campus platform. Participants will have access to the online courses, the virtual sessions (which will be conducted via Zoom, recorded and then uploaded to the E-Campus platform, with access limited to participants). The final questionnaire and the certificate of participation will also be uploaded to the platform of the training programme.

English-Spanish interpreting services will be available during the virtual sessions. The observer organizations of the RCM and the Regional Network for Civil Organizations on Migration (RNCOM) are welcome to participate in the training.



PRELIMINARY AGENDA

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Online Courses
<ul style="list-style-type: none"> Registered participants are asked to complete IOM’s online courses (on the E-Campus platform) on corporate responsibility and migration trends. Optionally, they can also complete the course on protection and assistance to migrants in vulnerable situations. Links: Course on Corporate Responsibility and Labour Migration: https://www.ecampus.iom.int/course/view.php?id=261 Course on Migration Trends in Latin America and the Caribbean: https://www.ecampus.iom.int/enrol/index.php?id=197 Optional: Online course on protection and assistance for migrants who are vulnerable to violence, exploitation and abuse: https://www.ecampus.iom.int/enrol/index.php?id=525 It is recommended that the courses be completed after concluding the virtual sessions. Furthermore, it is recommended that the online courses be completed before Friday, 5 November 2021.

26 October 2021

Virtual Session 1: Labour Migration and Employment Advisors		
Time (Mexico City)	Activity	Lead
14:00-14:10	General Information Welcoming Remarks <ul style="list-style-type: none"> Michelle Klein-Solomon, Regional Director of the International Organization for Migration (IOM) for Central America, North America and the Caribbean Rodrigo Ramírez Quintana, Head of the National Employment Service Unit of the Secretary of Labor and Social Welfare Rocío González Higuera, Head of UPMRIP (PPT) 	Luis Alonso Serrano, RCM Executive Secretary
14:10-14:20	Prior assessment of the level of knowledge (pre-test)	Fiorella Vargas (IOM)
14:20-14:45	Presentation: Migration Trends in the Region <ul style="list-style-type: none"> IOM 	Raul Soto, Regional Data Unit (IOM)
14:45-14:55	Questions and answers with participants	Luis Alonso Serrano, RCM Executive Secretary
14:55-15:20	Presentation: Estimates on Migrant Workers for 2019 <ul style="list-style-type: none"> International Labour Organisation (ILO) 	Juan Guilarte (ILO)
15:20-15:30	Questions and answers with participants	Luis Alonso Serrano,



		RCM Executive Secretary
15:30-16:00	<p>Panel: Best Practices of Employment Advisors in the Context of Migration</p> <ul style="list-style-type: none"> • Rodrigo Ramírez Quintana, representative of the National Employment Service (Mexico) – to be confirmed • National Employment Direction (Dominican Republic) • Representative of RNCOM 	Group Coordinator (Xadeni Méndez or Diego Camacho)
16:00	Closure of the session	Luis Alonso Serrano, RCM Executive Secretary

28 October 2021

Virtual Session 2: Capacities and Areas of Opportunity to Improve the Services of Employment Advisors		
Time (Mexico City)	Activity	Lead
14:00-14:25	<p>Presentation: Integration of Migrant Workers - the Experience of the National Employment Services in South America</p> <ul style="list-style-type: none"> • Roberto Cancel, Regional Labour Mobility and Human Development Specialist, IOM, Buenos Aires Regional Office (to be confirmed) 	Luis Alonso Serrano, RCM Executive Secretary
14:25-14:35	Questions and answers with participants	Luis Alonso Serrano, RCM Executive Secretary
14:35-14:40	Explanation for the Working Groups	Fabio Jiménez (IOM)
14:40-15:10	<p>Working Groups: What are the existing capacities and the areas of opportunity for employment advisors in assisting migrant populations?</p> <p>Group 1: Belize, Costa Rica, Mexico, Panama, Dominican Republic</p> <p>Group 2: Guatemala, El Salvador, Honduras, Nicaragua</p>	To be determined (ILO)
15:10-15:20	Plenary Session: Presentation of the results from the working groups	To be determined (ILO)
15:20-15:50	<p><u>Panel</u>: How to incorporate the dimension of migration into the work of the employment advisors</p> <ul style="list-style-type: none"> • Employment Advisors in RCM Member Countries <ul style="list-style-type: none"> ○ Panama ○ Mexico ○ El Salvador 	Group Coordinator (Xadeni Méndez or Diego Camacho)
15:50-16:00	Questions and answers with participants	Luis Alonso Serrano,



		RCM Executive Secretary
16:00	Closure of the session	Luis Alonso Serrano, RCM Executive Secretary

29 October 2021

Virtual Session 3: A Model for Determining the Vulnerability of Migrants		
Time (Mexico City)	Activity	Lead
14:00-14:30	Presentation: A Model for Determining the Vulnerability of Migrants <ul style="list-style-type: none"> Ana Catalina Picado, IOM 	Luis Alonso Serrano, RCM Executive Secretary
14:30-14:40	Questions and answers with participants	Luis Alonso Serrano, RCM Executive Secretary
14:40-15:10	Working Groups: A case analysis with guiding questions <ul style="list-style-type: none"> Group 1: Protection/labour rights perspective Group 2: Labour integration perspective Group 3: Governance perspective Group 4: Employability perspective 	To be determined, IOM
15:10-15:30	Presentation of the analyses from the different perspectives	
15:30-15:40	Questions and answers	Luis Alonso Serrano, RCM Executive Secretary
15:40-15:50	Subsequent evaluation (post-test)	Fiorella Vargas (IOM)
15:50-16:00	Closing balance of the training programme for employment advisors	Group Coordinator (Xadeni Méndez or Diego Camacho)
16:00	Closure of the session and reminder about the E-Campus courses	Luis Alonso Serrano, RCM Executive Secretary