

ASIA-GCC SENIOR OFFICIALS DIALOGUE ON GCM IMPLEMENTATION **SUMMARY REPORT**

Hosted by the Department of Migrant
Workers, the Republic of the Philippines

IN COOPERATION WITH DEPARTMENT OF FOREIGN AFFAIRS OF
THE PHILIPPINES, CITY OF TAGUIG, UN NETWORK ON MIGRATION,
IOM, ILO, OHCHR

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01

SUMMARY

On 30–31 May 2023, the Asia-Gulf Cooperation Council Senior Officials' Dialogue on the Implementation of the Global Compact for Safe, Orderly, and Regular Migration (GCM) took place in Taguig City, the Philippines. The Dialogue was hosted by the Department of Migrant Workers of the Republic of the Philippines, in partnership with the Department of Foreign Affairs, the City of Taguig, and with support from the United Nations Network on Migration, the International Organization

for Migration (IOM), the International Labour Organization (ILO), and the Office of the High Commissioner for Human Rights. Participants included senior government officials responsible for labour migration from major countries of origin in Asia, namely Bangladesh, India, Indonesia, Nepal, Pakistan, the Philippines and Sri Lanka, as well as officials from Gulf Cooperation Council (GCC) countries, including Bahrain, Oman, Qatar, Kingdom of Saudi Arabia and the United Arab Emirates.

The Dialogue aimed to achieve the following objectives:



discuss the issue of high recruitment fees and related costs and their effect on labour mobility of migrant workers;



examine the current labour reforms in the GCC countries and how these reforms enhance labour mobility, decent work and fair and ethical recruitment;



explore the protection of the rights and welfare of migrant workers and their families and look at good practices of cooperation among countries of origin and destination in this regard;



introduce the nexus between climate change and labour mobility.

Participants noted that while some progress has been made, challenges remain and much more work needs to be carried out. The Dialogue, therefore, served as a platform for States to engage in open and constructive discussions, acknowledge

achievements, identify gaps and explore areas of cooperation. The purpose of this report is to document the key learnings of the Dialogue.



Senior officials at the Asia-GCC Dialogue hosted by the Department of Migrant Workers of the Philippines in the city of Taguig, the Philippines. Credit: IOM 2023.



Maria Susana Vasquez Ople, Secretary of the Department of Migrant Workers of the Philippines delivers her opening remarks at the Asia-GCC Dialogue hosted by her department in the city of Taguig, the Philippines. Credit: IOM 2023.

02

MEETING REPORT

OPENING REMARKS

Hon. Susana V. Ople, Secretary of the Department of Migrant Workers of the Philippines, acknowledged and thanked the participants to the second Asia-Gulf Cooperation Council Senior Officials Dialogue on Global Compact for Migration Implementation.¹ She expressed hope that the discussions during the dialogue would better inform how to keep workers safe as they cross borders to look for better opportunities, and how to balance that aim with the needs of foreign employers for skilled, responsible and reliable foreign workers. The Secretary also encouraged countries to work together to make policies and set directions in labour mobility, migrants and migrant workers' rights, gender equality and other relevant issues to address acute labour shortages, ageing

populations, low wages, climate change, high recruitment fees, trafficking in persons and the impact of artificial intelligence on traditional work, among others. She ended her remarks by urging participants to have bold discussions to collectively help promote better migration governance for the protection of all migrant workers.

Hon. Maria Laarni “Lani” Lopez Cayetano, Mayor of City of Taguig, highlighted that the gathering would foster meaningful dialogues, inspire innovative solutions, enable sharing of best practices and develop partnerships to achieve the sustainable development goals (SDGs) and the GCM. The City of Taguig made a pledge to advance the implementation of GCM Objective 18² by ensuring that its constituents who plan to migrate have

¹ The first Asia-GCC Dialogue on GCM Implementation was held on 13–15 September 2022 in Doha, Qatar.

² GCM Objective 18: Invest in skills development and facilitate mutual recognition of skills, qualifications and competences

skills that are recognized in countries of destination, making it the first city in Asia to have made a pledge on GCM implementation. To achieve this, the City of Taguig will provide scholarships to its constituents in coordination with the Department of Migrant Workers, the Technical Education and Skills Development Authority, and other academic institutions to educate and train those who wish to migrate or re-migrate to have high skills that are needed in countries of destination to ensure their safe, orderly and regular migration. Mayor Cayetano noted that high-skilled workers have a genuine choice regarding whether to migrate or not and are less likely to be subject to abuse and hence, migration becomes a choice, not an act of desperation.

In his pre-recorded video, **Mr. António Vitorino, Director General of the International Organization for Migration and Coordinator of the UN Network on Migration**, emphasized that the COVID-19 pandemic underscored the importance of human mobility and the indispensable role of migrant workers in the workforce and economic development. He noted that migrant workers bring significant financial and social remittances that contribute to the gross domestic product of their own

countries, stimulate economic growth and improve human development outcomes in education and health. The Director General also highlighted, that migrant workers can face unsafe conditions, long hours without pay, physical and psychological abuse and restrictions on their freedom of movement through the confiscation of travel documents. He reminded the Dialogue that human trafficking remains a grave concern, with workers deceived with false promises, trapped in forced labour and denied their basic human rights. In addressing these challenges, bilateral and regional agreements can facilitate safe and orderly migration, protect workers' rights and promote fair recruitment practices, and as such should be strengthened to ensure mutual recognition and enforcement of labour rights. He hoped that the outcomes of the event will contribute to the GCM Regional Reviews of Asia and the Pacific, which will feed into the United Nations Secretary-General's report on GCM implementation in June 2024. Lastly, the Director General thanked the participating countries for their commitment to discussing challenging issues across regions and making pledges to advance GCM objectives.



Maria Larni Lopez Cayetano, the Mayor of the City of Taguig (l), Sarah Lou Ysmael Arriola, IOM Regional Director for Asia and the Pacific (c) and Tristan Burnett, IOM Chief of Mission in the Philippines (r) at the Asia-GCC Dialogue hosted by the Department of Migrant Workers of the Philippines in the city of Taguig, the Philippines. Credit: IOM 2023.



Senior officials at the Asia-GCC Dialogue hosted by the Department of Migrant Workers of the Philippines in the city of Taguig, the Philippines. Credit: IOM 2023.

03

THE IMRF, THE PROGRESS DECLARATION AND THE GCM PLEDGING INITIATIVE

Ms Tristan Burnett, IOM Chief of Mission in the Philippines, shared that the first International Migration Review Forum (IMRF) took place in May 2022 and was organized to take stock of the status of the GCM implementation at the national, the regional and the global levels. The IMRF was a landmark achievement for international cooperation related to migration governance. The IMRF Progress Declaration was adopted and released following the forum.

She reiterated that the GCM seeks to ensure that the human rights of migrants are respected, protected and fulfilled; inequality should be addressed and reduced. National and local partnerships are important in governing migration in this respect as well as adopting a whole-of-government approach.

Highlighting the role of cities in migration governance, she applauded the City of Taguig for making a pledge. The Chief of Mission underscored the strong commitment of the IMRF to multilateralism, which includes compliance with international law to help improve migration governance in the central role of regional cooperation and dialogue.

In conclusion, Burnett noted that the Asia-GCC Dialogue is an opportunity to reaffirm collective efforts to advance the GCM through pledges, which are measurable commitments to advance the implementation of one or more of the GCM guiding principles, objectives or actions in line with the holistic approach of the GCM.

04

ROUND TABLE 1: RECRUITMENT COSTS AND LABOUR MOBILITY

Participants noted that one of the biggest challenges in the Asia-GCC labour migration corridor is high recruitment fees and related costs. Migrant workers often pay exorbitant fees that can make them vulnerable to debt bondage, exploitation or forced labour. The hiring of a migrant worker may also be a sizable investment for employers. While some GCC countries have already legislated a maximum amount on recruitment fees, this regulatory measure has not stopped recruiters from

charging double or triple the legislated costs. Unscrupulous recruiters have also preyed on employers, charging them a far higher amount, while their recruitment receipts only reflect the legislated amount. In addition, migrant workers are often charged recruitment fees by recruiters and subagents in their countries of origin as well. Objective 6 of the GCM³ calls upon States to prohibit recruiters to charge recruitment fees or related costs to migrant workers.

This roundtable focused on the following questions:



- What are the issues and challenges in the countries of origin and destination with respect to lowering recruitment costs?



- What are the current initiatives that countries of origin and destination are undertaking to eliminate workers-paid recruitment fees and related costs, and to lower costs for employers?



- What can countries of origin and destination do together to lower these costs to promote more fair and ethical recruitment?



Nilim Baruah, Senior Regional Labour Migration Specialist of the International Labour Organization, moderates Round Table 1 on Recruitment Costs and Labour Mobility. Credit: IOM 2023.

³ Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

4.1 KEY POINTS OF DISCUSSION

Recruitment is one of the major functions of the labour market. Employers broadly have three strategies to recruit workers: directly, through public employment services, and through private intermediaries. In the Asia-GCC corridor, private recruitment agencies directly or indirectly account for the majority of workers placed abroad. Workers-paid recruitment fees and related costs are often high and can be equal to over 17 months of wages in the destination country (Cost of Migration Survey 2020. Bangladesh Bureau of Statistics, 2020.⁴), while, the average cost of recruiting a domestic worker is 13 months' worth of salary, which in this case is paid by the employer.

Recruitment is a complex process that involves migrant workers, recruitment agencies, employers, as well as the governments of origin and destination through their policies, programmes, and operations. There are **multiple challenges** to better regulate and reduce recruitment fees and ensure ethical and fair recruitment of migrant workers:

- There are many informal and unregulated intermediaries, mainly through social media, who present themselves as legitimate channels of recruitment to applicants and even employers, resulting in illegal exaction of fees.
- When high recruitment fees are being paid by the employer, the employer may feel the need for a “higher return on investment”, which can increase risks of labour exploitation.
- Labour market information is fragmented, leading to information gaps at the level of migrant workers.
- The Government of the Philippines has established a system of licensing recruitment agencies, verifying the legitimacy of recruitment documents, accrediting foreign employers and documenting workers for their deployment. It has also clearly documented the costs and fees chargeable to the workers and costs that are payable by the employers.
- The Government of Nepal has enacted the Foreign Employment Act, which prioritizes public recruitment agencies and governments through a bilateral labour agreement or through memoranda of understanding. The Government is also conducting a survey that collects data from migrant workers to determine the real cost of migration and develop a strategy to reduce its costs.
- The Government of Bangladesh is planning to invest on passenger ships to carry workers to countries of destination and reduce transportation costs to only 30–50 United States dollars. The journey, which is projected to take about five to seven days, will include in-house education and training for workers.
- The Government of Sri Lanka has created a website where job seekers can go through job vacancies in destination countries. The Government has also created a “job bank” for employers to access profiles of the job seekers.
- The United Arab Emirates introduced three types of insurance. First, the recruitment fee insurance, paid by the recruitment agency. In case of any dispute or breach of contract, the insurance company will compensate the employer with the recruitment fees. Second, the mandatory employment insurance, paid by employers. This insurance covers non-payment of wages, some service benefits, tickets and other costs related to employees. Third, the mandatory unemployment insurance.

To address these challenges, countries have taken **concrete and effective measures**:

- In 2017, the Government of Indonesia, working with stakeholders, passed a new law to protect migrant workers, which mandates that no recruitment fees should be charged to workers.

⁴ See <http://data.gov.bd/dataset/cost-migration-survey2020> for the full report.



Panelists of Round Table 1 on Recruitment Costs and Labour Mobility. Credit: IOM 2023.

Recommendations and action points that emerged from the discussion include:

- Governments of origin and destination countries need to harmonize their legislation with international standards in terms of recruitment fees and costs. For example, the costs that are to be covered by the employer should be ascertained to address gaps or differences in policies and more importantly, to discourage informal intermediaries from intervening in the labour market.
- Migrant workers should be provided with pre-departure training, including skills training, education and language support, including information about the culture of the receiving country, which will increase the knowledge of migrant workers so they can better interact with employers and enforcement authorities.
- Countries of origin and destination should work together to directly link employers and employees, for example, through an online information platform where employers can post their vacancies. Furthermore, such online platforms could be leveraged for training migrant workers, addressing migrant workers' grievances and extending assistance to workers abroad in need.
- The private sector can play an important role in assisting governments to implement laws innovatively. For example, governments can work with private insurance companies to provide better backup support to migrant workers.
- Governments of countries of origin and destination should work together to collect robust data on recruitment costs and establish enhanced monitoring and evaluation systems that would enable better enforcement through the use of sanctions and penalties against unethical recruitment facilitators. Governments should also engage in effective partnerships during the migration cycle to support initiatives for fair and ethical recruitment of migrant workers.

05

ROUND TABLE 2: LABOUR REFORMS IN THE MIDDLE EAST

The GCC countries have undertaken significant and commendable labour reforms, including reforms to enhance labour mobility for migrant workers within the labour market by reforming the kafala (sponsorship) system – which has aspects that are abusive or can lead to vulnerabilities and exploitation.

These changes have also resulted in improvements to the working conditions of many employees. While progress has been made, challenges remain in the effective implementation of these reforms.

This roundtable focused on the following questions:



- What labour reforms have the GCC countries instituted, including since the adoption of the GCM, to promote GCM Objective 6?



- How can the reforms contribute to the attainment of SDG Targets 8.7⁵, 8.8⁶ and 10.7⁷?



- What more needs to be done to promote decent work for migrant workers?



Sattam Al-Harbi, Undersecretary of Ministry of Human Resources and Social Development of the Kingdom of Saudi Arabia, makes a presentation at Round Table 2 on Labour Reforms in the Middle East. Credit: IOM 2023.

- 5 Target 8.7: Take immediate and effective measures to eradicate forced labour; end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- 6 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- 7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

5.1 KEY POINTS OF DISCUSSION

The COVID-19 pandemic had a heavy impact on labour migration in the GCC countries, leading to policy changes and reforms related to recruitment, residency and work permits, labour disputes and standardization of work contracts, amongst others. While more efforts are needed to promote decent work for migrant workers, several concrete measures that have been taken by various GCC countries were highlighted:

The Kingdom of Saudi Arabia has taken several initiatives to improve the working conditions of migrant workers, combining national-level efforts with enhanced international cooperation:

- The Kingdom of Saudi Arabia reformed the kafala system in 2021, which led to 1.5 million workers obtaining better-paid jobs, a decrease in labour disputes, labour fraud and syndicated contracts, and better relationships between government and the employees and employers. The Kingdom of Saudi Arabia also introduced insurance policies to compensate workers for wages and airline tickets in case of breach of contract.
- Since 2021, 6 million workers have been educated about their rights through information campaigns and an electronic platform was introduced to increase transparency on wage payments, employment contracts and labour dispute solutions. In 2022, 76 cases of dispute were solved. Reforms have also been initiated on monitoring the labour market to ensure that employers pay wages on time. The government has also established the labour contract programme, which ensures that employees have an authenticated contract and they can access their contract and agree to the terms before they start their employment contract.
- The Kingdom of Saudi Arabia established a national council to improve working conditions for migrant workers, amended the labour law to promote gender-neutral recruitment, signed 26 Bilateral Labour Migration Agreements, and organized 30 workshops with embassies of countries of origin to inform migrant workers about labour reforms.

Bahrain launched the Labour Registration Programme and other protection efforts, which have enabled the country to maintain the Tier-1 status in the US State Department Trafficking in Persons Report for five consecutive years since 2018:

- The Labour Registration Programme was launched in partnership with the private sector as an enhanced version of the previous Flexi Permit for foreign workers, allowing them to reside and work without a sponsor as independent contractors. Eligible undocumented migrant workers in Bahrain can become registered workers with authorization to practice pre-approved professions. More importantly, the new programme includes wider eligibility and protection that allow more undocumented workers to regularize their legal status and avoid potential exploitation risks. The programme contributed to legalizing 53 per cent of the targeted undocumented migrant workers in Bahrain.
- Bahrain has leveraged public–private partnerships to enhance the efficiency of the Labour Registration Programme and lower the fee of the work permit by up to 40 per cent compared to the previous Flexi Permit, making it widely accessible. Under this programme, registered workers undergo training programmes and evaluations to enable them to receive certification to practice their profession. Additionally, those workers registered in the programme are covered by the Wage Protection System. The programme is being monitored to ensure that workers receive their wages based on services provided and agreements between workers and employers. In addition, workers are eligible to file labour disputes with the relevant courts.
- Bahrain has taken major steps to combat trafficking in persons, including implementing SDG target 8.7. Achievements included increased investigations and prosecutions as well as shelter for potential victims. Another milestone was the launch of the Regional Centre of Excellence for Capacity Building in the Field of Combatting Trafficking in Persons to provide training for officials on proactive victim identification and screening and offer protection of victims and witnesses of cases of trafficking in persons to reduce the vulnerabilities associated with the prosecution of cases of trafficking.

Labour reforms have also been implemented in **Oman** to promote decent work for migrant workers:

- Oman has reformed the kafala system and adopted a contract-based system, allowing migrant workers to change employers. A wage protection system was introduced, monitored by the government and central bank, to ensure timely payment.
- A labour dispute system has been established for Omani and migrant workers, with a new law requiring employers to pay health insurance for their workers. The government also encourages the establishment of trade unions to protect migrant workers beyond the law.
- Oman has developed an app for migrant workers to report cases of abuse or rights violations. Reports are followed up weekly and disputes can be solved amicably or with the help of a judge.

Qatar has implemented several labour rights reforms to improve the conditions of its large number of migrant workers:

- Under the new system after the reform of the kafala system, workers can change jobs without their employers' permission once their contract ends; they can also leave the country without any permit. Qatar has also made it illegal for employers to withhold foreign workers' passports.
- Qatar has promulgated Ministerial Decree No. 17, which provides heat stress protection for workers doing work outdoors and prohibits work in outdoor spaces between 10 a.m. to 3 p.m. from 1 June to 15 September every year.
- Qatar has implemented a minimum wage system for electronic wage payment to ensure workers receive their pay on time and are protected from workplace injuries. Qatar also established a worker support insurance fund to provide financial assistance to workers who have not been paid or suffered workplace injuries.



Senior government officials at the Asia-GCC Dialogue hosted by the Department of Migrant Workers of the Philippines in the city of Taguig, the Philippines. Credit: IOM 2023.



Paul Raymund Cortes, Assistant Secretary of the Department of Foreign Affairs of the Philippines (l), and Sarah Lou Ysmael Arriola, IOM Regional Director for Asia and the Pacific (r) moderate at the Asia-GCC Dialogue hosted by the Department of Migrant Workers of the Philippines in the city of Taguig, the Philippines. Credit: IOM 2023.

5.1.1 REACTIONS

Countries of origin recognized the efforts made by GCC countries to reform the kafala system, improve the resolution of labour disputes and educate workers. They commended the labour education initiatives of the Kingdom of Saudi Arabia, which helps migrant workers understand the context of the work abroad, and the systems and the processes of employment. Countries of origin also highly commended that the Kingdom of Saudi Arabia launched another campaign to educate employers and local residents on the culture of the countries of origin so they can better understand migrant workers and their concerns.

Countries of origin also emphasized that these reforms need to be enforced and implemented. Many migrant workers are in elementary occupations, which makes them more vulnerable and in need of more assistance to benefit from all the new reforms.

After the COVID-19 slowdown, countries of origin would like to see an increased intake of migrant workers in the GCC countries and further diversification of sectors in which migrant workers can be employed, moving from the oil sector to Information Technology and Artificial Intelligence and green energy. To make these changes happen, more skilled workers and more women should be allowed to participate in skilled labour migration.

Countries of origin also wish to see more health protection for migrant workers in view of the extreme heat in all GCC countries.

Reactors also emphasized that the private sector is a key partner and the experience of the United Arab Emirates showed that when given the opportunity and with the appropriate regulations and management modules, the private sector fosters competition among recruiters, which benefits migrant workers. Participants stressed that governments of countries of origin and destination should put up systems together and collaborate on the recruitment and protection of migrant workers.

Reactors also brought up the concept of 'reputational risk'. Avoiding the potential damage to the brand (whether a country or company) serves as a good incentive to enforce and maintain international labour standards.

Reactors also stressed that labour reforms are not just about changing laws. Such reforms should also include information and education of migrant workers about their rights as well as access to legal counselling services, so that they know how to claim and protect their rights in case of disputes.

06

SPECIAL SESSION: NEXUS BETWEEN CLIMATE CHANGE AND MOBILITY

The adverse impacts of climate change and environmental degradation are increasingly driving human mobility, and future projections of likely climate impacts indicate that this trend will continue. Managing human mobility in a changing climate will necessitate a more holistic approach to climate change adaptation, disaster risk reduction, sustainable development

and migration policies and frameworks, with labour migration policy as an important component. As countries scale up efforts to decarbonize their economies as part of a green and just transition, migrants' skills and their social and economic contributions are also likely to be important factors.

This session addressed the following questions:



- How has human mobility been shaped by climate and environmental change in different countries' contexts? What patterns are expected in the future as climate change advances?



- What have governments done to address the links between climate change and human mobility in national laws, policies, and frameworks, including related to labour migration? What challenges exist to doing so?



- How can governments across Asia and the GCC promote comprehensive, common approaches?



Professor Saleemul Huq OBE, Director of the International Centre for Climate Change and Development, delivers remarks at the Special Session on Nexus between Climate Change and Mobility. Credit: IOM 2023.

6.1 KEY POINTS OF DISCUSSION

The Climate Change Commission of the Philippines

underscored that climate change is the biggest threat to economies. Cases of catastrophic events all over the world and extreme weather events have led to income loss for many households.

Climate hazards directly drive forced displacement and migration. Displacement and migration are a result of both sudden and slow onset climate impacts. Global risks of involuntary displacement are forecasted to increase by 50 per cent. Millions of people all over the world are projected to be exposed to sea level rise, and around 65 per cent of affected populations are expected to experience food insecurity. As a result, some countries are implementing relocation programmes as part of government planning.

Climate change has been affecting human mobility in many ways. For instance, increased heat has an impact on migrant workers' working conditions. In the Philippines, typhoons, exposure to sea level rise and other issues arising from climate change all lead

to displacement challenges. Some 13.6 million Filipinos risk being displaced by 2050. As an archipelago, the Philippines' exposure to sea level rise is imminent, three times the global average. Thus, the response of government policies and programmes must be quick.

In the face of calamities, local government units are the country's first responders, and they need to develop adaptation actions. The Climate Change Commission has been training local government units to formulate local climate change adaptation plans in response to climate-induced displacements. Local efforts to address the impacts of extreme weather events must be scaled up from a national perspective. Giving support to local governments is important to enable them to become agents of their own resilience planning.

Considering the importance of adaptation interventions, countries should be able to conduct climate probability risk assessments to serve as the basis for decision-making and planning.

6.1.1 REACTIONS

Professor Saleemul Huq OBE, Director of the International Centre for Climate Change and Development, clarified the climate change term "loss and damage," saying the world has now moved from adaptation towards loss and damage – the consequence of climate change that goes beyond what people can adapt to. For the last two decades of the climate debate, there was optimism on adaptation and adjusting systems. We are now approaching the world is the limits of adaptation, as systems can no longer adjust. Therefore, loss and damage are expected to be felt.

Delegates echoed the problems faced because of climate change, such as food and social and physical insecurity, amongst others.

The effects of climate change will reverse the gains achieved. The question is when and where to prioritize climate change in the framework of migration. While the problem is already being addressed at the national level, bringing the conversation to the cross-regional level may require a technical working group that will bring policymakers together.

Participants also pointed out that climate change exacerbates human trafficking due to the jobs lost because of disasters. Furthermore, the green transition will change the types of available jobs. This situation requires the upskilling and empowerment of workers, including migrant workers.

07

ROUND TABLE 3: INTERNATIONAL COOPERATION: LEVERAGING GCM OBJECTIVE 23 IN FURTHERANCE OF SDG 17

Labour migration cannot be governed by one State alone. It is a collective responsibility of countries of origin and destination and should be carried out in the framework of international human rights standards. The movement of migrant workers from Asia to the GCC countries represents one of the biggest migration corridors in the world.

According to United Nations Department of Economic and Social Affairs (UNDESA) data⁸, as of mid-2020, among the international migrants in the GCC countries, 22.1 million or 71.6 per cent of

the total were from India, Bangladesh, Pakistan, Indonesia, the Philippines, Sri Lanka and Nepal⁹, many of whom are working in sectors such as construction, hospitality and domestic work. Objective 23 of the GCM¹⁰ commit to promoting the mutually reinforcing nature between the Global Compact and existing international legal and policy frameworks. Hence, international cooperation among origin, transit, and destination countries is indispensable to ensure that there is effective migration governance, in line with a whole-of-government and whole-of-society approach.

This session addressed the following questions:



- What are the good practices of international cooperation between a country of origin and country of destination and between regions that have contributed to rights-based labour migration governance and management?



- How can we develop and sustain cooperation and partnerships that implement the GCM guiding principles of being people-centred and human rights-responsive and delivering a whole-of-society approach?



- How do these good practices fulfil GCM Objective 23 and SDG 10.7 and 17¹¹ including in terms of ensuring a comprehensive and integrated approach to facilitating safe, orderly and regular migration in line with international law and standards?



Panelists of Round Table 3 on International Cooperation: Leveraging GCM Objective 23 in furtherance of SDG 17. Credit: IOM 2023.

⁸ See <https://www.un.org/development/desa/pd/content/international-migrant-stock> for full data

⁹ In descending order in terms of the number of migrant workers

¹⁰ GCM Objective 23: Strengthen international cooperation and global partnerships for safe, orderly and regular migration

¹¹ Partnerships for the Goals

7.1 KEY POINTS OF DISCUSSION

Effective migration governance is a collective responsibility of origin, transit, and destination countries, necessitating international cooperation which adheres to a comprehensive whole-of-government and whole-of-society approach.

The Government of the Philippines is striving to achieve the goal of “migration should be a choice, not a necessity”. The State does not promote overseas employment as a means to sustain economic growth and national development. Human rights and human dignity must not be compromised. Efforts include investing in higher education and focusing on economic recovery after the pandemic. The Government of the Philippines continues its efforts to attract and retain foreign investments and build bilateral, trilateral and multilateral partnerships to push forward the development of the Philippines.

The United Arab Emirates has fostered international cooperation and partnerships on migration at different levels:

- Bilaterally, the United Arab Emirates is coordinating and working with foreign missions and capital-based authorities to create safe migration corridors for people on the move. The bilateral cooperation enables a direct and open channel of communication and ensures proper measures to regulate recruitment practices in the labour migration process.
- At the regional level, the United Arab Emirates helped establish the Abu Dhabi Dialogue (ADD) in 2008 and now hosts the permanent Secretariat of the Dialogue. The ADD has developed partnerships focusing on skills harmonization and certification, orientation for migrant workers, use of technology and information exchange between Member States on best practices to implement the GCM. The ADD has also built inter-regional ties with the Bali Process, chaired by Indonesia and Australia, to exchange best practices on regional process management.
- At the global level, the United Arab Emirates was the first Gulf country to chair the Global Forum on Migration and Development (GFMD) in 2020, which introduced the theme of future work's impact on migration. The forum was

open to all stakeholders and involved over 800 government officials and 2,000 online participants.

The Government of Sri Lanka aims to create synergies among States to achieve the SDGs and implement the GCM in an effective manner:

- Sri Lanka has developed more than 24 bilateral agreements with countries of destination and has been an active member of the regional consultative processes to promote collective decisions in migration. Sri Lanka chaired the Colombo Process from 2013 to 2017 and is a member of GFMD as well as of the South Asian Association for Regional Cooperation. Through these dialogues/forums, Sri Lanka discusses common issues and promising measures to implement the GCM and achieve SDGs.
- With the intention of improving migration governance, Sri Lanka has established a national labour migration policy and a national action plan whereby committees were established comprising not only government but also civil society in a whole-of-society approach.
- An amendment to the country's Foreign Employment Act was formulated for the voice of representatives from the migrant workers to be heard and to be incorporated into the decision-making processes.

The Philippine Commission on Human Rights (CHR) shared insights and experiences on safeguarding the human rights of labour migrant workers and how international cooperation could be harnessed to achieve GCM objective 23 in furtherance of SDG 17:

- The CHR is constitutionally mandated to provide measures for the protection of the human rights of all persons within the Philippines as well as Filipinos residing abroad. The CHR is responding on a case-to-case basis to human rights issues and violations against Overseas Filipino Workers (OFW) and their families. The CHR engaged in international cooperation and dialogues to ensure a systematic approach to document and identify structural issues that lead to violations of the rights of OFWs and their families.

- The CHR has developed a Migrant Rights Observatory to:
 - i) establish an appropriate system of baseline information on the human rights situation of OFWs and their families;
 - ii) establish a monitoring and evaluation system to enable OFWs and their families to report rights violations and access justice;
 - iii) enhance the capacity of relevant civil society organizations;
 - iv) strengthen the network in Middle East and Southeast Asia to protect rights of OFWs and their families.
- cooperation on migration is vital as it not only respects the tenets of the United Nations Charter, the Universal Declaration of Human Rights, International Labour Standards and transnational criminal law, but also helps to lift people out of poverty and achieve the 2030 Agenda. By adopting a system-wide approach, the United Nations Development Coordination Office coordinates with different United Nations agencies and utilizes funds and programmes to ensure Country Teams can provide coherent support for migrants and develop international cooperation to preserve migrants' rights.

The United Nations Development Coordination Office

elaborated on the GCM's alignment with the logic of the United Nations reform and system-wide coherence. International

7.1.1 REACTIONS

Delegates suggested that countries of origin and destination work together to develop unified standard contracts that include set standards for working hours, occupational setting and so on.

The roles of national human rights institutions and non-government actors are important, as they may be able to do more besides what the government is doing.

Workers should be prepared for the future world of work with the onset of new technology, as the types of jobs will be changed. Therefore, upskilling and empowering workers is important, as labour migration has changed in the region.

08

COUNTRY STATEMENTS



Pakistan reiterated its full commitment towards safe and orderly migration and against forced labour, exploitation and discrimination, cognizant of the need to protect the lives of migrant workers. The GCM provides a good blueprint towards this goal by addressing the challenges and opportunities of migration and taking into account all aspects related to migration. Pakistan is an integral actor of the global advocacy towards safe and orderly migration as the sixth largest labour-sending nation in Asia. Pakistan declared its commitment to participating in international dialogues on migration processes such as the Colombo Process and the Abu Dhabi Dialogue.



Sri Lanka values the partnerships created through various global and regional forums, where governments support one another, and all stakeholders are involved and collaborating to protect the rights of workers. The country appreciates the recent reforms particularly in Qatar and the Kingdom of Saudi Arabia, including the new standardized forms for recruitment, and hopes that similar reforms would happen in other nations. Sri Lanka is committed to working in collaboration with the countries of destination through the various forums. The Government of Sri Lanka agrees to implement the GCM principles through a whole-of-government and whole-of-society approach.



Nepal said it recognizes the challenges in addressing the workers' issues in the face of complicated legal battles. Nonetheless, the country is resolved to strengthen cooperation, pursue and align with the best practices, promote competency and advocate for policies that promote safe practices. Nepal reaffirms its commitment to actively participate in international forums to share its experiences. Recognizing the impact of climate change on migrants, they shall take effective measures and will collaborate with civil society to address climate-induced risks.



India stressed that local governments must be strengthened to realize safe and responsible migration. The Government of India is committed to safeguarding migrants, particularly blue-collar workers. In collaboration with civil society, they commit to building partnerships to protect the rights of workers, with a whole-of-government and whole-of-society approach, for safe and orderly migration.



Bangladesh said that it has taken actions to comply with the objectives of GCM as part of its plans to achieve safe and orderly migration. With more than 12 million nationals working in different countries, the Government of Bangladesh has established several training centres to train workers and prepare them for migration. Prevention measures to address trafficking in women and problems such as harassment of workers at work sites are integrated into the training curricula.



The United Arab Emirates affirms that the country's objective is to create better lives for migrant workers. It welcomes continuous dialogue among migrant-sending nations and countries of destination and assured the group that opportunities exist.

STATEMENTS FROM OBSERVERS



The South Asian Regional Trade Union Council (SARTUC) informed the Dialogue that agreements between trade councils have been forged to (i) work together on migration and implementation of international labour standards; (ii) pursue legislation consistent with international labour standards, policies and programmes; and (iii) empowerment of migrant workers. SARTUC hoped that this process moves further to address issues such as women's rights and trafficking. SARTUC therefore suggested keeping this platform informed about the real conditions in the workplace, as decision-making would be difficult without knowing what is happening on the ground.



The ASEAN Trade Union Council expressed hope on the ASEAN's commitment in advancing the rights and interests of migrant workers. Trade unions will continue their advocacy with their respective governments to pass legislations to protect migrant workers and urge countries of destination to make appropriate protective legislation for migrant workers. Regarding the cost of recruitment, while countries are working on reducing costs, trade unions urge that no recruitment cost or other related costs including medical expenses, be charged to migrant workers. Those costs should be borne by the employer.



Flags of participating countries displayed at the Asia-GCC Dialogue hosted by the Department of Migrant Workers of the Philippines in the city of Taguig, the Philippines. Credit: IOM 2023.



Maria Susana Vasquez Ople, Secretary of the Department of Migrant Workers of the Philippines, interacts with the delegate of the Sultanate of Oman at the Asia-GCC Dialogue hosted by the Department of Migrant Workers of the Philippines in the city of Taguig, the Philippines. Credit: IOM 2023.

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CLOSING REMARKS

Hon. Bernard P. Olalia, Undersecretary of Department of Migrant Workers of the Philippines, extended gratitude to the organizers and participants of the Dialogue, acknowledging the great support provided by United Nations agencies. Olalia said that the GCM was a collective commitment to improve conditions and circumstances of labour migration and all stakeholders should work together to implement the GCM and ensure compliance with international law and policies on international migration.

Olalia highlighted that the Philippines has been promoting fair and ethical recruitment through the creation of the Department

of Migrant Workers and strengthening recruitment principles in licensing standards.

Olalia also emphasized that dialogues and consultations between countries of origin and destination can help ensure rights-based, safe, orderly and regular migration in accordance with international standards.

To conclude, Olalia acknowledged the pledging initiative of participating States and stakeholders, noting this would help to advance the rights of migrant workers.

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ANNEXES

Annex 10.1: Concept Note



ASIA-GULF COOPERATION COUNCIL SENIOR OFFICIALS' DIALOGUE ON ACHIEVING SDGS 8.8, 10.7 AND 17 AND GCM OBJECTIVES, PARTICULARLY 6 AND 23



30–31 MAY 2023



GRAND HYATT, BONIFACIO GLOBAL CITY, TAGUIG, PHILIPPINES

Background

In December 2018 at the United Nations General Assembly, 152 Member States voted in favour of the Global Compact for Safe, Orderly and Regular Migration (GCM).¹² As a non-legally binding cooperative framework, the GCM is the first intergovernmental framework to address international migration

in all its dimensions and ushers in a new era of international cooperation on migration. The GCM rests on the purposes and principles of the UN Charter, the Universal Declaration of Human Rights, international human rights, labour standards and transnational criminal law, as well as the 2030 Agenda for Sustainable Development.



Welcome dinner hosted by the City of Taguig where Senator Alan Peter Cayetano welcomed the delegates of the Asia-GCC Dialogue and made a pledge on GCM implementation, the first pledge ever made by an individual. Credit: IOM 2023.

¹² UN General Assembly, Resolution 73/196. Global Compact for Safe, Orderly and Regular Migration, adopted 19 December 2018, A/RES/73/195 (11 January 2019).

¹³ SDG 8.8 - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment; SDG 10.7 - Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.

¹⁴ Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work.

¹⁵ Strengthen international cooperation and global partnerships for safe, orderly and regular migration.

In May 2022, the first International Migration Review Forum (IMRF) took place at the United Nations Headquarters in New York. The IMRF serves as the primary intergovernmental global platform to discuss and share progress on the implementation of the GCM, including its 23 objectives and guiding principles. The IMRF resulted in the adoption of a Progress Declaration reaffirming countries' commitment to implementing the GCM.

In line with the Progress Declaration of the IMRF, the Philippines, a GCM Champion country, inspired by previous dialogues and processes between Asia and the Middle East, will be hosting an Asia-Gulf Cooperation Council Senior Officials' Dialogue on the GCM Implementation. The meeting will provide a platform for in-depth discussion to build pathways to achieve sustainable development goals' (SDG) targets 8.8 and 10.7¹³ and linkages to the GCM, particularly objective 6¹⁴ and 23.¹⁵

The Gulf region is one of the main destinations for migrant workers from around the world and especially from Asia and Africa. The movement of migrant workers from Asia to the Gulf region represents one of the largest migration corridors. According to the data published by the United Nations Department of Economic and Social Affairs (UNDESA), as of mid-2020, the 6 Gulf Cooperation Council (GCC) countries were hosting 30.87 million international migrants, accounting for 51.9 per cent of the total population in these countries and over 10 per cent of all migrants globally. Among the international migrants in the GCC countries, 22.1 million or 71.6 per cent were from India, Bangladesh, Pakistan, Indonesia, the Philippines, Sri Lanka and Nepal, many of whom work in sectors such as construction, hospitality and domestic work. The dialogue provides an opportunity to discuss issues of common interest which affect labour mobility. In view of the forthcoming COP 28, the meeting will also briefly deliberate on the nexus of climate change and labour mobility.

Most GCC countries have embarked on important reforms to improve the sponsorship system (kafala system), to ensure that migrant workers' human and labour rights are respected, and that recruitment is fair and ethical. While much has been achieved, implementation of these reforms gives rise to challenges and much remains to be done. Hence, this dialogue will provide a platform for States to have an open and constructive discussion to recognize achievements, identify gaps and find areas of cooperation.

The dialogue is hosted by the Department of Migrant Workers of the Philippines, in cooperation with the Department of Foreign Affairs of the Philippines, the City of Taguig, and with the support of the United Nations Network on Migration, the International Organization for Migration, the International Labour Organization and the Office of the High Commissioner for Human Rights.

The participants in this dialogue will be senior labour migration government officials from the major countries of origin in Asia: Bangladesh, India, Indonesia, Nepal, Pakistan, Philippines and Sri Lanka; and from countries of destination in the GCC: Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates. Among the participants, other GCM Champion countries are Bangladesh, Indonesia and Nepal.

Objectives of the Dialogue

- To discuss the issue of high recruitment fees and related costs and its effect on the labour mobility of migrant workers.
- To examine the current labour reforms in the GCC countries and how they enhance labour mobility, decent work and fair and ethical recruitment.
- To explore the protection of the rights and welfare of migrant workers and members of their families and look at good practices of cooperation among countries of origin and destination in this regard.
- To introduce the nexus between climate change and labour mobility.

Expected Outcomes

At the end of the dialogue, States and participating government entities, as well as stakeholders will be encouraged to make a GCM pledge or pledges in furtherance of the attainment of the GCM. This pledging initiative will be led by the Philippines and other like-minded governments and stakeholders to ensure full commitment to achieving the above-mentioned GCM objectives. The pledge is non-binding but provides flexible yet concrete measurable outcomes, which participating Member States can benchmark future dialogues and actions related to the subject matter discussed during the meeting.

Annex 10.2: Agenda



ASIA-GULF COOPERATION COUNCIL SENIOR OFFICIALS' DIALOGUE ON ACHIEVING SDGS 8.8, 10.7 AND 17 AND GCM OBJECTIVES, PARTICULARLY 6 AND 23



30–31 MAY 2023



GRAND HYATT, BONIFACIO GLOBAL CITY, TAGUIG, PHILIPPINES

	Day I	30 May
Overall moderators:	<ul style="list-style-type: none"> Ms Sarah Arriola, Coordinator of the UN Regional Network on Migration for Asia and the Pacific, Regional Director of IOM Regional Office for Asia and the Pacific Hon. Paul Raymund Cortes, Assistant Secretary of the Department of Foreign Affairs of the Philippines 	
8.30 – 9.00	Registration	
9.00 – 9.45	Opening Ceremony	<ul style="list-style-type: none"> Opening Remarks – Hon. Susana V. Ople, Secretary of the Department of Migrant Workers of the Philippines Hon. Maria Laarni “Lani” Lopez Cayetano, Mayor of City of Taguig Mr António Vitorino, Director General of International Organization for Migration and Coordinator of the UN Network on Migration (pre-recorded video)
9.45 – 10.15	The IMRF, the Progress Declaration and the GCM Pledging Initiative	Moderator: Ms Tristan Burnett, Chief of Mission of IOM Philippines
10.15 – 10.30	Group Photo	
10.30 – 11.00	Coffee Break	
11.00 – 13.00	Round Table 1: Recruitment Costs and Labour Mobility	<p>Moderator: Mr Nilim Baruah, Senior Regional Labour Migration Specialist, Regional Office for Asia and the Pacific of the International Labour Organization</p> <p>Panel Discussion (60 minutes, each panellist is expected to deliver an intervention of 12 minutes):</p> <ul style="list-style-type: none"> Mr Ausamah Alabsi, GCC Labour Reform Specialist H.E. Afriansyah Noor, Vice Minister, Ministry of Manpower of the Republic of Indonesia Hon. Levinson C. Alcantara, Assistant Secretary of Department of Migrant Workers of the Philippines Mr Rajeev Pokharel, Joint Secretary of Ministry of Employment and Social Security of Nepal

		<ul style="list-style-type: none"> Mr Shahidul Alam NDC., Director General (Additional Secretary), Bureau of Manpower Employment and Training, Ministry of Expatriates' Welfare and Overseas Employment of Bangladesh <p>Q&A (60 mins)</p> <p>One of the biggest challenges in the Asia-GCC labour migration corridor is high recruitment fees and related costs. Migrant workers often pay exorbitant fees that can make them vulnerable to debt bondage, exploitation or forced labour. The hiring of a migrant worker may also be a sizable investment for employers. While some GCC countries have already legislated a maximum amount on recruitment fees, this regulatory measure has not stopped recruiters charging double or triple the legislated costs. Unscrupulous recruiters have also preyed on employers, charging them a far higher amount, but their recruitment receipts only reflect the legislated amount. In addition, migrant workers are often charged recruitment fees by recruiters and subagents in countries of origin as well. Objective 6 of the Global Compact on Migration (GCM) calls upon States to prohibit recruiters to charge recruitment fees or related costs to migrant workers.</p> <p>This roundtable shall focus on the following questions:</p> <ol style="list-style-type: none"> 1) What are the issues and challenges in the countries of origin and destination with respect to lowering recruitment costs? 2) What are the current initiatives that countries of origin and destination are undertaking to eliminate worker-paid recruitment fees and related costs, and to lower costs for employers? 3) What can origin and destination countries do together to lower these costs to promote more fair and ethical recruitment?
<p>13.00 – 15.00 Lunch Break</p>		<p>Moderator: Ms Tanja Dedovic, Senior Regional Labour Mobility and Human Development Specialist of the International Organization for Migration Regional Office for Middle East and North Africa</p> <p>Panel Discussion (60 minutes, each panellist is expected to deliver an intervention of 15 minutes):</p> <ul style="list-style-type: none"> H.E. Sattam Al-Harbi, Undersecretary for Inspection and Work Environment Development – Ministry of Human Resources and Social Development, Kingdom of Saudi Arabia H.E. Nouf Jamsheer, Chief Executive Officer – Labour Market Regulatory Authority, Bahrain Mr Bader Al Bulushi, Assistant General Manager at the General Directorate of Labour Welfare, Ministry of Labour of Oman
<p>15.00 – 17.00</p>	<p>Round Table 2: Labour Reforms in the Middle East</p>	

		<p>Reactors (30 minutes, each reactor is expected to speak for 10 minutes):</p> <ul style="list-style-type: none"> Hon. Hans Leo J. Cacdac, Undersecretary of Department of Migrant Workers of the Philippines Mr Zulfiqar Ahmad, Secretary (Workers Welfare Fund), Ministry of Overseas Pakistanis and Human Resource Development of Pakistan Mr Ausamah Alabsi, GCC Labour Reform Specialist <p>Q&A (30 mins)</p> <p>Since the adoption of the GCM, there have been significant and commendable labour reforms in the GCC countries, including reforms to enhance labour mobility for migrant workers within the labour market through dismantling the kafala (sponsorship) system. These changes have also resulted in improvements to the working conditions of many employees. While much re-markable work has been done, effective implementation of these reforms is the challenge.</p> <p>This roundtable shall focus on answering the following questions:</p> <ol style="list-style-type: none"> 1. What labour reforms have the GCC countries instituted, including since the adoption of the GCM, to promote GCM Objective 6? 2. How can the reforms help in the attainment of SDG Targets 8.7, 8.8 and 10.7? 3. What more needs to be done to promote decent work for migrant workers?
17.00 – 17.10	Closing of the day	Overall moderators
18.30	Transfer to welcome dinner	Please reconvene at the Lobby of Grand Hyatt, a bus will be arranged for the transfer
19.00 – 21.00	Welcome Dinner by the City of Taguig (La Luna Cafe, Taguig)	Welcome remarks – Hon. Senator Alan Peter Cayetano
Day 2		31 May
<ul style="list-style-type: none"> Ms Sarah Arriola, Coordinator of the UN Regional Network on Migration for Asia and the Pacific, Regional Director of IOM Regional Office for Asia and the Pacific Hon. Jerome Alcantara, Assistant Secretary of the Department of Migrant Workers of the Philippines 		
9.00 – 10.20	Special Session: Nexus between Climate Change and Mobility	<p>Moderator: Ms Geertrui Lanneau, Senior Regional Labour Mobility and Social Inclusion Specialist, IOM Regional Office for Asia and the Pacific</p> <p>Keynote speech (30 mins): Hon. Rachel Herrera, Commissioner of Climate Change Commission of the Philippines</p> <p>Reactor (20 mins): Professor Saleemul Huq OBE, Director, the International Centre for Climate Change and Development (ICCCAD)</p>

		<p>Q&A (30 mins)</p> <p>The adverse impacts of climate change and environmental degradation are increasingly driving human mobility, and future projections of likely climate impacts indicate that this trend will continue. Managing human mobility in a changing climate will necessitate a more holistic approach to climate change adaptation, disaster risk reduction, sustainable development and migration policies and frameworks. Labour migration policy will be an important component. As countries scale up efforts to de-carbonize their economies as part of a green, just transition, migrants' skills, and their social and economic contributions, are also likely to be important factors.</p> <p>This session will address the following questions:</p> <ol style="list-style-type: none"> 1. How has human mobility been shaped by climate and environmental change in different countries' contexts? What patterns are expected in the future as climate change advances? 2. What have governments done to address the links between climate change and human mobility in national laws, policies and frameworks, including related to labour migration? What challenges exist to doing so? 3. How can governments across Asia and the GCC promote comprehensive, common approaches?
<p>10.20 – 10.30 Coffee Break</p>		
<p>10.30 – 12.30</p>	<p>Round Table 3: International Cooperation: Leveraging GCM Objective 23 in furtherance of SDG 17</p>	<p>Moderator: Ms Signe Poulsen, Senior Human Rights Advisor for the Philippines, United Nations Office of the High Commissioner for Human Rights</p> <p>Panel Discussion (60 minutes, each panellist is expected to deliver an intervention of 10 minutes):</p> <ul style="list-style-type: none"> • Hon. Eduardo de Vega, Undersecretary of the Department of Foreign Affairs of the Philippines • H.E. Abdulla Ali Rashed Alnuaimi, Assistant Undersecretary for Domestic Workers, Ministry of Human Resources & Emiratisation of the United Arab Emirates • K. Nikarilkanth, Senior Assistant Secretary (Development/ Foreign Employment), Ministry of Labour and Foreign Employment of Sri Lanka • Hon. Faydah Dumarpa, Focal Commissioner of Philippines Commission on Human Rights • Mr David McLachlan-Karr, Regional Director for Asia-Pacific, United Nations Development Coordination Office

		<p>Q&A (60 mins)</p> <p>Labour migration cannot be governed by one State alone. It is a collective responsibility of countries of origin and destination and should be carried out in the framework of international human rights standards. The movement of migrant workers from Asia to the Gulf region is one of the biggest migration corridors in the world. According to UNDESA's data, as of mid-2020, among the international migrants in the GCC countries, 22.1 million or 71.6 per cent of the total were from India, Bangladesh, Pakistan, Indonesia, the Philippines, Sri Lanka and Nepal, many of whom are working in sectors such as construction, hospitality and domestic work. Objective 23 of the GCM encourages States to commit to promote the mutually reinforcing nature between the Global Compact and existing international legal and policy frameworks. Hence international cooperation among destination and origin countries is indispensable to ensure that there is effective migration governance, in line with a whole-of-government and whole-of-society approach.</p> <p>This session will answer the following questions:</p> <ol style="list-style-type: none"> 1. What are the good practices of international cooperation between a country of origin and country of destination and between regions that have contributed to rights-based labour migration governance and management? 2. How can we develop and sustain cooperation and partnerships that implement the GCM guiding principles of being people-centred and human rights-responsive and delivering a whole-of-society approach? 3. How do these good practices fulfil GCM Objective 23 and SDG 10.7 and 17 including in terms of ensuring a comprehensive and integrated approach to facilitating safe, orderly and regular migration in line with international law and standards?
12.30 – 14.30	Lunch Break	
14.30 – 16.30	Country Statement	<p>Moderator: Hon. Patricia Yvonne M. Caunan, Undersecretary of the Department of Migrant Workers of the Philippines.</p> <p>Countries and observers are encouraged to make pledges.</p>
16.45 – 16.30	Coffee Break	
16.45 – 17.00	Closing Ceremony	<p>Closing Remarks – Hon. Bernard P. Olalia, Undersecretary of Department of Migrant Workers of the Philippines</p>

Annex 10.3: Participation List

No.	Country/Organization	Title	Name	Gender	Position
1	Bangladesh	Mr.	A.H.M Anwar Pasha	M	Additional Director General, Bureau of Manpower Employment and Training, Ministry of Expatriates' Welfare and Overseas Employment of Bangladesh
2		Mr.	A.S.M Fazlur Rahman	M	Deputy Secretary, Ministry of Expatriates' Welfare and Overseas Employment of Bangladesh
3	India	Ms.	Pooja V. Vernekar	F	Counsellor (Political), Embassy of India in the Philip-pines
4	Indonesia	H.E..	Afriansyah Noor	M	Vice Minister, Ministry of Manpower of the Republic of Indonesia
5		Ms.	Gitmawati Rahmadewi	F	Employment Placement Service Officer, Ministry of Manpower, The Re-public of Indonesia
6		Ms.	Yunita Suri	F	Researcher, Embassy of the Republic of Indonesia in Manila
7		Mr.	Iwan Pujosemedi	M	Employment Placement Service Officer, Ministry of Manpower, The Re-public of Indonesia
8	Nepal	Mr.	Rajeev Pokharel	M	Joint Secretary of Ministry of Employment and Social Security
9		Mr.	Dambar Bahadur Sunuwar	M	Director of the Department of Foreign Employment of the Ministry of Labour, Employment and Social Security
10	Pakistan	Mr.	Zulfiqar Ahmad	M	Secretary (Workers Welfare Fund), Ministry of Overseas Pakistanis and Human Resource Development
11		Mr.	Aakif Iqbal	M	Section Officer, Ministry of Overseas Pakistanis and Human Resource Development
12	Philippines	Hon.	Susana V. Ople	F	Secretary of the Department of Mi-grant Workers of the Philippines
13		Hon.	Maria Laarni "Lani" Lopez Cayetano	F	Mayor of City of Taguig
14		Hon.	Eduardo de Vega	M	Undersecretary of the Department of Foreign Affairs of the Philippines
15		Hon.	Levinson C. Alcantara	M	Assistant Secretary of Department of Migrant Workers of the Philippines
16		Hon.	Hans Leo J. Cacdac	M	Undersecretary of Department of Mi-grant Workers of the Philippines
17		Hon..	Maria Anthonette C. Velasco-Allones	F	Undersecretary of Department of Mi-grant Workers of the Philippines
18		Hon.	Rachel Herrera	F	Commissioner of Climate Change Commission of the Philippines
19		Hon.	Faydah Dumarpa	F	Focal Commissioner of Philippines Commission on Human Rights
		Hon..	Patricia Yvonne M. Caunan	F	Undersecretary of the Department of Migrant Workers of the Philippines

No.	Country/Organization	Title	Name	Gender	Position
20	Philippines	Hon.	Patricia Yvonne M. Caunan	F	Undersecretary of the Department of Migrant Workers of the Philippines
21		Hon.	Bernard P. Olalia	M	Undersecretary of the Department of Migrant Workers of the Philippines
22		Hon.	Paul Raymund Cortes	M	Assistant Secretary of the Department of Foreign Affairs of the Philippines
23		Hon.	Levinson C. Alcantara	M	Assistant Secretary of Department of Migrant Workers of the Philippines
24	Sri Lanka	Mr.	K. Nikarilkanth	M	Senior Assistant Secretary (Development/ Foreign Employment, Ministry of Labour and Foreign Employment)
25		Mr.	Chandrasiri Bandara Ekanayake	M	Actg. Additional General Manager, Sri Lanka Bureau of Foreign Employment
26	Bahrain	H.E.	Nouf Jamsheer (online)	F	Chief Executive Officer – Labour Market Regulatory Authority
27	Oman	Mr.	Bader Al Bulushi	M	Assistant Director General of the General Directorate of Labour
28		Mr.	Khalifa al Ismaili	M	Director of the fol-low-up terminated services department
29	Qatar	Mr.	Abdulla Nasser Al Hajri	M	Director of International Cooperation Department, Minis-try of Labour
30		Mr.	Hamad Ali Afifah Al-Marri	M	Head of Joint Agreement and Committees of International Cooperation Department, Ministry of Labour
31	Saudi Arabia	H.E.	Sattam Al-Harbi (online)	M	Undersecretary for Inspection and Work Environment Development - Ministry of Human Re-sources and Social Development
32		Mr.	Mohammed Almutiri	M	Labour Attaché at the Embassy of the Kingdom of Saudi Arabia in the Philip-pines
33	United Arab Emirates	H.E.	Abdulla Ali Rashed Alnuaimi	M	Assistant Undersecretary for Domestic Workers
34		Ms.	Noor Hamza Abbas	F	International Organization Executive
35	Resource Speaker	Mr.	Ausamah Alabsi	M	GCC Labour Reform Specialist
36	UN Development Coordination Office	Mr.	David McLachlan-Karr	M	Regional Director for Asia-Pacific, UN Development Coordination Office
37	IOM	Ms.	Sarah Lou Arriola	F	Regional Director, IOM Regional Office for Asia and the Pacific
38		Ms.	Geertrui Lanneau	F	Senior Regional Labour Mobility and Social Inclusion Specialist, IOM Regional Office for Asia and the Pacific
39		Mr.	Itayi Viriri	M	Senior Regional Media and Communications Officer, IOM Regional Office for Asia and the Pacific
40		Mr.	Chaoqiang Xiong	M	Regional Migration Policy Support Officer, IOM Regional Office for Asia and the Pacific
41		Ms.	Tristan Burnett	F	Chief of Mission, IOM Country Office in the Philippines
42		Ms.	Yuko Tomita	F	Project Manager, IOM Country Office in the Philippines
43		Mr.	Antonio Gabriel Antonio	M	Senior Project Assistant, IOM Country Office in the Philippines
44		Ms..	Tanja Dedovic	F	Senior Regional Labour Mobility and Human Development Specialist, MENA
45	ILO	Mr.	Nilim Baruah	M	Senior Regional Labour Migration Specialist
46		Mr.	Rex Marlo Varona	M	ILO Country Office for the Philippines
47	OHCHR	Ms.	Signe Poulsen	F	Senior Human Rights Advisor for the Philippines

No.	Country/Organization	Title	Name	Gender	Position
48	ATUC (ASEAN Trade Union Council)	Mr.	Ruben D. Torres	M	General Secretary
49	South Asian Regional Trade Union Council (SARTUC)	Mr.	Laxman Basnet	M	General Secretary

In loving memory and fond remembrance of

Susan “Toots” Vasquez Ople

February 9, 1962 - August 22, 2023

Secretary of the Philippine Department of Migrant Workers,
without whom this cross-regional dialogue would not have been possible.

ASIA-GCC SENIOR OFFICIALS DIALOGUE ON GCM IMPLEMENTATION

Hosted by the Department of Migrant
Workers, the Republic of the Philippines

IN COOPERATION WITH DEPARTMENT OF FOREIGN AFFAIRS OF
THE PHILIPPINES, CITY OF TAGUIG, UN NETWORK ON MIGRATION,
IOM, ILO, OHCHR

30 - 31 MAY 2023



United Nations
Network on Migration
Working Better Together



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UNITED NATIONS
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