



حوار أبوظبي بين الدول الآسيوية المرسلية والمستقبلة للعمالة  
Abu Dhabi Dialogue among the Asian Labor-Sending and Receiving Countries

# **Comprehensive Information and Orientation Programme**

## *Phase II and Phase II Plus: Brief on Next Steps*

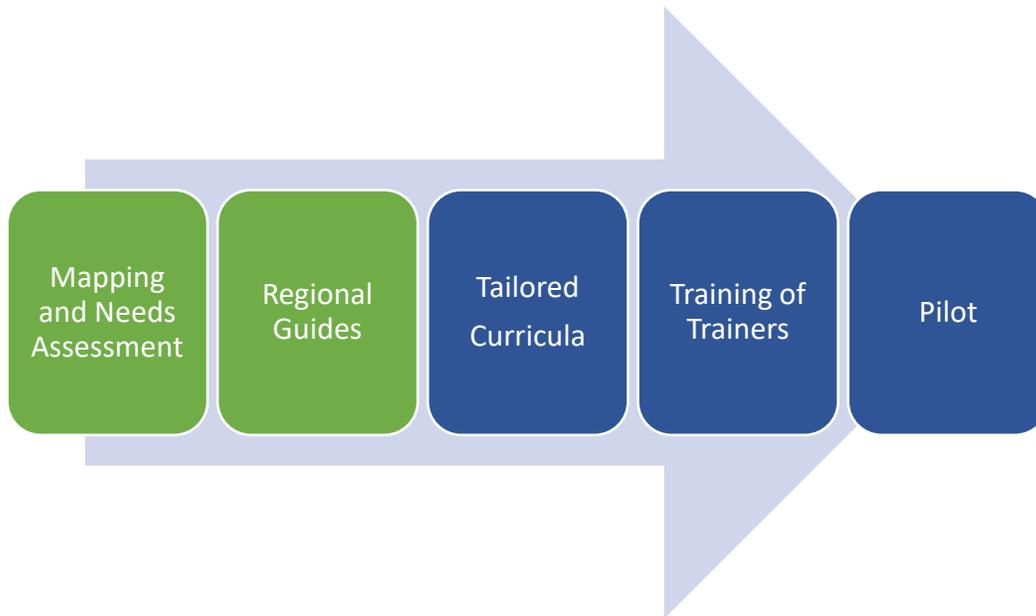
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## Overview

**Phase II** of the Comprehensive Information and Orientation Programme (CIOP) – to be funded by the Swiss Agency for Development and Cooperation (SDC) – is devoted to the mapping of pre-employment orientation (PEO) services available in Abu Dhabi Dialogue (ADD) Member States and a respective needs assessment, which both inform the development of a PEO regional guide and management framework. Starting in parallel is CIOP **Phase II Plus** – considered for funding by the government of the United Arab Emirates – which will first be concerned with the mapping and needs assessment for post-arrival orientation (PAO) and, subsequently, the development of a PAO regional guide and management framework. Phase II Plus will then continue with the drafting of curricula for PEO, PAO, and pre-departure orientation (PDO), training of trainers (ToT) and, ultimately, piloting of CIOP.

The International Organization for Migration (IOM) will support the ADD in conducting the PEO and PAO **mappings and needs assessments**, which will be translated into two comprehensive reports on existing PEO and PAO services in ADD Member States, reform needs and recommendations. The mapping and needs assessment reports will, most importantly, look at the history of PEO and PAO programmes in each target country and their institutional setup, and record the structure (i. e. preparation and accreditation of trainers, delivery requirements, methodology, monitoring and assessment) and contents of the different orientation programmes. An analysis of these mappings and a needs assessment in consultation with key stakeholders will inform the formulation of



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recommendations for standardized and adequate PEO and PAO programmes and management systems.

Building on the mapping and needs assessment reports, **regional guides for PEO and PAO** will be devised with the support of IOM. As for PAO, a region-specific framework for modules has already been developed by the ADD Permanent Secretariat in CIOP Phase I on which the new regional guide can build. Most notably, the guides will list essential PEO and PAO topics, their corresponding learning objectives, key messages, proposed delivery methods and learning tools. They will further include the outlines of management systems for PEO and PAO, which can assist ADD Member States in the conceptualization, implementation, monitoring and evaluation of PEO and PAO respectively, advising them on such matters as institutional mandates, training of trainers and standard of facilities. Standardized management systems also introduce a common language among Member States, facilitate their collaboration and effective communication, as they work together in the development of PEO and PAO. The regional guides will be validated by all ADD Member States in a special workshop.

Phase II Plus then goes forward with the **development of curricula for all of PEO, PAO as well as PDO**, a regional guide for which has already been developed by IOM with the support of the SDC. PEO, PDO and PAO curricula derived from the respective regional guides will be tailored to three agreed-upon country pairings: UAE and Sri Lanka; UAE and Philippines; and KSA and Bangladesh. In the ADD Special Workshop on Operationalizing the Four Collaborative Programmes of July 2017, each country pairing identified work sectors or occupational groups that they would like to prioritize, based on the high incidence of country-of-origin nationals working in those sectors or jobs: the hospitality sector by the UAE–Sri Lanka pairing; the domestic and hospitality sectors by the UAE–Philippines pairing; and drivers by the KSA–Bangladesh pairing.

Finally, **ToTs** will be carried out to prepare personnel qualified to teach the tailored curricula. After having identified suitable entities to carry out PEO, PDO and PAO courses for temporary contractual workers (TCWs), IOM will assist in assigning expert trainers to carry out ToTs with the staff of these entities on the curricula. Following the IOM principle of sustainability, the ToT will not only ensure that prospective trainers of PEO, PDO and PAO fully comprehend the training contents and can cascade their skills and knowledge to other trainers. It will also enable them to make informed decisions in the future whether curricula have remained relevant and adequate, or to which changing or emerging needs of TCWs they require adjustment. PEO, PDO and PAO courses for TCWs will then be **piloted** in the three country pairings with a control group of 300 individuals.



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## In Focus: Mapping, Needs Assessment and Regional Guide Development

Objectives	Methodology	Target Groups	Output	Timeframe
<ul style="list-style-type: none"> <li>• Inform on PEO and PAO services existing in ADD Member States, their accessibility, efficiency and effectiveness and reform recommendations;</li> <li>• Provide a harmonized reference for PEO and PAO modules and management systems to ensure efficient and effective delivery of PEO, PDO and PAO sessions, and a standard quality and thematic coverage.</li> </ul>	<ul style="list-style-type: none"> <li>• Desk research, particularly of government sources and existing IOM research;</li> <li>• Regional and national consultations;</li> <li>• Key informant interviews;</li> <li>• Focus groups;</li> <li>• Validation workshop.</li> </ul>	<ul style="list-style-type: none"> <li>• Survey (structured / semi-structured questionnaire);</li> <li>• Focus groups.</li> <li>• Government officials of all ADD Member States;</li> <li>• PEO and PAO service providers of private sector and civil society;</li> <li>• Other key informants such as labour attachés and community leaders; TCWs.</li> </ul>	<ul style="list-style-type: none"> <li>• Two comparative reports on existing PEO and PAO programmes and programme management systems, reform needs and recommendations (PEO and PAO 'mapping and needs assessment reports')</li> <li>• Regional guides modules and programme management systems for PEO and PAO (PEO and PAO 'Regional Guides')</li> </ul>	6 months (June-December 2018)
<b>Next Steps</b>	<ul style="list-style-type: none"> <li>• IOM to identify two experts to conduct PEO and PAO mapping and needs assessment, and develop PEO and PAO regional guides;</li> <li>• Each ADD Member State to nominate CIOP focal point;</li> <li>• CIOP focal points to share insights with IOM experts into national PEO and PAO programmes through consultations, and assist in identifying key stakeholders for interviewing and surveys;</li> <li>• ADD to convene workshop for all Member States for validation of PEO and PAO Regional Guides;</li> <li>• IOM to present PEO and PAO Regional Guides in upcoming ADD Ministerial.</li> </ul>			