Table A1. Best-Practice Recommendations: Contract Worker Mobility

BEST PRACTICE RECOMMENDATIONS: CONTRACT WORKER MOBILITY Item Problem/Issue Action Note Pre-Employment abroad and pre-departure: Acquiring skills, making informed decisions to work abroad, enhancing information and transparency, harmonizing standards, and regulating recruitment. COOs assess efficiency of Some training Skills training Without a system to train and test public & private training institutions are and certification standardized skills, associated with institutions to strengthen there can lead to testing & certification inadequate training and costly mismatches system and standardize abroad skills mismatches; need for regulation COD Reduce information Foreign employers or Could begin visits COD authorities visit with COO employer asymmetry between access to employer COO training facilities, training information expectations and review training and institutions to contract worker certification, and on workers encourage higher and training abilities interview workers to standards. in COOs Institutions could improve job-worker matching and increase maintain data on employer-worker the share of satisfaction graduates offered jobs by foreign employers

Job-Matching worker mis-matches cooperate to develop is ILO use of common definition of employer		-	l
supply and demand data; titles in training occupations - harmonizing institutions and occupational encourage training to classification meet skill requirements of to evaluate COO systems using the International Standard Classification of CODs and COOs Improved labor Occupations (ISCO); cooperate to develop data market data car on supply and demand recognition of for workers with various market plannin	worker mis-matches by: - improving labor supply and demand data; -harmonizing occupational classification systems using the International Standard Classification of Occupations (ISCO); - facilitating recognition of standards and	cooperate to develop common definition of occupations, and COOs promote use of COD job titles in training institutions and encourage training to meet skill requirements of CODs CODs and COOs cooperate to develop data on supply and demand for workers with various skills to develop jobworker exchange systems COD's and COO's cooperate to align skill certification and testing systems in line with	employer definitions to modify ISCO-88 occupations COD or 3rd party to evaluate COO skills training and testing standards Improved labor market data can be useful in labor market planning in both COD and

Ensuring better balance between labor supply and demand too many workers, reducing productivity and perhaps encouraging irregularity Admitting contract beveloping labor market indicators to determine indicators to determine worker policy should be to increase workers by assessing past productivity and elsewhere. Developing labor market Goal of contract worker policy should be to increase productivity and elsewhere. Develop preferences, gutter labor quotas and/or levy	nd nal
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workers already in the economic poli	zy l
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new contract workers Explore	
from abroad management	
systems so that	t
CODs and COOs employers do	
cooperate to suppress have incentive	
trading in work permits request "too	
many" contrac	ct
workers	

Standard or model contracts	and requirements of the job once the	contracts that contain all key employment terms and conditions. Transfer approved contracts electronically from COD to COO, and ensure that workers understand their rights and obligations by having COO government agencies attest that	can more easily make informed decisions if they are educated about their rights and responsibilities under standard contracts, and
and post- arrival education and	Potential workers need to be better informed of what to expect in COD before departure, including the job, local laws, and information on health and social services	brochures and multimedia tools that explain to contract workers their jobs and lives abroad in a language they understand	accommodations, lifestyles etc

Regulating	Unlicensed recruiters	COOs should adopt	Linking
recruitment	take advantage of	realistic and easy to	recruitment fees
	low-skilled workers	understand maximum	to foreign wages
		recruitment fees, such as	is easy for
	Maximum fees set by	1 month's foreign wages,	workers to
	COOs are violated	that departing workers	understand, but
		pay	may cause
	are paid by workers		complications if
	1 2	COOs educate workers	CODs require
	other intermediaries	about maximum fees and	COD employers
		strengthen enforcement	pay all
	Recruiters engage in	to reduce over charges.	recruitment fees
	visa trading	Encourage licensed	or inequities
		agencies to open branches	between workers
	Improve pre-	in labor-source areas.	with different
	departure health		foreign wages.
	screening to avoid	CODs and COOs	
	sending workers	cooperate to combat trade	
		in employment permits,	COD mandates
	found to be	with enforcement aimed	that COD
	medically unfit	at full disclosure of all	employers and
		fees paid, their purpose,	agents collected
		and their recipients	no fees from
		-	contract workers

Incentives for recruiter self-regulation	Recruitment agencies and sub- agents are difficult to regulate effectively	on the performance of	Reward A- recruiters with (1) self-certification of standard contracts after a period of inspection that finds no problems; (2) opportunity to accompany minister abroad Can favor employer- recruiter pairs that establish long-term relationships
	Many workers obtain loans from moneylenders at high cost to pay deployment costs	COOs develop programs to protect departing workers from excessive pre-departure debt	
Reducing airfare cost	1	Encourage airlines to offer low one-way fares and encourage discount airlines to serve major contract employment corridors	CODs reconsider requirement that workers have return tickets Cooperate to develop low-cost round-trip tickets Re-evaluate requirements that employers pay airfare if this raises costs to workers

Employment Abroad: Preparing workers for new work environment, protecting rights, enhancing communication and access to information

Briefing newly-arrived workers	Avoid problems by familiarizing workers with local labor and immigration laws. Explain how to access health and other in the COD, and the services provided by COOs in the COD	COD and COO cooperate to develop content of orientation program for departing and newly arrived workers that explains their rights and responsibilities and how to deal with common issues	CODs to develop and disseminate Standard Operating Procedures to handle arrivals as well as problems, from runaway workers to arrests
O	Lack of common language can cause employer-employee misunderstanding. Foreign workers may not be able to access information, advice, and particular forms of assistance.	Make workers aware of the services provided by COO labor attaches. Establish information services for foreign workers in major cities, and create help/hot lines to answer worker questions.	Korean and Canadian worker centers may be a model to provide multi-language centers and help or hot lines Korea requires workers to learn some Korean before they can be selected by employers to work in Korea

Strengthen enforcement of labor and other laws		CODs can ensure that contract workers receive the wages due them with wage protection systems and mandatory insurance schemes, and monitor them to ensure compliance	occupations, including construction, highlighting the need for education to minimize occupational risks, effective treatment for injuries, and follow-up care in		
Preparing for Return: designing realistic programs, informing workers about earned end-of-contract benefits and savings and investment opportunities at home, and orderly return of irregular workers					
Design realistic return programs		Identify and validate necessary elements of return preparation programs by developing appropriate information on worker needs	Baseline data should help identify distinct groups, including savings, goals after return, and needs. This information can improve preturn and reintegration programs		

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Financial literacy		CODs and COOs can develop financial guides in conjunction with financial institutions in CODs and COOs, NGOs, and other organizations Educate workers about bonuses and contribution refunds in the standard contract and in preparation for return	Not all contract workers have saved enough to justify extensive financial counseling; include options for workers at home with low levels of savings
COO rules on imports	Many contract workers are unaware of COO customs rules and duties, as well as privileges/exemptio ns	COOs produce and distribute guides to customs rules for returning workers	COOs offer incentives for productive use of savings; more transparent customs rules reduce corruption
Irregular workers		COD and COO cooperate to ensure orderly repatriation of irregular workers in conformance with national legislation	COOs and CODs could agree on protocols to return irregular workers

Facilitating re-integration: finding employment, using skills acquired abroad, helping with housing, and promoting linkages.

COO programs for reintegration of returning workers	them disappear quickly if they cannot find gainful employment	COOs could develop special programs to help returnees find jobs, including self-employment that takes advantage of subsidized lending programs and technical assistance Government and private banks could offer safe vehicles to invest foreignearned savings that protect savers from inflation and exchange rate risks	encouraged to seek assistance to identify viable projects, perhaps by having access to businesses being sold by
Productive use of skills acquired abroad	recognition systems so that local industries know	COOs may need to develop systems for recognizing and certifying the skills of returning workers	retirees or workers going abroad. COO training centers and industry associations should be invited to help develop skills-recognition program. Use some returned workers in centers that train workers to go abroad

new or improved housing	New or improved housing is often the top priority of returned contract workers		Explore making loans verse from these Funds to help for returned workers build		0 1	7	
facilities	Returning wor especially won often need assistance and protection	nen,	n, variety of services to warriving workers en including information, pelephone services, safe holdging, safe local		On return, workers often encounter problems with hustlers and overcharged fo transport		
integration of workers with their families	Returning work may have troub adapting to the families and communities	ible re- eir	workers re-inte their families a communities b recognizing co	recognizing common coproblems and strategies h		lies	
deployment abroad	Many returned workers seek to abroad again a contract worke	to go as ers	COOs could motivate returnees to register with spublic employment offices and make referrals to local employers.		from the labor	s bbs	
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decisions to w	decisions to w	ork abı	decisions to w	ork abroad,	decisions to w	ork	ibroad and pre-do abroad, enhancin lards, and regula
Skills training	Skills training	Witho	Skills training	Without a s	Skills training	Wit	hout a system to
and	and	train a	and	train and te	and	trai	n and test
certification	certification	standa	certification	standardize	certification	star	dardized skills,
		there c		there can le		thei	e can lead to
		costly		costly misn		cost	ly mismatches
		abroac		abroad		abr	pad
access to information on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum factors are variables are paid by to subagent other internal		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found		Improve pr departure h screening to sending wo abroad who found to be		Improve pre- departure health screening to avoid sending workers abroad who are found to be
		medica		medically u		medically unfit

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Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moi higl	ny workers iin loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost			Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

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newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular fo assistance.	communicatio ns	lang emp mis Fore may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		hare viol and that wor	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsuc		Avoiding reconsidered unsuccessful Worker need Most worker to return, be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to rn if they failed chieve goals and

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		saving		savings in (ings in COOs
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Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquir who habroad Perhap letters employworke experie		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

new or improved	new or improved housing	housin top pri	new or	New or imp housing is o top priority returned co workers	new or improved housing	hou top retu	v or improved sing is often the priority of rned contract kers
_	facilities		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
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Item	Problem/Is	ssue	Actio	on	Note		

Pre-Employment abroad and pre-departure: Acquiring skills, making informed decisions to work abroad, enhancing information and transparency, harmonizing standards, and regulating recruitment.

Skills training	Without a system to	COOs assess efficiency of	
and	train and test	public & private training	institutions are
certification	standardized skills,	institutions to strengthen	associated with
	there can lead to	testing & certification	inadequate
	costly mismatches	system and standardize	training and
	abroad	skills	mismatches; need
			for regulation
COD	Reduce information	Foreign employers or	Could begin visits
employer	asymmetry between	COD authorities visit	with COO
access to	employer	COO training facilities,	training
information	expectations and	review training and	institutions to
on workers	contract worker	certification, and	encourage higher
and training	abilities	interview workers to	standards.
in COOs		improve job-worker	Institutions could
		matching and increase	maintain data on
		employer-worker	the share of
		satisfaction	graduates offered
			jobs by foreign
			employers

Facilitating Job-Matching	by: - improving labor supply and demand data; 2. harmo nizing occupational classification systems using the International Standard Classification of	cooperate to develop data on supply and demand for workers with various	skills training and testing standards Improved labor market data can be useful in labor market planning in both COD and

Ensuring better balance better balance between labor supply and demand too many workers, reducing productivity and perhaps encouraging irregularity Developing labor market indicators to determine worker policy should be to increase productivity and enhance nation competitivenes productivenes by assessing past or similar projects enhance nation competitivenes perhaps encouraging irregularity Develop preferences, quotas and/or levy systems to improve the management of employer requests for contract workers and ensure that	
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from abroad management	
systems so that	
CODs and COOs employers do n	
cooperate to suppress have incentives	
trading in work permits request "too	
many" contract	.
workers	

Standard or model contracts	and requirements of the job once the	contracts that contain all key employment terms and conditions. Transfer approved contracts electronically from COD to COO, and ensure that workers understand their rights and obligations by having COO government agencies attest that	can more easily make informed decisions if they are educated about their rights and responsibilities under standard contracts, and
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		recruitment fees, such as	is easy for
	Maximum fees set by	1 month's foreign wages,	workers to
	COOs are violated	that departing workers	understand, but
		pay	may cause
	are paid by workers		complications if
	1 2	COOs educate workers	CODs require
	other intermediaries	about maximum fees and	COD employers
		strengthen enforcement	pay all
	Recruiters engage in	to reduce over charges.	recruitment fees
	visa trading	Encourage licensed	or inequities
		agencies to open branches	between workers
	Improve pre-	in labor-source areas.	with different
	departure health		foreign wages.
	screening to avoid	CODs and COOs	
	sending workers	cooperate to combat trade	
		in employment permits,	COD mandates
	found to be	with enforcement aimed	that COD
	medically unfit	at full disclosure of all	employers and
		fees paid, their purpose,	agents collected
		and their recipients	no fees from
		_	contract workers

Incentives for	Recruitment	Provide incentives based	Reward A-
	agencies and sub- agents are difficult to regulate effectively	on the performance of	recruiters with (1) self-certification of standard contracts after a period of inspection that finds no problems; (2) opportunity to accompany minister abroad Can favor employer-recruiter pairs that establish long-term relationships
Reduce worker debt	Many workers obtain loans from moneylenders at high cost to pay deployment costs	COOs develop programs to protect departing workers from excessive pre-departure debt	
Reducing airfare cost	COD and COO may	Encourage airlines to offer low one-way fares and encourage discount airlines to serve major contract employment corridors	CODs reconsider requirement that workers have return tickets Cooperate to develop low-cost round-trip tickets Re-evaluate requirements that employers pay airfare if this raises costs to workers

Employment Abroad: Preparing workers for new work environment, protecting rights, enhancing communication and access to information

Briefing newly-arrived workers	Avoid problems by familiarizing workers with local labor and immigration laws. Explain how to access health and other in the COD, and the services provided by COOs in the COD	COD and COO cooperate to develop content of orientation program for departing and newly arrived workers that explains their rights and responsibilities and how to deal with common issues	CODs to develop and disseminate Standard Operating Procedures to handle arrivals as well as problems, from runaway workers to arrests
O	Lack of common language can cause employer-employee misunderstanding. Foreign workers may not be able to access information, advice, and particular forms of assistance.	Make workers aware of the services provided by COO labor attaches. Establish information services for foreign workers in major cities, and create help/hot lines to answer worker questions.	Korean and Canadian worker centers may be a model to provide multi-language centers and help or hot lines Korea requires workers to learn some Korean before they can be selected by employers to work in Korea

Strengthen enforcement of labor and other laws	CODs can ensure that contract workers receive the wages due them with wage protection systems and mandatory insurance schemes, and monitor them to ensure compliance	occupations,		
earned end-of-	listic programs, informing savings and investment op ar workers	workers about		
Design realistic return programs	Identify and validate necessary elements of return preparation programs by developing appropriate information on worker needs	Baseline data should help identify distinct groups, including savings, goals after return, and needs. This information can improve prereturn and reintegration programs		

Financial literacy	the options for investing their savings in COOs Many CODs require employers to pay end-of-service bonuses and allow	CODs and COOs can develop financial guides in conjunction with financial institutions in CODs and COOs, NGOs, and other organizations Educate workers about bonuses and contribution refunds in the standard contract and in preparation for return	Not all contract workers have saved enough to justify extensive financial counseling; include options for workers at home with low levels of savings
COO rules on imports	Many contract workers are unaware of COO customs rules and duties, as well as privileges/exemptio ns	COOs produce and distribute guides to customs rules for returning workers	COOs offer incentives for productive use of savings; more transparent customs rules reduce corruption
Irregular workers		COD and COO cooperate to ensure orderly repatriation of irregular workers in conformance with national legislation	•

Facilitating re-integration: finding employment, using skills acquired abroad, helping with housing, and promoting linkages.

COO programs for reintegration of returning workers	them disappear quickly if they cannot find gainful employment	COOs could develop special programs to help returnees find jobs, including self-employment that takes advantage of subsidized lending programs and technical assistance Government and private banks could offer safe vehicles to invest foreignearned savings that protect savers from inflation and exchange rate risks	Many returned workers invest their savings in over-crowded business ventures (e.g. small stores) and end up losing their hard-earned capital. Returned workers should be encouraged to seek assistance to identify viable projects, perhaps by having access to businesses being sold by retirees or
Productive use of skills acquired abroad	recognition systems so that local industries know	COOs may need to develop systems for recognizing and certifying the skills of returning workers	workers going abroad. COO training centers and industry associations should be invited to help develop skills-recognition program. Use some returned workers in centers that train workers to go abroad

new or improved housing	New or improve housing is often top priority of returned contra workers	en the	Most COOs ha Funds to which workers contri Explore makin from these Fur returned work new or improv or generate inc COO	h departing ibute. ng loans nds to help ers build ve housing	0 1	7	
facilities	_	especially women, often need assistance and itemprotection		COOs to provide a variety of services to arriving workers including information, telephone services, safe lodging, safe local transport, etc.		ı Or	
integration of workers with their families	Returning wor may have troul adapting to the families and communities	ave trouble re- ng to their their families and es and communities by		egrate with and in their by ommon strategies		lies ess	
deployment abroad	Many returned workers seek to abroad again a contract worke	to go as ers	COOs could motivate returnees to register with spublic employment offices and make referrals to local employers.		from the labor	rs obs	
BEST PI	BEST PR	ACTI	BEST PRACTICE R		BEST PR	RAC	TICE RECOMM
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		abroac		abroad		abro	,
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to information on workers	contract wo abilities	employer access to information on workers	asyı emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimizo id	Facilitating	Mir	imize job and
	U		~		~		,
Job-Matching	Job-Matching		Job-Matching	_	Job-Matching	_	ker mis-matches
		by:		by:		by:	
		- impr		- improving			proving labor
		supply		supply and		_	ply and demand
		data;		data;		data	l *
				5.			6. harmo
				nizi			nizing
				occı			occupational
		classif		classification		cla	sification
		system		systems usi		syst	ems using the
		Interna		Internation		Inte	rnational
		Standa		Standard		Star	ndard
		Classif		Classification		Cla	ssification of
		Occup		Occupation			upations (ISCO);
		- facili		- facilitating			ilitating \ \ /
		recogn		recognition			gnition of
		standa		standards a			dards and
		certific		certificates			ificates
				certificates		CCI	incates

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

		-			D-	
Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiter take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are we routinely; no are paid by to subagent other intern		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found		Improve pr departure h screening to sending wo abroad who found to be		Improve pre- departure health screening to avoid sending workers abroad who are found to be
		medica		medically u		medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
n i	D. 1	3.6	D. 1				1
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers in loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	1 -		Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

				•			ad: Preparing wo
newly-arrived	newly-arrived workers	familia	workers	Avoid prob familiarizin workers wi labor and immigratio Explain how access healt other in the and the ser provided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
communicatio	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For may acce adv par	k of common guage can cause oloyer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		hare viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker plaints
earned end-of-	earned end-of-	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsuc		Avoiding reconsidered unsuccessfu Worker need Most worket to return, be may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	piding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to thieve goals and

		1	1		1		1
Financial literacy	Financial literacy	_		Help contra workers ab better unde the options investing th savings in (literacy	woi bett the inve	p contract kers abroad to er understand options for esting their ings in COOs
		Many emplo end-of bonuse withdous securit contrik worke receive		Many COD employers end-of-serv bonuses an withdrawal security contribution workers do receive bon		empend bon with secu con wor	ny CODs require ployers to pay -of-service uses and allow ndrawal of social trity tributions; some kers do not ive bonuses or
		contril		contribution		con	tributions
COO rules on imports	imports	_		Many contr workers are of COO cus rules and d well as privileges/ ns	imports	wor of C rule wel	kers are unaware 100 customs s and duties, as
Irregular workers	workers	_		Irregular w may not be leave for Co without pay	workers	may leav	gular workers not be able to e for COOs hout paying fines
							gration: finding e ing, and promoti

		1	1	i i		-
1 0	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither ther quic can	rkers may return h savings, but see in disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	DeveloProductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhap letters emploworke experie		abroad	reco so t ind abo acq who abro letto emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign loyer attesting to ker skills and erience.

BEST PI	BEST PE	RACTI Pro					TICE RECOMM I Problem/Issue
Consider redeployment abroad	deployment abroad	worke abroac contra	deployment abroad	workers see abroad aga contract wo	abroad	woi abre con	kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with their families	may have to	integration of workers with their families	may ada fam	urning workers have trouble re- pting to their ilies and munities
Special arrival facilities	facilities		facilities	Returning vespecially voften need assistance aprotection	facilities	esp ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

decisions to w harmonizing s	decisions to we harmonizing s Skills training	ork abı tandar	decisions to wharmonizing some solutions. Skills training	ork abroad, tandards, a	decisions to w harmonizing s Skills training	ork tand Wit	broad and pre-deabroad, enhancin lards, and regula hout a system to a and test
certification		standa there c costly abroac		standardize there can le costly misn abroad		thei	dardized skills, e can lead to ly mismatches aad
COD employer access to information on workers and training in COOs	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Eacilitating	Eagilitating	Minim	Facilitating	Minimizaid	Eacilitating	Min	imizaia	h and
Facilitating	_		_	,	0		imize jo	
Job-Matching	Job-Matching	_	Job-Matching		Job-Matching		ker mis-	matches
		by:		by:		by:		
		- impr		- improving			proving	
		supply		supply and		sup	ply and	demand
		data;		data;		data	a ;	
				9.			10.	harmo
				nizi			nizin	ıg
				occı			occu	pational
		classif		classification		clas	sificatio	-
		system		systems usi		syst	ems usir	ng the
		Interna		Internation			rnationa	
		Standa		Standard			ıdard	
		Classif		Classification			ssificatio	n of
		Occup		Occupation				s (ISCO);
		- facili		- facilitating			ilitating	` ,
		recogn		recognition			gnition	
		standa		standards a			dards ar	
		certific		certificates			ificates	iu
		certific		certificates		cert	incates	

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

	T	,		•	ı	
Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volutinely; notes are paid by to subagent other internal		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve pre- departure health screening to avoid sending workers abroad who are found to be medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers ain loans from neylenders at a cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	-		Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

							ad: Preparing wo
U	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati	Strengthen enforcement of labor and other laws		enforcement of labor and other laws	hard viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of-	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	unsucc	realistic	Avoiding reconsidered unsuccessfu Worker need Most worker to return, be may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	piding returns sidered uccessful rker needs vary. It workers want eturn, but some or not be ready to arn if they failed chieve goals and

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy	literacy	_	literacy	workers ab		W01	kers abroad to
j	J	better	,	better unde		bett	er understand
		the op		the options		the	options for
		investi		investing th		inv	esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdi		withdrawal		wit	ndrawal of social
		securit		security		secı	ırity
		contril		contributio		con	tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
	imports	-	imports	workers are			kers are unawar
1	1	of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	
Irregular	Irregular	Irregu	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers	_		may not be	_	may	not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	hout paying fines
							gration: finding of
helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

	COO programs for reintegration of returning workers	them o	programs for reintegration of returning workers	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see in disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	recogr so that		_	abroad	reco so t ind abo acq who abre lette emp	relop credentials ognition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

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Capital for new or improved housing	new or	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Consider re- deployment abroad	deployment	worke	deployment abroad		deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers

BEST PI	BEST PR	RACTI	BEST PRACTICE R		BEST PRAC		TICE RECOMM
Item	Item	Pro	Item	Problem	Item]	Problem/Issue
decisions to w	decisions to w	ork abı	decisions to w	ork abroad,	decisions to w	ork	abroad and pre-do abroad, enhancin lards, and regula
	certification	train a	and certification	train and te	and certification	trai star the	hout a system to n and test dardized skills, e can lead to ly mismatches aad
COD employer access to information on workers and training in COOs	employer access to information on workers	emplo expect contra	COD employer access to information on workers and training in COOs	expectation contract wo abilities		asy: emj exp con	uce information nmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimizo id	Facilitating	Mir	imize job a	nd
	U		~				,	
Job-Matching	Job-Matching		Job-Matching	_	Job-Matching	L	ker mis-ma	itcnes
		by:		by:		by:		
		- impr		- improving			proving lal	
		supply		supply and		_	ply and de	mand
		data;		data;		data	1 ;	
				13.			14. h	armo
				nizi			nizing	
				occı			occupa	tional
		classif		classification		clas	sification	
		system		systems usi		syst	ems using	the
		Interna		Internation		Inte	rnational	
		Standa		Standard		Star	ndard	
		Classif		Classification		Clas	sification o	of
		Occup		Occupation			upations (I	
		- facili		- facilitating			ilitating	,,
		recogn		recognition			gnition of	
		standa		standards a			dards and	
		certific		certificates			ificates	
				certificates		CCI	incutes	

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	take	icensed recruiters advantage of -skilled workers
		Maxim COOs routing are paid to suba other i		Maximum for COOs are volution of the country of the		rou are to s	ximum fees set by Os are violated inely; many fees paid by workers ubagents and er intermediaries
		Recrui visa tr		Recruiters e visa trading			ruiters engage in trading
		Impro depart screen sendin abroac found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		dep scre sen abro	rove pre- arture health ening to avoid ding workers ad who are nd to be lically unfit

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	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to alate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers ain loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost			Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

1 2	1 2		1 2		1 2		ad: Preparing wo
newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emp mis Fore may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to dete		har viol and that wor on	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker aplaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc	programs	Avoiding reconsidered unsuccessful Worker need Most worker to return, but to return if the to achieve gabroad	realistic return programs	wos Wo Mo to r may retu	oiding returns sidered uccessful rker needs vary. st workers want eturn, but some y not be ready to arn if they failed chieve goals oad

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Financial literacy	Financial literacy	_		Help contra workers ab better unde the options investing th savings in (literacy	woi bett the invo	p contract kers abroad to er understand options for esting their ings in COOs
		Many emplo end-of bonuse withdous securit contrik worke receive		Many COD employers end-of-serv bonuses an withdrawal security contribution workers do receive bon		emj end bon with secu con wor	ny CODs require ployers to pay -of-service uses and allow ndrawal of social trity tributions; some kers do not ive bonuses or
		contrib		contribution			tributions
COO rules on imports	imports	_		Many contr workers are of COO cus rules and d well as privileges/ ns	imports	woi of C rule wel	kers are unaware 100 customs s and duties, as
Irregular workers	workers	_		Irregular w may not be leave for Co without pay	workers	may leav	gular workers not be able to e for COOs hout paying fines
							gration: finding eing, and promoti

		1	1	TI-		1
	COO programs for reintegration of returning workers	Worke COO with saprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Develor Productive recognuse of skills so that acquired indust abroad about acquir who habroad Perhap letters emploworke experio		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

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Capital for new or improved housing	new or	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Consider re- deployment abroad	deployment	worke	deployment abroad		deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers

BEST PI	BEST PR	BEST PRACTICE R		BEST PRAC		TICE RECOMM	
Item	Item	Pro	Item	Problem	Item]	Problem/Issue
decisions to w	decisions to we	ork abı	decisions to w	ork abroad,	decisions to w	ork	abroad and pre-do abroad, enhancin lards, and regula
and	certification	train a	and certification	train and te	and certification	trai: star the:	hout a system to n and test dardized skills, e can lead to ly mismatches aad
on workers and training	employer access to information on workers	emplo expect contra	COD employer access to information on workers and training in COOs	expectation contract wo abilities	employer access to information on workers	asyı emp exp con	uce information nmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimizo id	Facilitating	Mir	imize job	and
	U		~				,	
Job-Matching	Job-Matching		Job-Matching	_	Job-Matching	L	ker mis-n	natcnes
		by:		by:		by:		4
		- impr		- improving			proving l	
		supply		supply and		_	ply and d	emand
		data;		data;		data	a ;	
				17.			18.	harmo
				nizi			nizing	7
				occı			occup	ational
		classif		classification		clas	sification	l
		system		systems usi		syst	ems using	g the
		Interna		Internation		Inte	rnational	
		Standa		Standard		Star	ıdard	
		Classif		Classification		Clas	sification	of
		Occup		Occupation			upations	
		- facili		- facilitating			ilitating	, ,,
		recogn		recognition			gnition o	f
		standa		standards a			dards an	
		certific		certificates			ificates	-
				certificates		CCI	incutes	

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	take adv	sed recruiters rantage of led workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are we routinely; no are paid by to subagent other intern		COOs ar routinely are paid to subag	m fees set by re violated y; many fees by workers rents and termediaries
		Recrui visa tra		Recruiters e visa trading		Recruite visa trac	rs engage in ling
		Improdepart screen sendin abroad found		Improve pr departure h screening to sending wo abroad who found to be		screenin	re health g to avoid workers who are
		medica		medically u		medical	

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers ain loans from neylenders at a cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	-		Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

							ad: Preparing wo
U	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

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Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		hard viol and that wor on	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of-	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc		Avoiding reconsidered unsuccessfu Worker need Most worker to return, by may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may retu	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy	literacy	_	literacy	workers ab		W01	kers abroad to
Í	J	better	J	better unde	•	bett	er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security		secı	ırity
		contril		contributio		con	tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Manv	COO rules on	Many contr	COO rules on	Maı	ny contract
	imports	-	imports	workers are			kers are unawar
1	1	of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	0 / 1
Irregular	Irregular	Irregul	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers	_	•	may not be	~		not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	hout paying fines
							gration: finding
helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

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	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither ther quic can	rkers may return h savings, but see n disappear rkly if they not find gainful ployment
	Productive use of skills acquired abroad	DeveloProductive recognuse of skills so that acquired indust abroad about acquir who habroad Perhan letters emploworke experie		abroad	reco so t ind- abo acq who abro letto emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been bad. haps begin with ers from foreign bloyer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PI	RACTICE R	BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

decisions to w harmonizing s	decisions to we harmonizing s	ork abı tandar	decisions to w harmonizing s	ork abroad, tandards, a	decisions to w harmonizing s	ork tand	broad and pre-do abroad, enhancin lards, and regula hout a system to
and	and certification	train a	and certification	train and te	and certification	trai star thei	n and test dardized skills, e can lead to ly mismatches
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimizo id	Facilitating	Mir	imize job and
	U		~		~		,
Job-Matching	Job-Matching		Job-Matching	L	Job-Matching	_	ker mis-matches
		by:		by:		by:	
		- impr		- improving			proving labor
		supply		supply and		_	ply and demand
		data;		data;		data	1 ;
				21.			22. harmo
				nizi			nizing
				occı			occupational
		classif		classification		cla	sification
		system		systems usi		syst	ems using the
		Interna		Internation		Inte	rnational
		Standa		Standard		Star	ıdard
		Classif		Classification		Cla	sification of
		Occup		Occupation			upations (ISCO)
		- facili		- facilitating			ilitating \ ′
		recogn		recognition			gnition of
		standa		standards a			dards and
		certific		certificates			ificates
		certime		certificates		CCI	ricates

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volutinely; notes are paid by to subagent other internal		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve pre- departure health screening to avoid sending workers abroad who are found to be medically unfit

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	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ulate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta mor hig	ny workers ain loans from neylenders at a cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost			Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

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Briefing newly-arrived workers	newly-arrived workers	familia	newly-arrived workers	Avoid prob familiarizing workers wi labor and immigration Explain how access healt other in the and the serv provided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
Enhancing communications	communicatio ns		communicatio ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For mag acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and ticular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		har viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker plaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc	programs	Avoiding reconsidered unsuccessfu Worker need Most worker to return, be may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	piding returns sidered uccessful rker needs vary. st workers want eturn, but some y not be ready to arn if they failed chieve goals oad

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Financial literacy	Financial literacy	_		Help contra workers ab better unde the options investing th savings in (literacy	woi bett the inve	p contract kers abroad to er understand options for esting their ngs in COOs
		Many emplo end-of bonuse withdous securit contrik worke receive		Many COD employers end-of-serv bonuses an withdrawal security contribution workers do receive bon		empend bon with secu con wor	ny CODs require ployers to pay -of-service uses and allow ndrawal of social trity tributions; some kers do not ive bonuses or
	COO 1	contril		contribution		con	tributions
imports	imports	_		Many contr workers are of COO cus rules and d well as privileges/ ns	imports	wor of C rule wel	kers are unaware 100 customs s and duties, as
Irregular workers	workers	_		Irregular w may not be leave for Co without pay	workers	may leav	gular workers not be able to e for COOs hout paying fines
							gration: finding e ing, and promoti

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 COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither ther quic can	rkers may return h savings, but see m disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhap letters emploworke experie		abroad	reco so t ind- abo acq who abro letto emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign bloyer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PE	RACTICE R	BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

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decisions to w	decisions to work abı		abr Pre-Employment abroad a abrdecisions to work abroad, dar harmonizing standards, ar		decisions to work		abroad, enhancin
Skills training	Skills training	Witho	Skills training	Without a s	Skills training	Wit	hout a system to
and	and	train a	and	train and te	and	trai	n and test
certification	certification	standa	certification	standardize	certification	star	dardized skills,
		there c		there can le		thei	e can lead to
		costly		costly misn		cost	ly mismatches
		abroac		abroad		abr	pad
employer access to information on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize id	Facilitating	Mir	imize jo	b and
			Job-Matching	,				matches
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		- impr		- improving			proving	labor
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		•		nizi:			nizir	
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		classif		classification		cla	sificatio	-
		system		systems usi			ems usir	
		Interna		Internation			rnationa	
		Standa		Standard			ıdard	
		Classif		Classification			ssificatio	n of
		Occup		Occupation				s (ISCO);
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Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	and post- arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiter take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volution of the country of the		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve predeparture health screening to avoid sending workers abroad who are found to be medically unfit

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	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to alate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers iin loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost			Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

							ad: Preparing wo
\circ	newly-arrived workers	familia	newly-arrived workers	Avoid prob familiarizing workers wi labor and immigration Explain how access healt other in the and the serv provided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
	communicatio ns		communicatio ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emp mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and ticular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati	Strengthen enforcement of labor and other laws	hard to det		har viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc	programs	Avoiding reconsidered unsuccessfu Worker need Most worker to return, be may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some or not be ready to arn if they failed chieve goals and

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy		_		workers ab		WO1	kers abroad to
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		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ngs in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security		secı	ırity
		contril		contributio		con	tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Manv	COO rules on	Many contr	COO rules on	Maı	ny contract
		-		workers are			kers are unawar
1	_	of CO	-	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	0 / 1
Irregular	Irregular	Irregul	Irregular	Irregular w	Irregular	Irre	gular workers
workers	O	_	_	may not be	~		not be able to
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helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

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1 0	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	DeveloProductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhapeletters emploworke experie		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers
Special arrival facilities			facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers have trouble repting to their ilies and munities
	deployment	worke	deployment abroad	Many retur workers see abroad aga contract wo	abroad	woi abro	ny returned kers seek to go oad again as tract workers

BEST PI	BEST PR	RACTI	BEST PRACTICE R		BEST PRAC		TICE RECOMM I	
Item	Item	Pro	Item	Problem	Item]	Problem/Issue	
decisions to w	decisions to we	ork abı	decisions to w	ork abroad,	decisions to w	ork	ibroad and pre-do abroad, enhancin lards, and regula	
and	and certification	train a	and certification	train and te	and certification	trai star thei	hout a system to n and test dardized skills, e can lead to ly mismatches ad	
on workers and training	employer access to information on workers	emplo expect contra	COD employer access to information on workers and training in COOs	contract wo abilities	employer	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities	

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Facilitating	Facilitating	 Minim	Facilitating	Minimize id	Facilitating	Mir	imize jo	b and
			Job-Matching	,				-matches
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		- impr		- improving			proving	labor
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		Interna		Internation			rnationa	
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		Classif		Classification			ssificatio	n of
		Occup		Occupation				s (ISCO);
		- facili		- facilitating			ilitating	
		recogn		recognition			gnition	
		standa		standards a			dards a	
		certific		certificates			ificates	
				certificates			incates	

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	and post- arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volution of the country of the		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve predeparture health screening to avoid sending workers abroad who are found to be medically unfit

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Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moi higl	ny workers ain loans from neylenders at a cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost			Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

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newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular fo assistance.	communicatio ns	lang emp mis Fore may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

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Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		hard violand that wor	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker iplaints
earned end-of-	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsuc		Avoiding reconsidered unsuccessful Worker need Most worker to return, but may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	oiding returns sidered uccessful rker needs vary. st workers want eturn, but some not be ready to arn if they failed chieve goals oad

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Financial literacy	Financial literacy	_		Help contra workers ab better unde the options investing th savings in (literacy	woi bett the invo	p contract kers abroad to er understand options for esting their ings in COOs
		Many emplo end-of bonuse withdous securit contrik worke receive		Many COD employers end-of-serv bonuses an withdrawal security contribution workers do receive bon		emj end bon with secu con wor	ny CODs require ployers to pay -of-service uses and allow ndrawal of social trity tributions; some kers do not ive bonuses or
		contrib		contribution			tributions
COO rules on imports	imports	_		Many contr workers are of COO cus rules and d well as privileges/ ns	imports	woi of C rule wel	kers are unaware 100 customs s and duties, as
Irregular workers	workers	_		Irregular w may not be leave for Co without pay	workers	may leav	gular workers not be able to e for COOs hout paying fines
							gration: finding e ing, and promoti

		1	1	ii		1
1 0	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	DeveloProductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhap letters emploworke experie		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign bloyer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PE	RACTICE R	BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

decisions to w harmonizing s	decisions to work abr harmonizing standar		Pre-Employment abr Pre-Employment abroad a decisions to work abroad, harmonizing standar harmonizing standards, as Skills training Without a s		decisions to work harmonizing stand		abroad, enhancin lards, and regula
and	and certification	train a	and certification	train and te	and certification	trai star thei	n and test dardized skills, e can lead to ly mismatches
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

	T		1		1		
Eo cilitatica	Eo cilitatica	N / iea iea -	Eo cilitatico c	Minimi	Es silitation o	N /12	imigo iok ag d
Facilitating	U		Facilitating		~		imize job and
Job-Matching	Job-Matching		Job-Matching	L	Job-Matching	_	ker mis-matches
		by:		by:		by:	
		- impr		- improving			proving labor
		supply		supply and		_	ply and demand
		data;		data;		data	a;
		,		33.			34. harmo
				nizi			nizing
				occı			occupational
		classif		classification		clas	sification
		system		systems usi		syst	ems using the
		Interna		Internation		Inte	rnational
		Standa		Standard		Star	ndard
		Classif		Classification			ssification of
		Occup		Occupation			upations (ISCO);
		- facili		- facilitating			ilitating \ '
		recogn		recognition			gnition of
		standa		standards a			dards and
		certific		certificates			ificates
				certificates		CCI	incates

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed o expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

	1	1	î -	1	1	T	1
Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	take	icensed recruiters advantage of -skilled workers
		Maxim COOs routing are paid to suba other i		Maximum for COOs are volution of the country of the		rou are to s	ximum fees set by Os are violated inely; many fees paid by workers ubagents and er intermediaries
		Recrui visa tr		Recruiters e visa trading			ruiters engage in trading
		Impro depart screen sendin abroac found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		dep scre sen abro	rove pre- arture health ening to avoid ding workers ad who are nd to be lically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers ain loans from neylenders at a cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	-		Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

							ad: Preparing wo
U	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati	Strengthen enforcement of labor and other laws	hard to det		har viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc	programs	Avoiding reconsidered unsuccessfu Worker need Most worker to return, be may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some or not be ready to arn if they failed chieve goals and

		1			l .		
Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy	literacy	worke	literacy	workers ab	literacy	W01	kers abroad to
	-	better	, , , , , , , , , , , , , , , , , , ,	better unde	,	bett	er understand
		the op		the options		the	options for
		investi		investing th		inve	esting their
		saving		savings in (ngs in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emp	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdi		withdrawal		witl	ndrawal of social
		securit		security		secı	ırity
		contril		contribution		con	tributions; some
		worke		workers do		W01	kers do not
		receive		receive bon		rece	ive bonuses or
		contril		contributio		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
		- 1		workers are			kers are unaware
1	_	of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns ,		ns	0 / 1
Irregular	Irregular	Irreoni	Irregular	Irregular w	Irregular	Irre	gular workers
U			0	may not be			not be able to
		leave f		leave for Co		,	e for COOs
		withou		without par			nout paying fines
				r			
Eacilitating ro	Escilitating ro	intogra	Eacilitating ro	intogration	Eacilitating ro	into	gration: finding ϵ
							ing, and promoti
nciping with i	neiping with	iousing	riciping with	ousing, and	reiping with	ous	ing, and promoti

COO	COO	Worke		Workers m			rkers may return
1 0	programs for		programs for		programs for		h savings, but see
reintegration of returning	reintegration of returning		reintegration of returning		reintegration of returning		n disappear kly if they
workers	workers		workers	cannot find			not find gainful
WUIKEIS	WUIKEIS	emplo		employmer			loyment
		Citipio		ciripioymer		CIII	oloy ment
Productive	Productive	Dovole	Productive	Develop cre	Productivo	Doz	elop credentials
use of skills	use of skills		use of skills	_	use of skills		gnition systems
acquired	acquired		acquired	so that loca			hat local
abroad	abroad		abroad	industries k			ustries know
acroad		about	deroud	about the sl			ut the skills
		acquir		acquired by			uired by workers
		who h		who have b			have been
		abroac		abroad.			oad.
		Perhap		Perhaps beg		Per	haps begin with
		letters		letters from		lette	ers from foreign
		emplo		employer a		emj	oloyer attesting to
		worke		worker skil			ker skills and
		experi		experience.		exp	erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PI	RACTICE R	BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go aad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	w or improved sing is often the priority of rned contract kers

decisions to w harmonizing s	decisions to we harmonizing s Skills training	ork abı tandar Witho	decisions to w harmonizing s Skills training	ork abroad, tandards, a Without a s	decisions to w harmonizing s Skills training	ork tand Wit	broad and pre-deabroad, enhancin lards, and regula hout a system to
and certification	certification	train a standa there c costly abroac	certification	train and te standardize there can le costly misn abroad	certification	star thei	n and test dardized skills, e can lead to ly mismatches oad
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information nmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize id	Facilitating	Mir	imize jo	b and
			Job-Matching	,				-matches
)	,	by:	,	by:	, , , , , , , , , , , , , , , , , , , ,	by:		
		- impr		- improving			proving	labor
		supply		supply and				demand
		data;		data;		data		0.0111011101
		cicitaty		37.		Cicic	¹ 38.	harmo
		,		nizi			nizir	
				occı				pational
		classif		classification		cla	sificatio	-
		system		systems usi			ems usii	
		Interna		Internation			rnationa	
		Standa		Standard			ıdard	
		Classif		Classification			ssificatio	n of
		Occup		Occupation				s (ISCO);
		- facili		- facilitating			ilitating	
		recogn		recognition			gnition	
		standa		standards a			dards aı	
		certific		certificates			ificates	
			ļ		I.			

_		0				7
better balance between labor supply and demand	worke the bas reques	better balance between labor supply and demand	the basis of	better balance between labor supply and demand	won the requ too redu pro per	mitting contract kers largely on basis of employer lests can result ir many workers, ucing ductivity and haps encouraging gularity

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

	T	,		•	I .	
Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volution of the country of the		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve predeparture health screening to avoid sending workers abroad who are found to be medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to alate effectively
Reduce worker debt	Reduce worker debt		Reduce worker debt	Many work obtain loan moneylend	worker debt	obta moi	ny workers iin loans from neylenders at
		high co deploy		high cost to deploymen			n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	Some j	Reducing airfare cost	Some polici	Reducing airfare cost	Son CO rais	ne policies of D and COO may e travel costs for workers

							ad: Preparing wo
U	newly-arrived workers	familia	newly-arrived workers	Avoid prob familiarizin workers wi labor and immigratio Explain how access healt other in the and the ser provided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

	I						
enforcement	Strengthen enforcement of labor and other laws	hard to violati		hard to det		har viol and that wor	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of-	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc		Avoiding reconsidered unsuccessfu Worker need Most worker to return, by may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	piding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals bad

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy		_	literacy	workers ab		W01	kers abroad to
j	J	better	J	better unde	•	bett	er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security		secı	ırity
		contril		contributio		con	tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
			imports	workers are			kers are unawar
1	_	of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	0 / 1
Irregular	Irregular	Irregu!	Irregular	Irregular w	Irregular	Irre	gular workers
workers	O	_	_	may not be	~		not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	nout paying fines
						<u> </u>	
							gration: finding e
helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

_		ı ı	1	i .	ī	1
	COO programs for reintegration of returning workers	Worke COO with saprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither ther quic can	rkers may return h savings, but see n disappear rkly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhap letters emploworke experie		abroad	reco so t ind- abo acq who abro letto emp	relop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

BEST PI	BEST PE	Pro		RACTICE R			TICE RECOMM I Problem/Issue
		contra		contract wo		con	ract workers
Consider re- deployment abroad	deployment	worke		-	- -	W01	ny returned kers seek to go oad again as
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with their families	may have to	integration of workers with their families	may ada fam	urning workers have trouble re- pting to their ilies and munities
Special arrival facilities	facilities		facilities	Returning vespecially voften need assistance aprotection	facilities	esp ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

			0-		15-		
decisions to w	decisions to w	ork abı	decisions to w	ork abroad,	decisions to w	ork	ibroad and pre-do abroad, enhancin lards, and regula
Skills training	Skills training	Witho	Skills training	Without a s	Skills training	Wit	hout a system to
and	and	train a	and	train and te	and	trai	n and test
certification	certification	standa	certification	standardize	certification	star	dardized skills,
		there c		there can le		thei	e can lead to
		costly		costly misn		cost	ly mismatches
		abroac		abroad		abr	pad
access to information on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize jo	Facilitating	Mir	imize jo	b and
			Job-Matching	,				matches
	ĺ	by:		by:		by:		
		- impr		- improving			proving	labor
		supply		supply and				demand
		data;		data;		data		
		ĺ .		41.			42.	harmo
				nizi			nizir	ng
				occı				pational
		classif		classification		cla	sificatio	-
		system		systems usi		syst	ems usir	ng the
		Interna		Internation		_	rnationa	_
		Standa		Standard		Star	ıdard	
		Classif		Classification		Cla	sificatio	n of
		Occup		Occupation		Occ	upations	s (ISCO);
		- facili		- facilitating		- fac	ilitating	, ,
		recogn		recognition		reco	gnition	of
		standa		standards a		star	dards aı	nd
		certific		certificates		cert	ificates	

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed o expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

					1	
Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for the COOs are valued are paid by to subagent other internal		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be		Improve pre- departure health screening to avoid sending workers abroad who are found to be
		mearca		medically u		medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
							_
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers in loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	1 -		Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

1 2	1 2		1 2		1 2		ad: Preparing wo
newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration Explain how access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emp mis Fore may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		hard viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker iplaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc		Avoiding reconsidered unsuccessfu Worker need Most worker to return, but be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals and

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Financial literacy	Financial literacy	_		Help contra workers ab better unde the options investing th savings in (literacy	woi bett the invo	p contract kers abroad to er understand options for esting their ngs in COOs
		Many emplo end-of bonuse withdous securit contrik worke receive		Many COD employers end-of-serv bonuses an withdrawal security contribution workers do receive bon		emj end bon with secu con wor	ny CODs require ployers to pay -of-service uses and allow ndrawal of social trity tributions; some kers do not ive bonuses or
	500 1	contril		contributio		con	tributions
COO rules on imports	imports	_		Many contr workers are of COO cus rules and d well as privileges/ ns	imports	woi of C rule wel	kers are unaware 100 customs s and duties, as
Irregular workers	workers	_		Irregular w may not be leave for Co without pay	workers	may leav	gular workers not be able to e for COOs hout paying fines
							gration: finding e ing, and promoti

			1	TI-		1
	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquir who habroad Perhap letters employworke experie		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

			r				
improved	new or improved housing	housin top pri	new or improved housing	New or imped top priority returned coworkers	new or improved housing	hou top retu	v or improved sing is often the priority of rned contract kers
_	facilities		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
integration of workers with their families	integration of workers with their families and in	may hadapti familie comm	integration of workers with	may have to	integration of workers with their families	may ada fam	urning workers
	deployment abroad	worke	deployment abroad		deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
BEST PE	BEST PRACTICE RECOMMENDATIONS: CONTRACT WORKER MOBILITY						
Item	Problem/Is	ssue	Actio	on	Note		

Pre-Employment abroad and pre-departure: Acquiring skills, making informed decisions to work abroad, enhancing information and transparency, harmonizing standards, and regulating recruitment.

Skills training	Without a system to	COOs assess efficiency of	
and	train and test	public & private training	institutions are
certification	standardized skills,	institutions to strengthen	associated with
	there can lead to	testing & certification	inadequate
	costly mismatches	system and standardize	training and
	abroad	skills	mismatches; need
			for regulation
COD	Reduce information	Foreign employers or	Could begin visits
employer	asymmetry between	COD authorities visit	with COO
access to	employer	COO training facilities,	training
information	expectations and	review training and	institutions to
on workers	contract worker	certification, and	encourage higher
and training	abilities	interview workers to	standards.
in COOs		improve job-worker	Institutions could
		matching and increase	maintain data on
		employer-worker	the share of
		satisfaction	graduates offered
			jobs by foreign
			employers

Engilitating	Minimiza joh and	COOs and CODs	One starting raint
U	Minimize job and		One starting point
Job-Matching		cooperate to develop	is ILO use of
	by:	common definition of	employer
	- improving labor	occupations, and COOs	definitions to
	supply and demand	<u> </u>	modify ISCO-88
	data;	titles in training	occupations
	43. harmo	institutions and	
	nizing	encourage training to	COD or 3rd party
	occupational	meet skill requirements of	to evaluate COO
	classification	CODs	skills training and
	systems using the		testing standards
	International		J
	Standard	CODs and COOs	Improved labor
	Classification of	cooperate to develop data	-
	Occupations (ISCO);	-	be useful in labor
	- facilitating	1 1 1	market planning
	recognition of		in both COD and
	standards and	worker exchange systems	
	certificates		
	001411041405	COD's and COO's	
		cooperate to align skill	
		certification and testing	
		systems in line with	
		international standards	
		miternational Standards	

Ensuring	Admitting contract	Developing labor market	Goal of contract	
better balance	workers largely on	indicators to determine	worker policy	
between labor	the basis of employer	the optimal number and	should be to	
	requests can result in		increase	
demand	too many workers,	workers by assessing past	productivity and	
	reducing	or similar projects	enhance national	
	productivity and	elsewhere.	competitiveness.	
	perhaps encouraging			
	irregularity	Develop preferences,	Better labor	
		quotas and/or levy	market	
		systems to improve the	information can	
		management of employer	help to increase	
		*	the employment	
		workers	of local workers	
			and ensure that	
		Improve systems to allow		
		employers to hire contract		
		5	economic policy	
		COD instead of admitting		
			Explore	
			management	
			systems so that	
			employers do not	
		1 11	have incentives to	
			request "too	
			many" contract	
			workers	

Standard or model contracts	and requirements of the job once the	contracts that contain all key employment terms and conditions. Transfer approved contracts electronically from COD to COO, and ensure that workers understand their rights and obligations by having COO government agencies attest that	can more easily make informed decisions if they are educated about their rights and responsibilities under standard contracts, and
and post- arrival education and	Potential workers need to be better informed of what to expect in COD before departure, including the job, local laws, and information on health and social services	brochures and multimedia tools that explain to contract workers their jobs and lives abroad in a language they understand	accommodations, lifestyles etc

Regulating	Unlicensed recruiters	COOs should adopt	Linking
recruitment	take advantage of	realistic and easy to	recruitment fees
	low-skilled workers	understand maximum	to foreign wages
		recruitment fees, such as	is easy for
	Maximum fees set by	1 month's foreign wages,	workers to
	COOs are violated	that departing workers	understand, but
		pay	may cause
	are paid by workers		complications if
	1 2	COOs educate workers	CODs require
	other intermediaries	about maximum fees and	COD employers
		strengthen enforcement	pay all
	Recruiters engage in	to reduce over charges.	recruitment fees
	visa trading	Encourage licensed	or inequities
		agencies to open branches	between workers
	Improve pre-	in labor-source areas.	with different
	departure health		foreign wages.
	screening to avoid	CODs and COOs	
	sending workers	cooperate to combat trade	
		in employment permits,	COD mandates
	found to be	with enforcement aimed	that COD
	medically unfit	at full disclosure of all	employers and
		fees paid, their purpose,	agents collected
		and their recipients	no fees from
		_	contract workers

Incentives for recruiter self-regulation	Recruitment agencies and sub- agents are difficult to regulate effectively	on the performance of	Reward A- recruiters with (1) self-certification of standard contracts after a period of inspection that finds no problems; (2) opportunity to accompany minister abroad Can favor employer- recruiter pairs that establish long-term relationships
Reduce worker debt	Many workers obtain loans from moneylenders at high cost to pay deployment costs	COOs develop programs to protect departing workers from excessive pre-departure debt	
Reducing airfare cost		Encourage airlines to offer low one-way fares and encourage discount airlines to serve major contract employment corridors	CODs reconsider requirement that workers have return tickets Cooperate to develop low-cost round-trip tickets Re-evaluate requirements that employers pay airfare if this raises costs to workers

Employment Abroad: Preparing workers for new work environment, protecting rights, enhancing communication and access to information

Briefing newly-arrived workers	Avoid problems by familiarizing workers with local labor and immigration laws. Explain how to access health and other in the COD, and the services provided by COOs in the COD	COD and COO cooperate to develop content of orientation program for departing and newly arrived workers that explains their rights and responsibilities and how to deal with common issues	CODs to develop and disseminate Standard Operating Procedures to handle arrivals as well as problems, from runaway workers to arrests
O	Lack of common language can cause employer-employee misunderstanding. Foreign workers may not be able to access information, advice, and particular forms of assistance.	Make workers aware of the services provided by COO labor attaches. Establish information services for foreign workers in major cities, and create help/hot lines to answer worker questions.	Korean and Canadian worker centers may be a model to provide multi-language centers and help or hot lines Korea requires workers to learn some Korean before they can be selected by employers to work in Korea

Strengthen enforcement of labor and other laws	that protect contract workers if they rely on worker complaints	wage protection systems and mandatory insurance schemes, and monitor them to ensure compliance	Many workers are employed in dangerous occupations, including construction, highlighting the need for education to minimize occupational risks, effective treatment for injuries, and follow-up care in the COO	
earned end-of-		listic programs, informing savings and investment op ar workers		
Design realistic return programs	Avoiding returns considered unsuccessful Worker needs vary. Most workers want to return, but some may not be ready to return if they failed to achieve goals abroad	Identify and validate necessary elements of return preparation programs by developing appropriate information on worker needs	Baseline data should help identify distinct groups, including savings, goals after return, and needs. This information can improve preturn and reintegration programs	

Financial literacy	the options for investing their savings in COOs Many CODs require employers to pay end-of-service bonuses and allow	CODs and COOs can develop financial guides in conjunction with financial institutions in CODs and COOs, NGOs, and other organizations Educate workers about bonuses and contribution refunds in the standard contract and in preparation for return	Not all contract workers have saved enough to justify extensive financial counseling; include options for workers at home with low levels of savings
COO rules on imports	Many contract workers are unaware of COO customs rules and duties, as well as privileges/exemptio ns	COOs produce and distribute guides to customs rules for returning workers	COOs offer incentives for productive use of savings; more transparent customs rules reduce corruption
Irregular workers		COD and COO cooperate to ensure orderly repatriation of irregular workers in conformance with national legislation	•

Facilitating re-integration: finding employment, using skills acquired abroad, helping with housing, and promoting linkages.

COO programs for reintegration of returning workers	them disappear quickly if they cannot find gainful employment	COOs could develop special programs to help returnees find jobs, including self-employment that takes advantage of subsidized lending programs and technical assistance Government and private banks could offer safe vehicles to invest foreignearned savings that protect savers from inflation and exchange rate risks	Many returned workers invest their savings in over-crowded business ventures (e.g. small stores) and end up losing their hard-earned capital. Returned workers should be encouraged to seek assistance to identify viable projects, perhaps by having access to businesses being sold by retirees or workers going
Productive use of skills acquired abroad	recognition systems so that local industries know	COOs may need to develop systems for recognizing and certifying the skills of returning workers	abroad. COO training centers and industry associations should be invited to help develop skills-recognition program. Use some returned workers in centers that train workers to go abroad

new or improved housing	New or improve housing is often top priority of returned contra workers	en the	Explore making loans from these Funds to help freturned workers build		0 1	7	
facilities	Returning wor especially won often need assistance and protection	nen,	variety of servi arriving worke including infor telephone serv	COOs to provide a covariety of services to variety of services to earriving workers eincluding information, patelephone services, safe holdging, safe local		ı Or	
integration of workers with their families	Returning wor may have troul adapting to the families and communities	ible re- eir	workers re-integrate with a their families and in their r communities by recognizing common problems and strategies			lies ess	
deployment abroad	Many returned workers seek to abroad again a contract worke	to go as ers	COOs could motivate returnees to register with spublic employment offices and make referrals to local employers.		from the labor	rs obs	
BEST PI	BEST PR	RACTI	BEST PRACTICE R		BEST PR	RAC	TICE RECOMM
Item	Item	Pro	Item	Problem	Item]	Problem/Issue

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decisions to w	decisions to w	ork abı	decisions to w	ork abroad,	decisions to w	ork	ibroad and pre-do abroad, enhancin lards, and regula
Skills training	Skills training	Witho	Skills training	Without a s	Skills training	Wit	hout a system to
and	and	train a	and	train and te	and	trai	n and test
certification	certification	standa	certification	standardize	certification	star	dardized skills,
		there c		there can le		thei	e can lead to
		costly		costly misn		cost	ly mismatches
		abroac		abroad		abr	pad
on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize id	Facilitating	Mir	imize jo	b and
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				nizi			nizir	
				occi				pational
		classif		classification		clas	sificatio	-
		system		systems usi			ems usii	
		Interna		Internation			rnationa	
		Standa		Standard			ıdard	-
		Classif		Classification			sificatio	n of
		Occup		Occupation				s (ISCO);
		- facili		- facilitating			ilitating	
		recogn		recognition			gnition	
		standa		standards a			dards a	
		certific		certificates			ificates	
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Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	take	icensed recruiters advantage of -skilled workers
		Maxim COOs routing are paid to suba other i		Maximum for COOs are volution of the country of the		rou are to s	ximum fees set by Os are violated inely; many fees paid by workers ubagents and er intermediaries
		Recrui visa tr		Recruiters e visa trading			ruiters engage in trading
		Impro depart screen sendin abroac found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		dep scre sen abro	rove pre- arture health ening to avoid ding workers ad who are nd to be lically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to alate effectively
Reduce			Reduce	Many work			ny workers
worker debt	worker debt	obtain money high co deploy		obtain Ioan moneylend high cost to deploymen		moi higl	iin loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	Some _j	Reducing airfare cost	Some polici	Reducing airfare cost	Son CO rais	ne policies of D and COO may e travel costs for workers

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U	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emp mis Fore may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		hard viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of-	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsuc		Avoiding reconsidered unsuccessfu Worker need Most worker to return, but be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	piding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals and

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
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j		better	J	better unde		bett	er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonus		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security		secı	ırity
		contril		contributio		con	tributions; some
		worke		workers do		W01	kers do not
		receive		receive bon		rece	ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
	imports		imports	workers are			kers are unawar
1		of CO	_	of COO cus	-		OO customs
		rules a		rules and d		rule	s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	
Irregular	Irregular	Irregui	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers		•	may not be	_		not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	hout paying fines
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helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

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1 0	COO programs for reintegration of returning workers	Worke COO with saprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither ther quic can	rkers may return h savings, but see m disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhapletters emploworke experie		abroad	reco so t ind- abo acq who abro letto emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been bad. haps begin with ers from foreign bloyer attesting to ker skills and erience.

Capital for new or improved housing	new or	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Consider re- deployment abroad	deployment	worke	deployment abroad		deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers

BEST PI	BEST PR	RACTI	BEST PE	BEST PRACTICE R		BEST PRAC	
Item	Item	Pro	Item	Problem	Item]	Problem/Issue
decisions to w	decisions to w	ork abı	decisions to w	ork abroad,	decisions to w	ork	ibroad and pre-do abroad, enhancin lards, and regula
and	and certification	train a	and certification	train and te	and certification	trai star thei	hout a system to n and test dardized skills, e can lead to ly mismatches ad
on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize jo	Facilitating	Mir	imize job and
			Job-Matching	,			ker mis-matches
		by:		by:		by:	
		- impr		- improving			proving labor
		supply		supply and			ply and demand
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				nizi			nizing
				occı			occupational
		classif		classification		cla	sification
		system		systems usi		syst	ems using the
		Interna		Internation		_	rnational
		Standa		Standard		Star	ıdard
		Classif		Classification		Cla	ssification of
		Occup		Occupation		Occ	upations (ISCO);
		- facili		- facilitating		- fac	ilitating
		recogn		recognition		reco	gnition of
		standa		standards a		star	dards and
		certific		certificates		cert	ificates

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiter take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volution of the country of the		Maximum fees set b COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroac found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve predeparture health screening to avoid sending workers abroad who are found to be medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to alate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to	worker debt	obta moi	ny workers ain loans from neylenders at a cost to pay
Reducing airfare cost	Reducing airfare cost	deploy Some ₁	Reducing airfare cost	deploymen Some polici	Reducing airfare cost	dep Son CO rais	loyment costs ne policies of D and COO may e travel costs for workers

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Briefing newly-arrived workers	newly-arrived workers	familia	newly-arrived workers	Avoid prob familiarizing workers wi labor and immigration Explain how access healt other in the and the serv provided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
Enhancing communications	communicatio ns		communicatio ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For mag acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and ticular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati	Strengthen enforcement of labor and other laws	hard to det		har viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc	programs	Avoiding reconsidered unsuccessfu Worker need Most worker to return, but be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	piding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals pad

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Financial literacy	Financial literacy	_		Help contra workers ab better unde the options investing th savings in (literacy	woi bett the invo	p contract kers abroad to er understand options for esting their ings in COOs
		Many emplo end-of bonuse withdous securit contrik worke receive		Many COD employers end-of-serv bonuses an withdrawal security contribution workers do receive bon		emj end bon with secu con wor	ny CODs require ployers to pay -of-service uses and allow ndrawal of social trity tributions; some kers do not ive bonuses or
		contril		contribution		con	tributions
COO rules on imports	imports	_		Many contr workers are of COO cus rules and d well as privileges/ ns	imports	woi of C rule wel	kers are unaware 100 customs s and duties, as
Irregular workers	workers	_		Irregular w may not be leave for Co without pay	workers	may leav	gular workers not be able to e for COOs hout paying fines
							gration: finding e ing, and promoti

		 	1	11		1
	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquir who habroad Perhap letters employworke experie		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

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Capital for new or improved housing	new or improved	housin top pri	new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	urning workers, ecially women, n need stance and tection
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with their families	may have to	integration of workers with their families	may ada fam	urning workers have trouble re- pting to their ilies and munities
	deployment	worke	deployment abroad		abroad	woı abro	ny returned kers seek to go oad again as ract workers
BEST PI	BEST PR	RACTI	BEST PE	RACTICE R	BEST PR	RAC	TICE RECOMM
Item	Item	Pro	Item	Problem	Item]	Problem/Issue

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decisions to w	decisions to work ab		Pre-Employment abroad a decisions to work abroad, harmonizing standards, ar		decisions to work		abroad, enhancin
Skills training	Skills training	Witho	Skills training	Without a s	Skills training	Wit	hout a system to
and	and	train a	and	train and te	and	trai	n and test
certification	certification	standa	certification	standardize	certification	star	dardized skills,
		there c		there can le		thei	e can lead to
		costly		costly misn		cost	ly mismatches
		abroac		abroad		abr	pad
on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize id	Facilitating	Mir	imize job and
	~			,	~		ker mis-matches
Job Matering	Job Materining	by:	Job Materining	by:	Job Materinig	by:	Ker iins inateries
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		supply				_	F -
		data;		data;		data	
		,		54. · ·			55. harmo
				nizi			nizing
				OCCI			occupational
		classif		classification			sification
		system		systems usi			ems using the
		Interna		Internation			rnational
		Standa		Standard			ıdard
		Classif		Classification		Cla	sification of
		Occup		Occupation		Occ	upations (ISCO)
		- facili		- facilitating		- fac	ilitating
		recogn		recognition		reco	gnition of
		standa		standards a		star	dards and
		certific		certificates		cert	ificates

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed o expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volution of the country of the		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve predeparture health screening to avoid sending workers abroad who are found to be medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to alate effectively
Reduce	Reduce		Reduce	Many work			ny workers
worker debt	worker debt	obtain money high co deploy		obtain loan moneylend high cost to deploymen		moi higl	iin loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	Some j	Reducing airfare cost	Some polici	Reducing airfare cost	Son CO rais	ne policies of D and COO may e travel costs for workers

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newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
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Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to dete		hard viol and that wor on	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker aplaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsuc		Avoiding reconsidered unsuccessful Worker need Most worker to return, be may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some ont be ready to arn if they failed chieve goals and

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j		better	J	better unde	•	bett	er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ¹		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonus		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	hdrawal of social
		securit		security			ırity
		contril		contribution			tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Manv	COO rules on	Many contr	COO rules on	Maı	ny contract
	imports		imports	workers are			kers are unawar
1		of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
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Irregular	Irregular	Irregu	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers		•	may not be	~		not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	nout paying fines
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							gration: finding
helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti
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	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquir who habroad Perhap letters employworke experi		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

improved	new or improved housing	housin top pri	new or improved housing	New or imphousing is of top priority returned coworkers	new or improved housing	hou top retu	v or improved sing is often the priority of rned contract kers
_	facilities		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and ection
integration of workers with their families	integration of workers with their families and in	may hadapti familie comm	integration of workers with	may have to	integration of workers with their families	may ada fam	urning workers have trouble repting to their ilies and munities
	deployment abroad	worke	deployment abroad		deployment abroad	wor abro	ny returned kers seek to go oad again as tract workers
BEST PE	RACTICE REC		ENDATIONS: MOBILITY	CONTRAC	CT WORKER		
Item	Problem/Is	ssue	Actio	on	Note		

Pre-Employment abroad and pre-departure: Acquiring skills, making informed decisions to work abroad, enhancing information and transparency, harmonizing standards, and regulating recruitment.

Skills training	Without a system to	COOs assess efficiency of	
and	train and test	public & private training	institutions are
certification	standardized skills,	institutions to strengthen	associated with
	there can lead to	testing & certification	inadequate
	costly mismatches	system and standardize	training and
	abroad	skills	mismatches; need
			for regulation
COD	Reduce information	Foreign employers or	Could begin visits
employer	asymmetry between	COD authorities visit	with COO
access to	employer	COO training facilities,	training
information	expectations and	review training and	institutions to
on workers	contract worker	certification, and	encourage higher
and training	abilities	interview workers to	standards.
in COOs		improve job-worker	Institutions could
		matching and increase	maintain data on
		employer-worker	the share of
		satisfaction	graduates offered
			jobs by foreign
			employers

Job-Matching worker mis-matches cooperate to develop is ILO use of common definition of employer definitions to supply and demand promote use of COD job			
56. harmo nizing encourage training to cocupational classification systems using the International Standard CODs and COOs Classification of Cocupations (ISCO); efacilitating institutions and encourage training to coD or 3rd part to evaluate COO skills training and testing standards testing standards and cooperate to develop data market data can be useful in labor for workers with various market planning	worker mis-matches by: - improving labor supply and demand data;	cooperate to develop common definition of occupations, and COOs promote use of COD job titles in training institutions and encourage training to meet skill requirements of CODs CODs and COOs cooperate to develop data on supply and demand for workers with various skills to develop jobworker exchange systems COD's and COO's cooperate to align skill certification and testing systems in line with	employer definitions to modify ISCO-88 occupations COD or 3rd party to evaluate COO skills training and testing standards Improved labor market data can be useful in labor market planning in both COD and

	O	Developing labor market	
better balance			worker policy
between labor	the basis of employer	the optimal number and	should be to
supply and	requests can result in	skill mix of contract	increase
demand	too many workers,	workers by assessing past	productivity and
	reducing	or similar projects	enhance national
	productivity and	elsewhere.	competitiveness.
	perhaps encouraging		-
	irregularity	Develop preferences,	Better labor
			market
		systems to improve the	information can
		management of employer	help to increase
		requests for contract	the employment
		workers	of local workers
			and ensure that
		Improve systems to allow	contract worker
		employers to hire contract	policy supports
		workers already in the	economic policy
		COD instead of admitting	
		S.	Explore
			management
			systems so that
			employers do not
			have incentives to
		1 11	request "too
			many" contract
			workers

Standard or model contracts	and requirements of the job once the	contracts that contain all key employment terms and conditions. Transfer approved contracts electronically from COD to COO, and ensure that workers understand their rights and obligations by having COO government agencies attest that	can more easily make informed decisions if they are educated about their rights and responsibilities under standard contracts, and
and post- arrival education and	Potential workers need to be better informed of what to expect in COD before departure, including the job, local laws, and information on health and social services	brochures and multimedia tools that explain to contract workers their jobs and lives abroad in a language they understand	accommodations, lifestyles etc

Regulating	Unlicensed recruiters	COOs should adopt	Linking
recruitment	take advantage of	realistic and easy to	recruitment fees
	low-skilled workers	understand maximum	to foreign wages
		recruitment fees, such as	is easy for
	Maximum fees set by	1 month's foreign wages,	workers to
	COOs are violated	that departing workers	understand, but
		pay	may cause
	are paid by workers		complications if
	1 2	COOs educate workers	CODs require
	other intermediaries	about maximum fees and	COD employers
		strengthen enforcement	pay all
	Recruiters engage in	to reduce over charges.	recruitment fees
	visa trading	Encourage licensed	or inequities
		agencies to open branches	between workers
	Improve pre-	in labor-source areas.	with different
	departure health		foreign wages.
	screening to avoid	CODs and COOs	
	sending workers	cooperate to combat trade	
		in employment permits,	COD mandates
	found to be	with enforcement aimed	that COD
	medically unfit	at full disclosure of all	employers and
		fees paid, their purpose,	agents collected
		and their recipients	no fees from
		_	contract workers

Incentives for	Recruitment	Provide incentives based	Reward A-
	agencies and sub- agents are difficult to regulate effectively	on the performance of	recruiters with (1) self-certification of standard contracts after a period of inspection that finds no problems; (2) opportunity to accompany minister abroad Can favor employer-recruiter pairs that establish long-term relationships
Reduce worker debt	Many workers obtain loans from moneylenders at high cost to pay deployment costs	COOs develop programs to protect departing workers from excessive pre-departure debt	
Reducing airfare cost	COD and COO may	Encourage airlines to offer low one-way fares and encourage discount airlines to serve major contract employment corridors	CODs reconsider requirement that workers have return tickets Cooperate to develop low-cost round-trip tickets Re-evaluate requirements that employers pay airfare if this raises costs to workers

Employment Abroad: Preparing workers for new work environment, protecting rights, enhancing communication and access to information

Briefing newly-arrived workers	Avoid problems by familiarizing workers with local labor and immigration laws. Explain how to access health and other in the COD, and the services provided by COOs in the COD	COD and COO cooperate to develop content of orientation program for departing and newly arrived workers that explains their rights and responsibilities and how to deal with common issues	CODs to develop and disseminate Standard Operating Procedures to handle arrivals as well as problems, from runaway workers to arrests
O	Lack of common language can cause employer-employee misunderstanding. Foreign workers may not be able to access information, advice, and particular forms of assistance.	Make workers aware of the services provided by COO labor attaches. Establish information services for foreign workers in major cities, and create help/hot lines to answer worker questions.	Korean and Canadian worker centers may be a model to provide multi-language centers and help or hot lines Korea requires workers to learn some Korean before they can be selected by employers to work in Korea

Strengthen enforcement of labor and other laws	violations of wage and other labor laws that protect contract workers if they rely on worker	CODs can ensure that contract workers receive the wages due them with wage protection systems and mandatory insurance schemes, and monitor them to ensure compliance	Many workers are employed in dangerous occupations, including construction, highlighting the need for education to minimize occupational risks, effective treatment for injuries, and follow-up care in the COO							
earned end-of-	Preparing for Return: designing realistic programs, informing workers about earned end-of-contract benefits and savings and investment opportunities at home, and orderly return of irregular workers Design Avoiding returns Identify and validate Baseline data									
realistic return programs	considered unsuccessful Worker needs vary.	necessary elements of return preparation programs by developing appropriate information on worker needs	should help identify distinct groups, including savings, goals after return, and needs. This information can improve pre- return and re- integration programs							

Financial literacy	the options for investing their savings in COOs Many CODs require employers to pay end-of-service bonuses and allow	develop financial guides in conjunction with financial institutions in CODs and COOs, NGOs, and other organizations	Not all contract workers have saved enough to justify extensive financial counseling; include options for workers at home with low levels of savings
COO rules on imports	Many contract workers are unaware of COO customs rules and duties, as well as privileges/exemptio ns	COOs produce and distribute guides to customs rules for returning workers	COOs offer incentives for productive use of savings; more transparent customs rules reduce corruption
Irregular workers		COD and COO cooperate to ensure orderly repatriation of irregular workers in conformance with national legislation	COOs and CODs could agree on protocols to return irregular workers

Facilitating re-integration: finding employment, using skills acquired abroad, helping with housing, and promoting linkages.

COO programs for reintegration of returning workers	them disappear quickly if they cannot find gainful employment	COOs could develop special programs to help returnees find jobs, including self-employment that takes advantage of subsidized lending programs and technical assistance Government and private banks could offer safe vehicles to invest foreignearned savings that protect savers from inflation and exchange rate risks	Many returned workers invest their savings in over-crowded business ventures (e.g. small stores) and end up losing their hard-earned capital. Returned workers should be encouraged to seek assistance to identify viable projects, perhaps by having access to businesses being sold by retirees or workers going
Productive use of skills acquired abroad	recognition systems so that local industries know	COOs may need to develop systems for recognizing and certifying the skills of returning workers	abroad. COO training centers and industry associations should be invited to help develop skills-recognition program. Use some returned workers in centers that train workers to go abroad

new or improved housing	housing is often the top priority of returned contract workers		Explore making loans from these Funds to help returned workers build		0 1	7	
facilities	especially women, often need assistance and protection		variety of services to arriving workers including information, telephone services, safe lodging, safe local		On return, workers often encounter problems with hustlers and overcharged fo transport		
integration of workers with their families	may have trouble re-		workers re-integrate with their families and in their communities by recognizing common problems and strategies			lies ess	
deployment abroad	Many returned workers seek to abroad again a contract worke	to go as ers	COOs could motivate returnees to register with public employment offices and make referrals to local employers.		from the labor		
BEST PI	BEST PR	ACTI	BEST PRACTICE R		BEST PR	RAC	TICE RECOMM
Item	Item	Pro	Item	Problem	Item]	Problem/Issue

decisions to w harmonizing s	decisions to work abreamonizing standar Skills training Withor		nt abr Pre-Employment abroad all ck abr decisions to work abroad, candar harmonizing standards, as without a se		decisions to work harmonizing stand		abroad, enhancin lards, and regula
and certification	certification	train a standa there c costly abroac	certification	train and te standardize there can le costly mism abroad	certification	star thei	n and test dardized skills, e can lead to ly mismatches oad
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volutinely; notes are paid by to subagent other internal		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve pre- departure health screening to avoid sending workers abroad who are found to be medically unfit

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	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ulate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa hig	ny workers ain loans from neylenders at a cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost			Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

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newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration Explain how access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acce othe and pro	oid problems by iliarizing kers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
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Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati	Strengthen enforcement of labor and other laws		enforcement of labor and other laws	hard viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of-	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc	programs	Avoiding reconsidered unsuccessfu Worker need Most worker to return, but be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	piding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals bad

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		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonus		bonuses an		bon	uses and allow
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		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contributio		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
	imports		imports	workers are			kers are unawar
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Irregular	Irregular	Irregu	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers		•	may not be	~		not be able to
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helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

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	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquir who habroad Perhap letters employworke experie		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
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Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
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Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	w or improved sing is often the priority of rned contract kers

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on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to information on workers	contract wo abilities	employer access to information on workers	asyı emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
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		Improdepart screen sendin abroac found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve pre- departure health screening to avoid sending workers abroad who are found to be medically unfit

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worker debt	worker debt		worker debt		worker debt	obta moa higl	in loans from neylenders at n cost to pay loyment costs
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Briefing newly-arrived workers	newly-arrived workers	familia	newly-arrived workers	Avoid prob familiarizing workers wi labor and immigration Explain how access healt other in the and the serv provided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
Enhancing communicatio ns	communicatio ns		communicatio ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For mag acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and ticular forms of stance.

enforcement of labor and	Strengthen enforcement of labor and other laws	hard to violati		hard to det		har viol and that wor on	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker aplaints
earned end-of-	earned end-of-	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc		Avoiding reconsidered unsuccessfu Worker need Most worker to return, by may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may retu	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals and

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy	literacy		literacy	workers ab		W01	kers abroad to
j		better	J	better unde	•	bett	er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ¹			loyers to pay
		end-of		end-of-serv		end	-of-service
		bonus		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security			ırity
		contril		contribution			tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
	imports		imports	workers are			kers are unawar
1		of CO	_	of COO cus	-		OO customs
		rules a		rules and d		rule	s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	
Irregular	Irregular	Irregui	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers		•	may not be	~		not be able to
		leave f		leave for CO		leav	e for COOs
		withou		without pay		wit	nout paying fines
						<u> </u>	
							gration: finding e
helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

				1	1	1
COO programs for reintegration of returning workers	COO programs for reintegration of returning workers	Worke COO with saprograms for them creintegration quickly of returning cannot workers employ	n them disap	programs for reintegration of returning workers	wither ther quic	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	DeveloProductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhap letters emploworke experie	_	abroad	reco so t ind- abo acq who abro Peri letto emp	relop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

BEST PI	BEST PF	RACTI(RACTICE R			TICE RECOMM I Problem/Issue
Consider redeployment abroad	deployment	worke	deployment abroad	-	abroad	woi abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with their families	may have to	integration of workers with their families	may ada fam	urning workers have trouble re- pting to their ilies and munities
Special arrival facilities	facilities		facilities	Returning vespecially voften need assistance aprotection	facilities	esp ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

decisions to w harmonizing s	decisions to work abr harmonizing standar		bym Pre-Employment abr Pre-Employment abroad a to w decisions to work abroad, ng sharmonizing standar harmonizing standards, ar ning Skills training Witho Skills training Without a s		decisions to work harmonizing stand		abroad, enhancin lards, and regula
and	and certification	train a	and certification	train and te	and certification	trai star thei	n and test dardized skills, e can lead to ly mismatches
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

	1	ı	İ				1	
Facilitating	Facilitating	Minim	Facilitating	Minimize id	Facilitating	Mir	imize jo	b and
			Job-Matching	,				-matches
102 111000111118) o z i viewezianeg	by:	Jez milerang	by:	Jee million	by:	1101 1112	11101001100
		- impr		- improving			proving	labor
		supply		supply and				demand
		data;		data;		data		0.0111011101
		cicitati		67.		Cicic	68.	harmo
				nizi			nizir	
				occi				pational
		classif		classification		cla	sificatio	-
		system		systems usi			ems usii	
		Interna		Internation			rnationa	
		Standa		Standard			ıdard	
		Classif		Classification			ssificatio	n of
		Occup		Occupation				s (ISCO);
		- facili		- facilitating			ilitating	
		recogn		recognition			gnition	
		standa		standards a			dards a	
		certific		certificates			ificates	
			ļ		I.			

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

		ı	1	1	ı		
Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed take advan low-skilled	tage of
		Maxim COOs routine are pai to suba other i		Maximum for COOs are varoutinely; no are paid by to subagent other internal		Maximum COOs are v routinely; r are paid by to subagen other interi	riolated many fees workers ts and
		Recrui visa tra		Recruiters of visa trading		Recruiters o	~ ~
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve prodeparture lescreening to sending word abroad who found to be medically to	nealth o avoid orkers o are

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
							_
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers in loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	1 -		Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

							ad: Preparing wo
\circ	newly-arrived workers	familia	newly-arrived workers	Avoid prob familiarizing workers wi labor and immigration Explain how access healt other in the and the ser- provided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
	communicatio ns		communicatio ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emp mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and ticular forms of stance.

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enforcement of labor and	Strengthen enforcement of labor and other laws	hard to violati		hard to det		hare viol and that wor	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker aplaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
return	Design realistic return programs	consid unsucc		Avoiding reconsidered unsuccessfu Worker need Most worker to return, by may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	oiding returns sidered uccessful rker needs vary. st workers want eturn, but some not be ready to arn if they failed chieve goals

		ı	1		1	1	1
Financial literacy	Financial literacy	_		Help contra workers ab better unde the options investing th savings in (literacy	woi bett the invo	p contract kers abroad to er understand options for esting their ngs in COOs
		Many emplo end-of bonuse withdous securit contrik worke receive		Many COD employers end-of-serv bonuses an withdrawal security contribution workers do receive bon		emj end bon with secu con wor	ny CODs require ployers to pay -of-service uses and allow ndrawal of social trity tributions; some kers do not ive bonuses or
		contril		contribution		con	tributions
COO rules on imports	imports	_		Many contr workers are of COO cus rules and d well as privileges/ ns	imports	woi of C rule wel	kers are unaware 100 customs s and duties, as
Irregular workers	workers	_		Irregular w may not be leave for Co without pay	workers	may leav	gular workers not be able to e for COOs hout paying fines
							gration: finding e ing, and promoti

		1	T	i .	ī	1
1 0	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither ther quic can	rkers may return h savings, but see n disappear rkly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquire who heabroad perhant letters emploeworke experie		abroad	reco so t ind- abo acq who abro letto emp	relop credentials gnition systems hat local ustries know ut the skills uired by workers have been bad. haps begin with ers from foreign ployer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PRACTICE R		BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

decisions to w harmonizing s	decisions to work abr harmonizing standar		r Pre-Employment abroad andecisions to work abroad, harmonizing standards, and Skills training Without a s		decisions to work harmonizing stand		abroad, enhancin lards, and regula
and	and certification	train a	and certification	train and te	and certification	trai star thei	n and test dardized skills, e can lead to ly mismatches
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize jo	Facilitating	Mir	imize jo	b and
			Job-Matching	,				matches
		by:		by:		by:		
		- impr		- improving			proving	labor
		supply		supply and			ply and	
		data;		data;		data		
		1		71.			72.	harmo
				nizi			nizir	ıg
				occı			occu	pational
		classif		classification		cla	sificatio	-
		system		systems usi		syst	ems usir	ng the
		Interna		Internation		Inte	rnationa	1
		Standa		Standard		Star	ıdard	
		Classif		Classification		Cla	sificatio	n of
		Occup		Occupation		Occ	upations	s (ISCO);
		- facili		- facilitating		- fac	ilitating	
		recogn		recognition		reco	gnition	of
		standa		standards a		star	dards aı	nd
		certific		certificates		cert	ificates	

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	take a	ensed recruiter dvantage of killed workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are varoutinely; in are paid by to subagent other internal		COOs routin are pa to sub	num fees set by are violated ely; many fees id by workers agents and intermediaries
		Recrui visa tra		Recruiters o		Recrui	iters engage in ading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		depart screen sendir abroad found	ve pre- ture health ing to avoid ng workers I who are to be ally unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to alate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to	worker debt	obta moi	ny workers ain loans from neylenders at a cost to pay
Reducing airfare cost	Reducing airfare cost		Reducing airfare cost	deploymen Some polici COD and C raise travel the workers	Reducing airfare cost	dep Son CO rais	loyment costs ne policies of D and COO may e travel costs for workers

							ad: Preparing wo
U	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For may acce adv par	k of common guage can cause bloyer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

enforcement	Strengthen enforcement of labor and other laws	hard to violati		hard to det		har viol and that wor	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of-	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc		Avoiding reconsidered unsuccessfu Worker need Most worker to return, by may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy	literacy		literacy	workers ab		W01	kers abroad to
j		better	J	better unde		bett	er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonus		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security		secı	ırity
		contril		contributio		con	tributions; some
		worke		workers do		W01	kers do not
		receive		receive bon		rece	ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
	imports		imports	workers are			kers are unawar
1		of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	0 / 1
Irregular	Irregular	Irregul	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers		•	may not be	_		not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	nout paying fines
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							gration: finding e
helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

		1	_	TI-		1
	COO programs for reintegration of returning workers	Worke COO with saprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Develor Productive recognuse of skills so that acquired about acquir who habroad Perhap letters emploworke experie		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

improved	new or improved housing	housin top pri	new or improved housing	New or imped housing is of the tended to the	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers
_	facilities		facilities	Returning vespecially voften need assistance aprotection	facilities	espe ofte assi	arning workers, ecially women, n need stance and tection
integration of workers with their families	integration of workers with their families and in	may hadapti familie comm	integration of workers with	may have to	integration of workers with their families	may ada fam	urning workers
Consider re- deployment abroad	deployment abroad	worke	deployment abroad		deployment abroad	wor abro	ny returned kers seek to go oad again as ract workers
BEST PI	BEST PRACTICE RECOMMENDATIONS: CONTRACT WORKER MOBILITY						
Item	Problem/Is	ssue	Acti	on	Note		

Pre-Employment abroad and pre-departure: Acquiring skills, making informed decisions to work abroad, enhancing information and transparency, harmonizing standards, and regulating recruitment.

Skills training	Without a system to	COOs assess efficiency of	Some training
and	train and test	public & private training	institutions are
certification	standardized skills,	institutions to strengthen	associated with
	there can lead to	testing & certification	inadequate
	costly mismatches	system and standardize	training and
	abroad	skills	mismatches; need
			for regulation
COD	Reduce information	Foreign employers or	Could begin visits
employer	asymmetry between	COD authorities visit	with COO
access to	employer	COO training facilities,	training
information	expectations and	review training and	institutions to
on workers	contract worker	certification, and	encourage higher
and training	abilities	interview workers to	standards.
in COOs		improve job-worker	Institutions could
		matching and increase	maintain data on
		employer-worker	the share of
		satisfaction	graduates offered
			jobs by foreign
			employers

	Minimize job and	COOs and CODs	One starting point
Job-Matching	worker mis-matches	cooperate to develop	is ILO use of
	by:	common definition of	employer
	- improving labor	occupations, and COOs	definitions to
i	supply and demand	promote use of COD job	modify ISCO-88
i	data;	titles in training	occupations
	73. harmo	institutions and	
	nizing	encourage training to	COD or 3rd party
	occupational	meet skill requirements of	to evaluate COO
	classification	CODs	skills training and
ſ	systems using the		testing standards
	International		
•	Standard	CODs and COOs	Improved labor
	Classification of	cooperate to develop data	market data can
•	Occupations (ISCO);	on supply and demand	be useful in labor
	- facilitating	for workers with various	market planning
	recognition of	skills to develop job-	in both COD and
í	standards and	worker exchange systems	COO
	certificates		
		COD's and COO's	
		cooperate to align skill	
		certification and testing	
		systems in line with	
		international standards	
	recognition of standards and	skills to develop job- worker exchange systems COD's and COO's cooperate to align skill certification and testing systems in line with	in both COD a

	O	Developing labor market	
			worker policy
between labor	the basis of employer	the optimal number and	should be to
supply and	requests can result in	skill mix of contract	increase
demand	too many workers,	workers by assessing past	productivity and
	reducing	or similar projects	enhance national
	productivity and	elsewhere.	competitiveness.
	perhaps encouraging		-
	irregularity	Develop preferences,	Better labor
	C 2		market
			information can
		management of employer	help to increase
			the employment
		workers	of local workers
			and ensure that
		Improve systems to allow	contract worker
		employers to hire contract	
		1 1	economic policy
		COD instead of admitting	± 5
		S.	Explore
			management
			systems so that
		CODs and COOs	employers do not
			have incentives to
		1 11	request "too
			many" contract
			workers
			5== 102 5

Standard or model contracts	and requirements of the job once the	contracts that contain all key employment terms and conditions. Transfer approved contracts electronically from COD to COO, and ensure that workers understand their rights and obligations by having COO government agencies attest that departing workers receive and understand	can more easily make informed decisions if they are educated about their rights and responsibilities under standard contracts, and
and post- arrival education and	Potential workers need to be better informed of what to expect in COD before departure, including the job, local laws, and information on health and social services	cooperate to produce brochures and multimedia tools that explain to contract workers their jobs and lives abroad in a language they understand	Videos can be screened on COO TV as well as at pre-departure orientation to show typical workplaces, accommodations, lifestyles etc

Regulating	Unlicensed recruiters	COOs should adopt	Linking
recruitment	take advantage of	realistic and easy to	recruitment fees
	low-skilled workers	understand maximum	to foreign wages
		recruitment fees, such as	is easy for
	Maximum fees set by	1 month's foreign wages,	workers to
	COOs are violated	that departing workers	understand, but
		pay	may cause
	are paid by workers		complications if
	1	COOs educate workers	CODs require
	other intermediaries	about maximum fees and	COD employers
		strengthen enforcement	pay all
	Recruiters engage in	to reduce over charges.	recruitment fees
	visa trading	Encourage licensed	or inequities
		agencies to open branches	between workers
	Improve pre-	in labor-source areas.	with different
	departure health		foreign wages.
	screening to avoid	CODs and COOs	
	sending workers	cooperate to combat trade	
		in employment permits,	COD mandates
	found to be	with enforcement aimed	that COD
	medically unfit	at full disclosure of all	employers and
		fees paid, their purpose,	agents collected
		and their recipients	no fees from
		•	contract workers

Incentives for recruiter self-regulation	Recruitment agencies and sub- agents are difficult to regulate effectively	on the performance of	Reward A- recruiters with (1) self-certification of standard contracts after a period of inspection that finds no problems; (2) opportunity to accompany minister abroad Can favor employer- recruiter pairs that establish long-term relationships
Reduce worker debt	Many workers obtain loans from moneylenders at high cost to pay deployment costs	COOs develop programs to protect departing workers from excessive pre-departure debt	
Reducing airfare cost		Encourage airlines to offer low one-way fares and encourage discount airlines to serve major contract employment corridors	CODs reconsider requirement that workers have return tickets Cooperate to develop low-cost round-trip tickets Re-evaluate requirements that employers pay airfare if this raises costs to workers

Employment Abroad: Preparing workers for new work environment, protecting rights, enhancing communication and access to information

Briefing newly-arrived workers	Avoid problems by familiarizing workers with local labor and immigration laws. Explain how to access health and other in the COD, and the services provided by COOs in the COD	COD and COO cooperate to develop content of orientation program for departing and newly arrived workers that explains their rights and responsibilities and how to deal with common issues	CODs to develop and disseminate Standard Operating Procedures to handle arrivals as well as problems, from runaway workers to arrests
O	Lack of common language can cause employer-employee misunderstanding. Foreign workers may not be able to access information, advice, and particular forms of assistance.	Make workers aware of the services provided by COO labor attaches. Establish information services for foreign workers in major cities, and create help/hot lines to answer worker questions.	Korean and Canadian worker centers may be a model to provide multi-language centers and help or hot lines Korea requires workers to learn some Korean before they can be selected by employers to work in Korea

Strengthen enforcement of labor and other laws	CODs can ensure that contract workers receive the wages due them with wage protection systems and mandatory insurance schemes, and monitor them to ensure compliance	occupations,
earned end-of-	listic programs, informing savings and investment op ar workers	workers about
Design realistic return programs	Identify and validate necessary elements of return preparation programs by developing appropriate information on worker needs	Baseline data should help identify distinct groups, including savings, goals after return, and needs. This information can improve preturn and reintegration programs

Financial literacy	the options for investing their savings in COOs Many CODs require employers to pay end-of-service bonuses and allow	CODs and COOs can develop financial guides in conjunction with financial institutions in CODs and COOs, NGOs, and other organizations Educate workers about bonuses and contribution refunds in the standard contract and in preparation for return	Not all contract workers have saved enough to justify extensive financial counseling; include options for workers at home with low levels of savings
COO rules on imports	Many contract workers are unaware of COO customs rules and duties, as well as privileges/exemptio ns	COOs produce and distribute guides to customs rules for returning workers	COOs offer incentives for productive use of savings; more transparent customs rules reduce corruption
Irregular workers		COD and COO cooperate to ensure orderly repatriation of irregular workers in conformance with national legislation	COOs and CODs could agree on protocols to return irregular workers

Facilitating re-integration: finding employment, using skills acquired abroad, helping with housing, and promoting linkages.

COO programs for reintegration of returning workers	with savings, but see them disappear quickly if they cannot find gainful employment	COOs could develop special programs to help returnees find jobs, including self-employment that takes advantage of subsidized lending programs and technical assistance Government and private banks could offer safe vehicles to invest foreignearned savings that protect savers from inflation and exchange rate risks	encouraged to seek assistance to identify viable projects, perhaps
			by having access to businesses being sold by retirees or workers going abroad.
Productive use of skills acquired abroad	recognition systems so that local industries know	COOs may need to develop systems for recognizing and certifying the skills of returning workers	COO training centers and industry associations should be invited to help develop skills-recognition program. Use some returned workers in centers that train workers to go abroad
	worker skills and experience.		12 90 m220mm

Capital for new or improved housing	housing is often the top priority of returned contract workers	Explore making loans from these Funds to help returned workers build	U _
Special arrival facilities	assistance and protection	COOs to provide a variety of services to arriving workers including information, telephone services, safe lodging, safe local transport, etc.	On return, workers often encounter problems with hustlers and overcharged for transport
integration of workers with their families	may have trouble re- adapting to their families and	workers re-integrate with their families and in their communities by recognizing common	
	abroad again as contract workers	returnees to register with public employment offices and make referrals to local employers.	from the labor

BEST PI	BEST PR	RACTI	BEST PRACTICE R		BEST PRAC		TICE RECOMM I	
Item	Item	Pro	Item	Problem	Item]	Problem/Issue	
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and	and certification	train a	and certification	train and te	and certification	trai star thei	hout a system to n and test dardized skills, e can lead to ly mismatches ad	
COD employer access to information on workers and training in COOs	employer access to information on workers	emplo expect contra	COD employer access to information on workers and training in COOs	contract wo abilities	employer	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities	

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Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	take	icensed recruiter advantage of -skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are variables of the country of th		rour are to s	kimum fees set by Os are violated tinely; many fees paid by workers ubagents and er intermediaries
		Recrui visa tra		Recruiters o			ruiters engage in trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		dep scre send abro	rove pre- arture health ening to avoid ling workers ad who are nd to be lically unfit

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Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moi higl	ny workers ain loans from neylenders at a cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost			Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

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newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular fo assistance.	communicatio ns	lang emp mis Fore may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

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Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to dete		hard violand that wor	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker aplaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsuc		Avoiding reconsidered unsuccessful Worker need Most worker to return, be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may retu	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some ont be ready to arn if they failed chieve goals and

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		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
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		bonuse		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security			ırity
		contril		contribution		con	tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Manv	COO rules on	Many contr	COO rules on	Maı	ny contract
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		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
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Irregular	Irregular	Irregu	Irregular	Irregular w	Irregular	Irre	gular workers
workers	O	_	_	may not be	_		not be able to
		leave f		leave for Co		leav	e for COOs
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helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

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	COO programs for reintegration of returning workers	Worke COO with so programs for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Develor Productive recognuse of skills so that acquired abroad acquir who habroad Perhar letters emploworke experi		abroad	reco so t ind abo acq who abre lette emp	relop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PI	RACTICE R	BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

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decisions to w	decisions to work abı		Pre-Employment abroad a decisions to work abroad, harmonizing standards, ar		decisions to work		abroad, enhancin
Skills training	Skills training	Witho	Skills training	Without a s	Skills training	Wit	hout a system to
and	and	train a	and	train and te	and	trai	n and test
certification	certification	standa	certification	standardize	certification	star	dardized skills,
		there c		there can le		thei	e can lead to
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employer access to information on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information nmetry between ployer ectations and tract worker ities

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Facilitating	U		Facilitating		~		imize job and
Job-Matching	Job-Matching		Job-Matching	L	Job-Matching	_	ker mis-matches
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		Occup		Occupation			upations (ISCO);
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Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volutinely; no are paid by to subagent other interr		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve predeparture health screening to avoid sending workers abroad who are found to be medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ulate effectively
Reduce	Reduce	Many	Reduce	Many work	Reduce	Mai	ny workers
worker debt	worker debt		worker debt		worker debt	obta moa higl	ain loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	Some _j	Reducing airfare cost	Some polici	Reducing airfare cost	Son CO rais	ne policies of D and COO may e travel costs for workers

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\circ	newly-arrived workers	familia	newly-arrived workers	Avoid prob familiarizing workers wi labor and immigration Explain how access healt other in the and the ser- provided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
	communicatio ns		communicatio ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emp mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and ticular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati	Strengthen enforcement of labor and other laws		enforcement of labor and other laws	hard viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of-	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc	programs	Avoiding reconsidered unsuccessfu Worker need Most worker to return, but be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	piding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals pad

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
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		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
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		contril		contributio		con	tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contributio		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
	imports		imports	workers are			kers are unawar
1		of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
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Irregular	Irregular	Irregu	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers	_	•	may not be	~		not be able to
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helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

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1 0	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither ther quic can	rkers may return h savings, but see in disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	DeveloProductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhap letters emploworke experie		abroad	reco so t ind abo acq who abro letto emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign loyer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PI	RACTICE R	BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

decisions to w harmonizing s	decisions to work about the decisions to work about the harmonizing standar. Skills training Without the decisions is work about the decisions are decisions.		Pre-Employment abroad a decisions to work abroad, harmonizing standards, as Skills training Without a s		decisions to work harmonizing stand Skills training Wit		abroad, enhancin lards, and regula hout a system to
and certification	certification	train a standa there c costly abroac	certification	train and te standardize there can le costly misn abroad	certification	star thei	n and test dardized skills, e can lead to ly mismatches oad
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information nmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize id	Facilitating	Mir	imize jo	b and
			Job-Matching	,				matches
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		Standa		Standard		Star	ıdard	
		Classif		Classification		Clas	sificatio	n of
		Occup		Occupation		Occ	upations	s (ISCO);
		- facili		- facilitating		- fac	ilitating	
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better balance between labor supply and demand	worke the bas reques	better balance between labor supply and demand	the basis of	better balance between labor supply and demand	won the requ too redu pro per	mitting contract kers largely on basis of employer tests can result in many workers, ucing ductivity and haps encouraging gularity

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volution of the country of the		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroac found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve predeparture health screening to avoid sending workers abroad who are found to be medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moa higl	ny workers in loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	-		Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

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\circ	newly-arrived workers	familia	newly-arrived workers	Avoid prob familiarizin workers wi labor and immigratio Explain how access healt other in the and the ser- provided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing tkers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
	communicatio ns		communicatio ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers y not be able to ess information, ice, and ticular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati	Strengthen enforcement of labor and other laws	hard to det		har viol and that wor on	D may find it d to detect ations of wage other labor laws protect contract kers if they rely worker aplaints
earned end-of	earned end-of	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc	programs	Avoiding reconsidered unsuccessfu Worker need Most worker to return, be may not be return if the to achieve gabroad	realistic return programs	Con uns Mo to r may retu	piding returns sidered uccessful rker needs vary. st workers want eturn, but some y not be ready to arn if they failed chieve goals oad

Financial	Help c	Financial			Hel	p contract
literacy	worke	literacy	workers ab	literacy	wor	kers abroad to
	better		better unde		bett	er understand
	the op		the options		the	options for
	investi		investing th		inve	sting their
	saving		savings in (savi	ngs in COOs
	Many		Many COD		Maı	ny CODs require
	emplo		employers [.]		emp	loyers to pay
	end-of		end-of-serv		end	-of-service
	bonuse		bonuses an		bon	uses and allow
	withdi		withdrawal		witl	ndrawal of social
	securit		security		secı	ırity
	contril		contribution		con	tributions; some
	worke		workers do		woi	kers do not
	receive		receive bon		rece	ive bonuses or
	contrib		contribution		con	tributions
COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
			-			kers are unaware
1				-		OO customs
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						ileges/exemptio
	ns				ns	.8,
Irregular	Irregu	Irregular	Irregular w	Irregular	Irre	gular workers
O			_	•		not be able to
			-			e for COOs
						nout paying fines
	COO rules on imports Irregular workers Facilitating re-	literacy worke better the opinvesti saving Many employend-of bonuse withdresecurit contributions. COO rules on Many imports worke of COO rules a well as privile as privile as workers may not leave few ithout.	literacy worke better the op investi saving Many emplo end-of bonus withd securit contril worke receive contril COO rules on imports of COO rules on imports worke of COO rules a well as privile ns Irregular Irregular workers leave f withou Facilitating re-integra Facilitating re-	literacy worker better better under the options investing the saving savings in Q Many COD employers end-of bonus bonuses an withdrawal securit contribution workers do receive contribution workers do receive bon contribution workers do receive bon contribution workers do receive bon contribution workers do receive bon contribution workers do receive bon contribution workers do receive bon contribution workers do receive bon contribution workers are of COO rules on Many contribution workers are of COO rules a well as privile privileges/ns Irregular Irregular Irregular Irregular workers may not be leave for CO without pay	literacy worke literacy better better unde the options investing the saving savings in (Many Many COD employers end-of end-of-serv bonuse bonuses an withdrawal securit contril worke receive contril workers do receive bon contribution COO rules on imports of COO rules on workers and will as privile ns Irregular Irregular Irregular workers may not be leave for COO without par integration: Facilitating re-integration:	literacy worke better better better unde better the op the options investing the saving saving savings in Coordinate bonuses an withdrawal securit security contribution worke workers do receive bon contribution contribution contribution worke workers are imports of COC rules on many of COO cus rules a well as privile privileges/ ns ns Irregular Irregular workers may now overse may not be workers may not be may now feers workers may not be more the options workers may not be workers worker

. 0	COO programs for reintegration of returning workers	them o	programs for reintegration of returning workers	them disap	programs for reintegration of returning workers	wither ther quic	rkers may return h savings, but see in disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	recogr so that		Develop cre recognition so that loca industries k about the sl acquired by who have b abroad. Perhaps bea letters from employer a worker skil experience.	use of skills acquired abroad	reco so t ind abo acq who abro letto emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been had. haps begin with ers from foreign bloyer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PI	RACTICE R	BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers have trouble re- pting to their ilies and munities
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	arning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

decisions to w harmonizing s	decisions to we harmonizing s	ork abı tandar	decisions to w harmonizing s	ork abroad, tandards, a	decisions to w harmonizing s	ork tand	broad and pre-do abroad, enhancin lards, and regula hout a system to
and	0	train a		train and te			n and test
	certification		certification		certification	star thei	dardized skills, e can lead to ly mismatches
on workers and training	employer access to information on workers	emplo expect contra abilitie	employer access to	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information nmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize jo	Facilitating	Mir	imize jo	b and
			Job-Matching	,				matches
8		by:	<i>g</i>	by:) -	by:		
		- impr		- improving			proving	labor
		supply		supply and				demand
		data;		data;		data		
		, í		88.			89.	harmo
				nizi			nizir	
				occı				pational
		classif		classification		cla	sificatio	-
		system		systems usi		syst	ems usii	ng the
		Interna		Internation			rnationa	
		Standa		Standard		Star	ıdard	
		Classif		Classification		Cla	ssificatio	n of
		Occup		Occupation		Occ	upations	s (ISCO);
		- facili		- facilitating		- fac	ilitating	
		recogn		recognition		reco	gnition	of
		standa		standards a		star	dards a	nd
		certific		certificates		cert	ificates	

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed o expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for COOs are volutinely; no are paid by to subagent other interr		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		Improve pre- departure health screening to avoid sending workers abroad who are found to be medically unfit

Incentives for recruiter self-regulation		agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ulate effectively
	Reduce worker debt	obtain money high c		moneylend high cost to	worker debt	obta moa higl	ny workers nin loans from neylenders at n cost to pay
~	Reducing airfare cost	-	Reducing airfare cost	deploymen Some polici COD and C raise travel the workers	Reducing airfare cost	Son CO rais	loyment costs ne policies of D and COO may e travel costs for workers
~	_	COD a	airfare cost	COD and Craise travel	airfare cost	CO rais	D and COO e travel cos

1 2	1 2		1 2		1 2		ad: Preparing wo
newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration Explain how access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and higration laws. lain how to ess health and er in the COD, the services vided by COOs he COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular fo assistance.	communicatio ns	lang emp mis Fore may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		hare viol and that wor on v	D may find it I to detect ations of wage other labor laws protect contract kers if they rely vorker iplaints
earned end-of-	earned end-of	-contra	earned end-of	-contract be	earned end-of-	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsuc		Avoiding reconsidered unsuccessful Worker need to return, be may not be return if the to achieve gabroad	realistic return programs	con uns Wo Mos to r may retu	piding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to rn if they failed chieve goals bad

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy		_	literacy	workers ab		W01	kers abroad to
j	J	better	J	better unde	•	bett	er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security		secı	ırity
		contril		contribution		con	tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
		-	imports	workers are			kers are unawar
1	_	of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	0 / 1
Irregular	Irregular	Irregul	Irregular	Irregular w	Irregular	Irre	gular workers
workers	O	_	_	may not be	~		not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	nout paying fines
						<u> </u>	
							gration: finding o
helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

		1	T	i .	ī	1
1 0	COO programs for reintegration of returning workers	Worke COO with saprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither ther quic can	rkers may return h savings, but see m disappear rkly if they not find gainful ployment
	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquire who heabroad Perhap letters emplopworke experie		abroad	reco so t ind- abo acq who abro letto emp	relop credentials gnition systems hat local ustries know ut the skills uired by workers have been bad. haps begin with ers from foreign bloyer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PI	RACTICE R	BEST PR	RAC	TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers have trouble re- pting to their ilies and munities
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	w or improved sing is often the priority of rned contract kers

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decisions to w	decisions to w	ork abı	decisions to w	ork abroad,	decisions to w	ork	ibroad and pre-do abroad, enhancin lards, and regula
Skills training	Skills training	Witho	Skills training	Without a s	Skills training	Wit	hout a system to
and	and	train a	and	train and te	and	trai	n and test
certification	certification	standa	certification	standardize	certification	star	dardized skills,
		there c		there can le		thei	e can lead to
		costly		costly misn		cost	ly mismatches
		abroac		abroad		abr	pad
on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimizo id	Facilitating	Mir	imize job and
	U		~				,
Job-Matching	Job-Matching		Job-Matching	L	Job-Matching	L	ker mis-match
		by:		by:		by:	
		- impr		- improving			proving labor
		supply		supply and		_	ply and deman
		data;		data;		data	
		9		92.			93. harm
				nizi			nizing
				occı			occupation
		classif		classification		clas	sification
		system		systems usi		syst	ems using the
		Interna		Internation		Inte	rnational
		Standa		Standard		Star	ıdard
		Classif		Classification		Clas	sification of
		Occup		Occupation			upations (ISCC
		- facili		- facilitating			ilitating `
		recogn		recognition			gnition of
		standa		standards a			dards and
		certific		certificates			ificates
				certificates		CCI	ricates

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	Unlicensed recruiters take advantage of low-skilled workers
		Maxim COOs routine are pai to suba other i		Maximum for the coordinate of		Maximum fees set by COOs are violated routinely; many fees are paid by workers to subagents and other intermediaries
		Recrui visa tra		Recruiters e visa trading		Recruiters engage in visa trading
		Improdepart screen sendin abroad found medica		Improve pr departure h screening to sending wo abroad who found to be		Improve pre- departure health screening to avoid sending workers abroad who are found to be
		mearca		medically u		medically unfit

Incentives for recruiter self- regulation	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ulate effectively
Reduce worker debt	Reduce worker debt		Reduce worker debt	Many work obtain loan	Reduce worker debt		ny workers ain loans from
		money high co deploy		moneylend high cost to deploymen		hig	neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost	Some ₁	Reducing airfare cost	Some polici	Reducing airfare cost	Son CO rais	ne policies of D and COO may e travel costs for workers

1 2	1 2		1 2		1 2		ad: Preparing wo
newly-arrived	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imn Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular fo assistance.	communicatio ns	lang emp mis Fore may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

Strengthen enforcement of labor and other laws	Strengthen enforcement of labor and other laws	hard to violati		hard to det		har viol and that wor	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker aplaints
earned end-of-	earned end-of-	-contra	earned end-of	-contract be	earned end-of	-con	rn: designing rea tract benefits and return of irregul
Design realistic return programs	Design realistic return programs	consid unsucc		Avoiding reconsidered unsuccessfu Worker need to return, be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	piding returns sidered uccessful rker needs vary. It workers want eturn, but some not be ready to arn if they failed chieve goals and

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy		_	literacy	workers ab		W01	kers abroad to
j	J	better	J	better unde		bett	er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ings in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ¹			loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	ndrawal of social
		securit		security			ırity
		contril		contribution			tributions; some
		worke		workers do			kers do not
		receive		receive bon			ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
		-	imports	workers are			kers are unawar
1	_	of CO	_	of COO cus	-		OO customs
		rules a		rules and d		rule	s and duties, as
		well as		well as		wel	
		privile		privileges/		priv	ileges/exemptio
		ns		ns		ns	
Irregular	Irregular	Irregul	Irregular	Irregular w	Irregular	Irre	gular workers
workers	~	_	_	may not be	_	may	not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	nout paying fines
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							gration: finding e
helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

		 	1	11		1
	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquir who habroad Perhap letters employworke experie		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

Item	Item	Pro	Item	Problem	Item]	Problem/Issue
BEST PI	BEST PE	RACTI	BEST PRACTICE F		R BEST PRAC		TICE RECOMM
Consider re- deployment abroad		worke	deployment abroad	-	deployment abroad	woı abro	ny returned kers seek to go oad again as tract workers
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Special arrival facilities	_		facilities	Returning vespecially voften need assistance aprotection	facilities	espo ofte assi	urning workers, ecially women, n need stance and tection
Capital for new or improved housing	new or improved	housin top pri	new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers

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decisions to w	decisions to w	ork abı	decisions to w	ork abroad,	decisions to w	ork	ibroad and pre-do abroad, enhancin lards, and regula
Skills training	Skills training	Witho	Skills training	Without a s	Skills training	Wit	hout a system to
and	and	train a	and	train and te	and	trai	n and test
certification	certification	standa	certification	standardize	certification	star	dardized skills,
		there c		there can le		thei	e can lead to
		costly		costly misn		cost	ly mismatches
		abroac		abroad		abr	pad
employer access to information on workers and training	employer access to information on workers	emplo expect contra abilitie	COD employer access to information on workers and training in COOs	contract wo abilities	employer access to information on workers	asy: emp exp con	uce information mmetry between ployer ectations and tract worker ities

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Facilitating	Facilitating	Minim	Facilitating	Minimize id	Facilitating	Mir	imize jo	b and
			Job-Matching	,				-matches
8	,	by:	<i>g</i>	by:		by:		
		- impr		- improving		_	proving	labor
		supply		supply and				demand
		data;		data;		data		
		, í		96.			97.	harmo
				nizi			nizir	ng
				occı				pational
		classif		classification		clas	sificatio	-
		system		systems usi		syst	ems usii	ng the
		Interna		Internation			rnationa	
		Standa		Standard		Star	ıdard	
		Classif		Classification		Clas	sificatio	on of
		Occup		Occupation		Occ	upations	s (ISCO);
		- facili		- facilitating		- fac	ilitating	,
		recogn		recognition		reco	gnition	of
		standa		standards a		star	dards a	nd
		certific		certificates		cert	ificates	

Standard or model contracts	Standard or model contracts	and re		Disputes ov and require the job once contract wo arrived in t	model contracts	and the con	putes over terms requirements of job once the tract worker has ved in the COD
and post- arrival education and	and post- arrival education and	need to inform expect	and post- arrival education and information	need to be l informed or expect in C	arrival education and information	nee info exp befo incl loca info hea	d to be better rmed of what to

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Regulating recruitment	Regulating recruitment		Regulating recruitment		Regulating recruitment	tak	icensed recruiters advantage of -skilled workers
		Maxim COOs routine are par to subs		Maximum for COOs are volutionally; in are paid by to subagent other interr		rou are to s	ximum fees set by Os are violated tinely; many fees paid by workers ubagents and er intermediaries
		Recrui visa tr		Recruiters e visa trading			ruiters engage in trading
		Improdepart screen sendin abroac found medica		Improve pr departure h screening to sending wo abroad who found to be medically u		dep scre sen abro	rove pre- arture health ening to avoid ding workers ad who are nd to be lically unfit

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	Incentives for recruiter self- regulation	agenci	recruiter self- regulation		recruiter self- regulation	age age	ruitment ncies and sub- nts are difficult to ılate effectively
Reduce worker debt	Reduce worker debt			Many work obtain loan moneylend high cost to deploymen	worker debt	obta moi higl	ny workers iin loans from neylenders at n cost to pay loyment costs
Reducing airfare cost	Reducing airfare cost			Some polici COD and C raise travel the workers	airfare cost	CO rais	ne policies of D and COO may e travel costs for workers

							ad: Preparing wo
U	newly-arrived workers	familia	newly-arrived workers	Avoid probes familiarizing workers will abor and immigration access healt other in the and the serprovided by in the COD	newly-arrived workers	fam wor labo imr Exp acco otho and pro	oid problems by iliarizing kers with local or and nigration laws. lain how to ess health and er in the COD, the services vided by COOs ne COD
	communicatio ns		ns	Lack of con language ca employer-e misunderst Foreign wo may not be access infor advice, and particular for assistance.	communicatio ns	lang emj mis For may acce adv par	k of common guage can cause ployer-employee understanding. eign workers not be able to ess information, ice, and icular forms of stance.

enforcement of labor and	Strengthen enforcement of labor and other laws	hard to violati			enforcement of labor and other laws	har viol and that wor on v	D may find it d to detect ations of wage other labor laws protect contract kers if they rely vorker plaints
earned end-of-	earned end-of	-contra	earned end-of-	-contract be	earned end-of-	con	rn: designing rea tract benefits and return of irregul
return	Design realistic return programs	consid unsucc		Avoiding reconsidered unsuccessfu Worker need Most worker to return, but be return if the to achieve gabroad	realistic return programs	con uns Wo Mo to r may	oiding returns sidered uccessful rker needs vary. It workers want eturn, but some ont be ready to arn if they failed chieve goals and

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Financial	Financial	Help c	Financial	Help contra	Financial	Hel	p contract
literacy	literacy		literacy	workers ab		WO1	kers abroad to
		better	J	better unde	•		er understand
		the op		the options		the	options for
		investi		investing th			esting their
		saving		savings in (ngs in COOs
		Many		Many COD		Maı	ny CODs require
		emplo		employers ⁻		emj	loyers to pay
		end-of		end-of-serv		end	-of-service
		bonuse		bonuses an		bon	uses and allow
		withdı		withdrawal		wit	hdrawal of social
		securit		security		secı	ırity
		contril		contribution		con	tributions; some
		worke		workers do		W01	kers do not
		receive		receive bon		rece	ive bonuses or
		contril		contribution		con	tributions
COO rules on	COO rules on	Many	COO rules on	Many contr	COO rules on	Maı	ny contract
imports	imports		imports	workers are			kers are unawar
7 7		of CO	_	of COO cus	-		OO customs
		rules a		rules and d			s and duties, as
		well as		well as		wel	
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		ns		ns		ns	0 / 1
Irregular	Irregular	Irregu	Irregular	Irregular w	Irregular	Irre	gular workers
workers	workers		•	may not be	~		not be able to
		leave f		leave for Co		leav	e for COOs
		withou		without pay		wit	nout paying fines
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helping with h	helping with h	ousing	helping with h	ousing, and	helping with h	ous	ing, and promoti

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	COO programs for reintegration of returning workers	Worke COO with seprograms for them creintegration quickly of returning cannot workers emplo	them disap	programs for reintegration of returning workers	wither quican	rkers may return h savings, but see n disappear ckly if they not find gainful ployment
Productive use of skills acquired abroad	Productive use of skills acquired abroad	Developroductive recognuse of skills so that acquired indust abroad about acquir who habroad Perhap letters employworke experi		abroad	reco so t ind abo acq who abre lette emp	elop credentials gnition systems hat local ustries know ut the skills uired by workers have been oad. haps begin with ers from foreign ployer attesting to ker skills and erience.

Capital for new or improved housing	Capital for new or improved housing	housin top pri	Capital for new or improved housing	New or imphousing is of top priority returned coworkers	new or improved	hou top retu	v or improved sing is often the priority of rned contract kers
Special arrival facilities	Special arrival facilities		facilities	Returning vespecially voften need assistance aprotection	_	espo ofte assi	urning workers, ecially women, n need stance and tection
integration of workers with their families and in	integration of workers with their families	may ha adapti familie	integration of workers with	may have to adapting to families and communition	integration of workers with their families	may ada fam	urning workers
Consider re- deployment abroad	Consider re- deployment abroad		abroad	Many retur workers see abroad aga contract wo	abroad	abro	ny returned kers seek to go oad again as tract workers