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or a Reason for Exclusion?**

Research Paper 1

***Pre-Departure Training Programmes and Cooperation with Countries
of Origin***

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The role of pre-departure training programmes in the development of BLAs: A tool for a better migration management

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Pre-Departure Programmes (PDPs) for migrant workers have become a general instrument for managing migration flows. Although they were a long-established instrument for traditional workers-exporter countries, PDPs have been developed in different countries and regions, and their contents have been also enriched. Furthermore, international organizations like the International Organisation for Migration (IOM) have been dealing with PDPs and their potentialities in the past decades, highlighting the importance of them as an instrument for managing migration flows.

Initially, PDPs were established to inform migrant workers prior to their departure, and to give them some previous background on their new work-environment and host society. Progressively, information has been complemented with training courses, in-depth formation on cultural, linguistic, legal, etc. aspects of countries of destination. Now, it seems that the correlation between PDPs (in origin) and Reception Programmes (in destination) appears as a key element of improvement, for a better management of labour migration schemes. This paper aims to summarize the importance of PDPs in bilateral relations regarding migration management. The document will pay attention to traditional instruments like bilateral agreements, and the opportunities of PDPs to improve dialogue and cooperation between countries of origin, destination and transit, and it will emphasize the importance of linking PDP to bilateral agreements, as a further step for a coherent and dialogued scheme of labour migration management.

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1. Managing migration: a challenge for countries of origin and destination

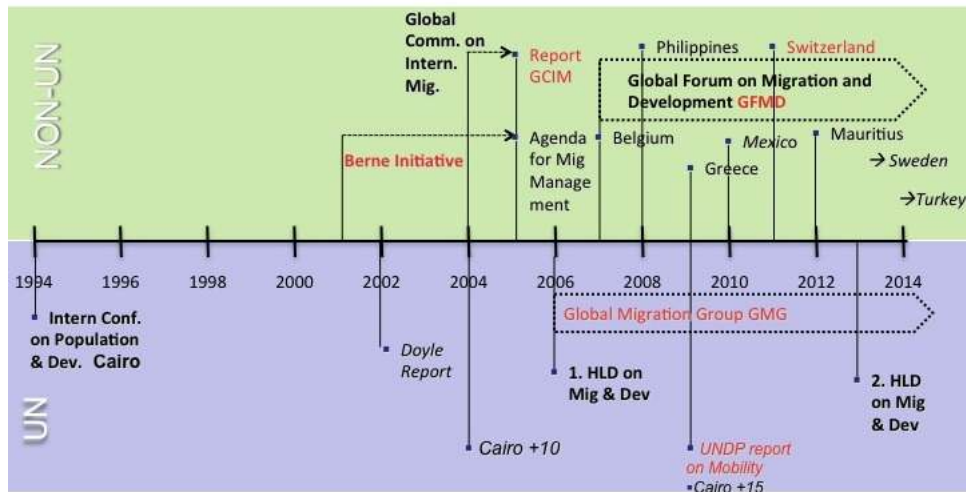
The United Nations estimates that some 200 million people worldwide can currently be characterized as international migrants. This number points to the migrants' diversity and geographic dispersion, making them the world's fifth "nationality", with a population approximating Brazil's. Although international migrants make up only 3% of the global population, current flows involve a growing number of countries of origin, transit and destination, which has transformed these migratory movements into a global phenomenon.

Without a comprehensive and consistent global governance system for migration, States remain the main players in developing and implementing migration policies. In addition, States are aware that migration management is a challenge that must be addressed in conjunction with neighbouring countries. This explains why instruments like bilateral agreements are currently moving forward for the joint management of migratory flows.

From this perspective, it seems important to expand knowledge of the migratory phenomenon as a whole, its impact on labour markets in the countries of origin, transit and destination, as well as its consequences for human capital mobility in the various regions. This analysis is a key factor in discussions on issues, such as admission (border control, visa facilitation agreements, etc.), integration and return. But it is just as essential to strengthen bilateral dialogue to develop mechanisms that enable both skilled and unskilled workers to gain access to labour markets in countries of origin and destination.

Although promoting regional and bilateral dialogue has been a target for several institutions like the European Union (Rabat Process or the Global Approach as examples); United Nations (High Level Dialogue on International Migration and Development or the Global Forum on Migration and Development) or organizations such as IOM, ILO, etc. it is difficult to say that bilateral dialogue on migration is successfully running in most of the countries.

Figure 1. International Dialogue on Migration: historical perspective



Source: SDC Global Program on Migration and Development

In fact, dialogue and cooperation with countries could be seen as an emerging field for policy innovation. Key elements that sustain this policy innovation, which assumes that mobility is an essential feature of our current times (even where and when migration is not need) and it needs to be properly managed:

- Reducing the gap between policies and results;
- Improving policies design in order to incorporate mean/long term economic incentives (as policies are endogenous to short term economic incentives);
- Strengthening the role of Diasporas. Furthermore, most of countries have migrants' second generations, which are interesting in sending countries and could be an opportunity to promote win-win solutions;
- Fighting against irregular migration networks;
- Protecting migrants' human rights.

Destination countries have been rethinking instruments and actions regarding how to organize relations with sending countries. The conventional 'laissez faire'

attitude has been confirmed as unproductive, so new instruments have been developed. In our document, we will pay attention to two of these instruments, bilateral agreements (mainly second generation ones) and pre-departure programmes. Both instruments are handled by governments, but in our view, they are not necessarily linked so far, and they mean an opportunity to enlarge the list of relevant stakeholders (from different sectors) in configuring migration policies.

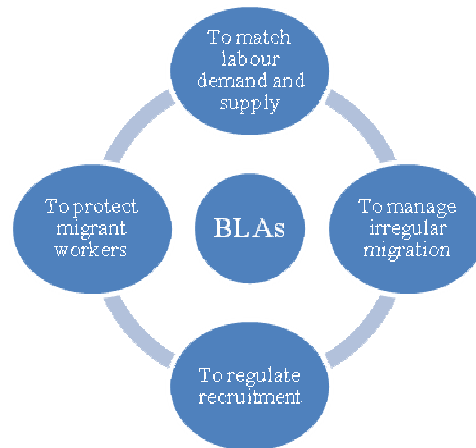
2. Bilateral Agreements: managing labour migration

Managing migration properly is currently one of the most important tests that host countries have to confront. As economic reasons explain most of the current flows, the admission policies have become a key element in migration policies. There are several forms to recruit foreign workers, and common requirements for admission are a visa and a work permit. According to that scheme, bilateral labour agreements could be understood as a privileged access to the host country labour market.

Basically, bilateral labour agreements imply the match between the needs of the origin and host country. On one hand, countries of origin could reduce emigration pressure and better protect their nationals who seek employment abroad. Furthermore, they can improve employment prospects in their own countries and they can supervise recruitment, facilitate remittance transfer, promote the productive investment of migrants' savings and encourage the transfer of know-how and so on. On the other hand, countries of destination could redirect flows to specific areas of labour demand while undercutting the need for irregular migration by providing legal alternatives.

So, BLAs are an important mechanism for inter-state cooperation:

Figure 2. The role of BLAs in tner-state cooperation



Bilateral labour agreements started after the Second World War. At the end of the conflict, destination countries increased regulations on migration flows, in part due the documentation processes for all their citizens, and so the non-citizens, but also because the implementation of temporary workers programs.

Public initiative became stronger, mainly in the US and the Western Europe countries. It is the moment for the *Bracero Programme* in the US or the *guestworkers* ones in Germany. Progressively, traditional countries of immigration such Canada, US or Australia defined new ways to incorporate foreign workers in a more permanent scheme. But for other countries, different models of bilateral agreements were been achieved in order to respond to different contexts. According to an ILO survey, 74 per cent of the countries analyzed have signed bilateral agreements on labour migration (UN Secretary-General, International Migration and Development Report. May 16 2006).

BLAs are a heterogeneous instrument: there are bilateral agreements for short-term (*guestworkers*) and seasonal workers, but also for trainee mobility and cross-border workers. Otherwise, there are different forms of recruiting foreign workers included in BLAs, as sector-based schemes or skill-based schemes.

Although economic reasons are the core motivation for these agreements, other elements have to be noticed as justification of these bilateral arrangements. In that sense, it's important to recognized reasons such the cultural and historical

links, but also the fight against irregular migration, as one of the most concerns of host countries.

Bilateral labour agreements are used differently by countries, although the government is the key actor in their approval. In some countries, mainly Asian ones, BLAs may involve the participation of government agencies; and private and nongovernmental organizations. The externalization of the process could imply less bureaucracy and more agility in the hiring process. In European countries, in a different way, public administration controls the process, in order to guarantee a greater control over the performance of employer and the rights of foreign workers. In other bilateral labour agreements, the participation of migrant workers and employers is also considered.

The BLAs formalize each side's commitment to ensure that migration takes place in accordance with agreed principles and procedures:

- Legal certainty;
- Stability of BLAs improve relations between countries;
- Regulate entries and departures (setting channels for regularity);
- Enhance the role of diasporas in the transmission of information, other resources and values;
- Improve the match with labour market needs over the short-long term.

But, generally, BLAs do not include pre-departure programmes. In our opinion, the inclusion of PDP in the bilateral agreements could be an important element to improve managing migration flows, especially if they could be linked with reception programmes and return initiatives.

Box 1. Bilateral Labour Agreements in the Spanish context: ¿a best practice?

In order to understand the use of bilateral agreements in the Spanish case, it is important to remember that, at the beginning of the nineties, Spain, as other Southern European countries, had a low regulated labour market and not very well protected borders. In fact, until its accession to the European Community in 1986, Spain had neither an immigration policy nor an immigration law. It was in 1985, as a precondition for EC membership, the first Spanish immigration law was

enacted.

During the eighties, Spain looked itself as a country of emigration and the bilateral agreements on migration signed until that moment were done with Western European countries to host and protect Spanish workers there.

Ten years later Spain had increasingly become an immigration country with heterogeneous and growing migration flows. The magnitude and speed of growth and the diversity of origins (as well as the immigrants' religious, cultural and ethnic variety) were the main characteristics of this process. In the mid-1990s, there were around half a million of foreign nationals in Spain. In 2001, immigration had increased by 23.8 % and the foreign population in Spain numbered over one million people.

So, the Spanish government created the main administrative structures to manage immigration and promote the quota system (created in 1993) as the principal mechanism to facilitate the entry of foreign workers into the Spanish labour market. Anyway, other innovative instruments as bilateral agreements were also developed.

The so called 'First generation' agreements were established to select foreign workers, according their origin and skills, to incorporate them in the Spanish labour market. The first bilateral agreement on labour migration was signed with Ecuador in 2001. The agreement was reached under the IOM assistance, which helped the first group of labour migrants to travel to Spain and work in the tourism sector in 2002. Candidates were selected by a Spanish delegation in the IOM's Ecuadorian database and the international organization assisted the drafting of contracts and securing visas, passports and airlines tickets for the journey of the selected workers to Spain. Between October 2002 and March 2004, around one thousand workers were selected and went to Spain to work mainly in the tourism and construction sectors.

These agreements were signed with the principal countries of origin of immigration in Spain (Morocco for example), but also with countries that seems to be the next principal sources of migration towards Spain (such, for instance, Bulgaria, Poland and Romania). In any case, and differently from other countries,

the Spanish BLAs are mainly managed by public administration (and not private recruitment agencies) and do not include an annual workers quota to access to the Spanish labour market.

In 2005, migration pressure in Spain increased substantially. Two main events summarised the situation: the first one, were the attempts to overcome the fortified fences of Ceuta and Melilla (two Spanish enclaves in North Africa) made by groups of Sub-Saharan nationals. The second one was the *cayucos* crises, the consolidation of a new irregular migration route from the Western African shores to the Canary Islands. In 2005, around 5,000 people reached the Canary coasts, while from January to December 2006, around 30,000 irregular immigrants did it. This Atlantic route, beginning in some harbour cities of Mauritania, Senegal, Guinea or Mali, was done in *cayucos*, in a longer and dangerous trip than the Strait of Gibraltar's one.

The Spanish government promptly reacted to these events, working on the reinforcement of bilateral relations with third countries of transit or origin, not only with readmission or labour flows agreement, but with signing several Migration Cooperation Agreements, also called agreements of "second generation", that link migration and development policies in line with the guidelines already proposed by the European Commission in the Global Approach presented in 2005. The Second Generation Agreements were intended as unique tools to confront the challenge of migration with a global and comprehensive perspective. These agreements not only wanted to regulate labour migration or to achieve readmission agreements, but also dealt with provisions on integrating workers from the State party into the Spanish society and the Spanish labour market and provisions to strengthening links between migration and development. Technical cooperation, formation courses and so on were mechanisms and instruments included in these agreements. The first agreement of this kind was signed with Guinea Conakry in 2006.

Figure 3. Principal BLAs signed by Spain (2001-2008)

Date	Country	Type
2013-10-10	ALBANIA	Temporary agreement in organic law 8/2013
2013-09-10	ROMANIA	Temporary agreement in organic law 8/2013
2013-08-10	BULGARIA	Temporary agreement in organic law 8/2013
2013-07-10	NETHERLANDS	Temporary agreement in organic law 8/2013
2013-06-10	HUNGARY	Temporary agreement in organic law 8/2013
2013-05-10	ESTONIA	Temporary agreement in organic law 8/2013
2013-04-10	LETONIA	Temporary agreement in organic law 8/2013
2013-03-10	LITHUANIA	Temporary agreement in organic law 8/2013
2013-02-10	CROATIA	Temporary agreement in organic law 8/2013
2013-01-10	CECH REPUBLIC	Temporary agreement in organic law 8/2013
2013-01-01	SLOVAKIA	Temporary agreement in organic law 8/2013

Source: Ministry of Labour and Immigration. Spain. Several years.

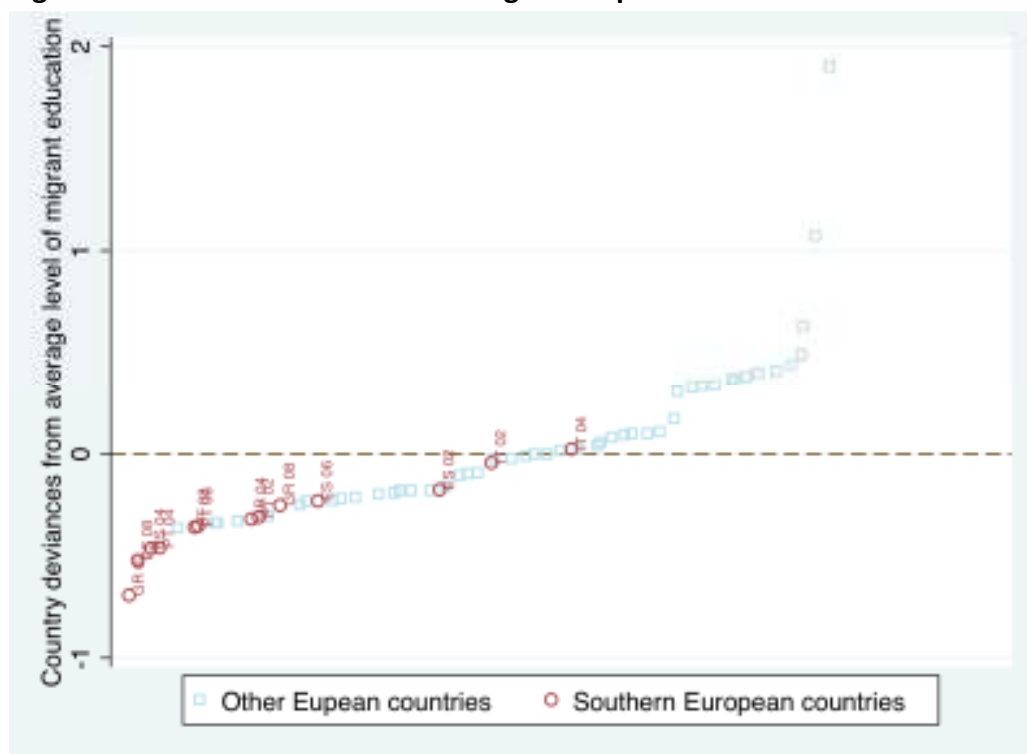
3. The Profile of Migrations in Southern Europe

In linking our two main topics in this paper we claim that BLAs and PDPs are of essential importance for Southern European countries, where the selection of migrants have been particularly different from the inflows heading to main immigration destinations in Europe. In the coming section we explain how selection happened in Greece, Portugal, Spain and Italy along the main dimensions of discussion.

Southern Europe has experienced massive migratory inflows of a mostly unskilled profile. The quality of migration both in terms of observed and unobserved characteristics to the Mediterranean countries could have been different from those heading North because of reasons connected with the productive sectors leading the economic growth in the South, which (not ignoring differences across the Mediterranean) appear to have privileged (unskilled) labour-intensive productive sectors, including tourism, personal services and construction. Accordingly, has the South witnessed the arrival of less skilled migrants than their European neighbours? To answer this question we here present a simple descriptive analysis, in which the level of education is analyzed using the microdata, cumulative file from the European Social Survey. We restrict the

presentation of results to the mapping of country-year differences². Education is taken as a continuous variable with the standard ISCED classification in six categories. The results here shown are identical to those obtained from choosing the number of years in full education as the dependent variable³. With the exceptions of Italy (2002-4) and Spain in 2002, the Southern countries (particularly Greece and Portugal and recently, Spain too) have attracted migrants that are significantly less qualified than those heading to other European destinations included in the analysis.

Figure 4. Level of Education of the Migrant Population Across Countries.



See table A.1 (model 1) in appendix for estimates. Country positions are obtained from random terms (clustering variable: country-ESS wave). Dashed line represents the average level of education for all migrants in the 17 European countries included in the analytic sample.

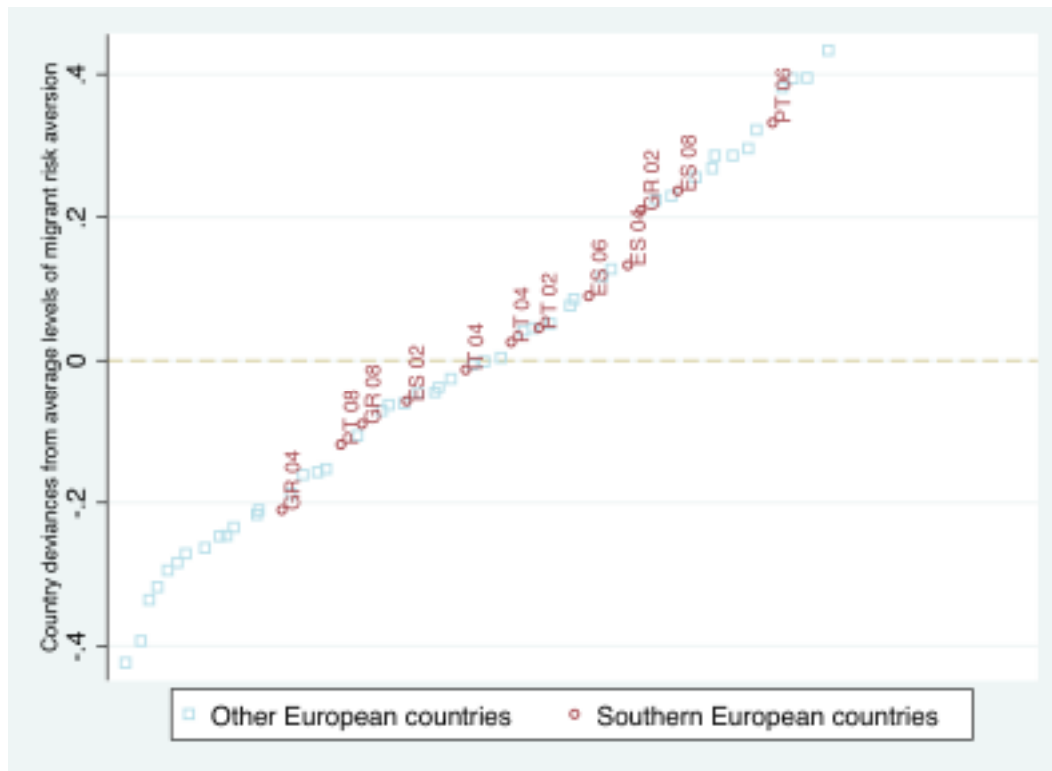
² These are residuals obtained from controlled multi-level linear regressions (table A.1 in the appendix shows the model results). Note that the model controls for age and sex are controlled (see appendix for model results).

³ Results not shown, but available upon request.

To our understanding, this implies the existence of important composition effects that would account for a significant part of the cross-country differences to be detected in the coming analysis.

The academic debates about the composition of migration inflows also consider other dimensions besides education. Although it is rather complicated to measure correctly, the ESS provides an indirect measure of the respondents' risk aversion: "It is important for me to seek adventures and to have an exciting life." Respondents were given the opportunity of answering whether this statement was very much like them (1) to not like them at all (6). By using this as a dependent variable in a multilevel regression model controlling for age, sex and time of residence in each country, we obtained the following random terms. The figure, as before, marks the position of Mediterranean countries with red markers and the appropriate labels.

Figure 5. Level of Risk Aversion of the Migrant Population Across Countries.



See table A.1 (model 2) in appendix for estimates. Country positions are obtained from random terms (clustering variable: country-ESS wave). Dashed line represents the average level of education for all migrants in the 17 European countries

included in the analytic sample.

As opposed to what we saw for education, the profile of migrants in the South seems to be similar to that of those heading North. No differences are to be noted between these two groups of countries according to our analysis. In other words, while migration to the South appears to have been rather unskilled compared to other countries with long-standing migration histories, differences between North and South regarding potentially relevant unobserved characteristics are to be rejected as an explanation of the North-South divide.

4. Pre-Departure Programmes as an improving tool for a better migration management

In traditional countries of labour exporters, the State plays a key role in managing labour migration flows, basically through employment programmes. After the 1973 oil crisis, some countries, mainly in South-East Asia and because the increasing demand for workers in the Gulf countries, started labour-migration programmes to manage these flows. "Pre-departure" refers to the period during which a migrant worker makes the decision to migrate, recruitment for work and pre-leaving.

In 1983, the Philippines government started an initiative to provide relevant information to Filipino workers prior to their migration process. The pre-departure orientation seminars (PDOs) offered a wide range of information to the overseas workers to give them a global perspective on their new labour environment and the culture of their country of destination.

This kind of pre-departure programmes (PDPs) provides basic information to departing migrant workers, in order to facilitate their incorporation into the country of destination. These PDOs are sustained by two principal ideas: 1. Information is a basic element to realize migrants on their rights and to protect them in overseas labour markets; and 2. countries of origin should be aware of their nationals' fate abroad.

According to the OIM (Pre-Departure Orientation/Cultural Orientation, OIM, December 2004) there are three components that are common to most pre-departure orientation programmes:

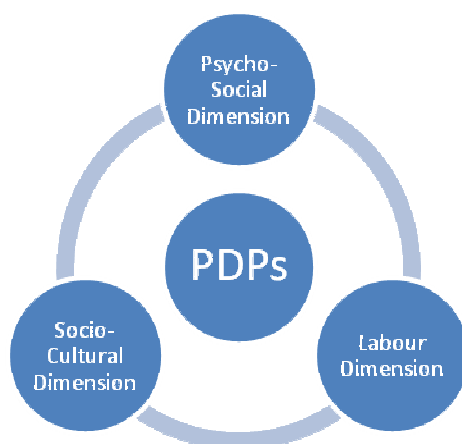
- factual information about the country of destination;
- assistance in developing the skills needed to succeed in their new environment (e.g., how to find accommodation, how to get a job, how to access health care facilities); and
- information on the attitudes necessary for successful integration (e.g.,

flexibility, open-mindedness, initiative, self-reliance).

The main objective of these PDPs was to reduce the vulnerability of migrant workers and to informed and empowered workers.

The orientation package is the core part of the PDP, but progressively, contents of PDP have been further developed. In that sense, training and learning (linguistic skills, but also professional ones) have been being included in different PDP, in order to increase readiness of migrant workers to join the labour force in destination. Furthermore, these programmes have been developed for migrant workers, but they have been also implemented to offer orientation, training and information to migrant workers' families, in order to help them in the integration (education, health services, etc.) process. In that sense, contents of PDPs have been enriched, and included a psycho-social dimension, a labour dimension and a socio-cultural dimension.

Figure 6. Dimensions affected by PDPs



Another transformation is referred to actors involved in elaborating pre-departure programmes. Initially, PDPs were instruments provided by countries of origin, but currently, some countries of destination provide pre-departure orientation to migrants and refugees around over the world. The participation of countries of destination in the PDP abroad could be explained by different

reasons: 1. to provide future newcomers with relevant and more accurate information about the settlement and integration process; 2. to promote a better understanding of the destination country, including laws, rights and political system; 3. to facilitate the incorporation of migrant workers into the national labour market.

Finally, the PDPs have been developed different schemes to fulfil the needs of different types of workers, such as skilled or unskilled migrants.

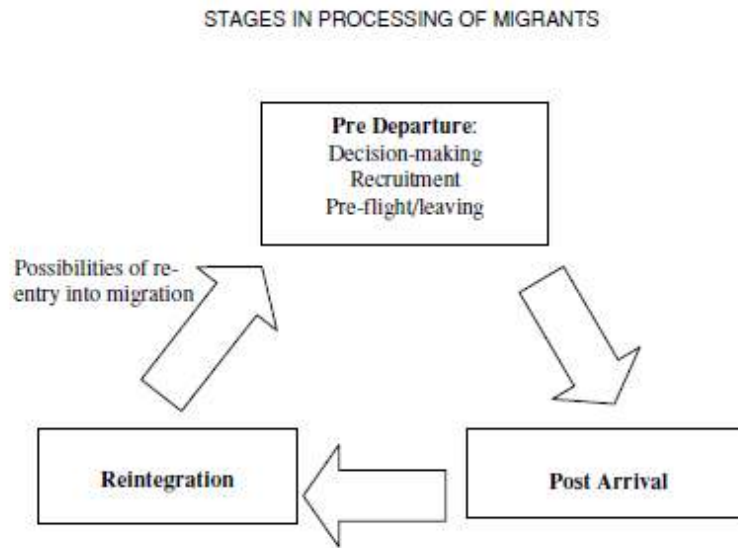
Table 1. Traditional and innovative PDPs: a comparison

	Traditional PDPs (PDOPs)	Innovative PDPs
Actors	Governments of origin International organisation Private sponsors	Also: Governments of destination
Contents	Factual information Assistance in basics (how to find accommodation, to access health care facilities) Orientation for a better integration (cultural awareness, etc.)	Also: In-deep cultural orientation Professional training Linguistic learning
Audience	Migrant workers	Also: Migrant workers familiars Skilled workers
Objectives	Protection of migrants begins at home Information facilitates	Also: Better understanding about settlement and integration

migrant empowerment and protection	(laws, rights, political system of destination)
	Increase readiness of migrant workers (and their families) to join the labour force in destination
	Facilitate circular migration (return)

As it could be seen in the above figure, innovative elements included in the PDPs offer a range of opportunities to bilateral dialogue (for instance, PDPs in origin provided by destination countries). Furthermore, bilateral cooperation will be the key element for a win-win situation, as a tool to optimise PDPs results both to countries of origin and destination (and migrants themselves). To do that, it seems evident that pre-departure programmes have to be linked with reception programmes (organised by destination countries to newcomers) and also, to maximise the effects of mobility, to return programmes (provided by destination countries but also linked to countries of origin).

Figure 7. Maximizing mobility: links between migration stages



Source: CARAM Asia (2004).

In that sense, for instance, training could be a useful element to improve migrant workers access to destination labour markets, but also could be an important element to link with return programmes. So, migrant workers' possibilities of re-integration in the country of origin and possibilities of re-migrate could increase. In fact, benefits of mobility could directly impact in the professional and personal development of migrant workers.

Box. 2. Canadian Overseas Orientation Initiatives: ¿a best practice?

In order to strengthen successful integration of newcomers to Canada, its government has developed different tools, thru the CIC-Citizenship and Immigration Canada. The three pre-departure programmes are focused on orientation to assist newcomers in their settlement and integration, and they are developed prior to the newcomers' arrival in Canada.

The first Canadian initiative, the Canadian orientation abroad (COA), was first introduced in 1998, and provides orientation to migrants who have been

accepted in Canada according migration rules. The COA is provided by the IOM around the world, and its main objectives are:

- Provide complete pre-departure orientation about Canada prior to migrants and refugees departure;
- Inform participants of their rights and duties as permanent residents;
- Dispel misconceptions and rumours on Canada, and dismiss unrealistic expectations to help migrants in their empowerment and integration process.

COA's sessions are delivered as group orientation workshop, but also provided via web and mobile technologies. In the period 2010-2011, the COA has participated by 13,192 people, 48.9% of which were migrants.

The second programme, the active engagement and integration project (AEIP), was introduced in 2008 to support the settlement and integration of newcomers into Canadian society. The programme is also delivered abroad, and it provides information to newcomers to facilitate their settlement in the country, and to involve them in community and labour market engagement. The programme is offered to business immigrants, federal skilled workers and others, and it has been mainly developed in East-Asian countries. In the period 2010-2011, AEIP was offered to 1,147 people, 50,9% of them were Federal Skilled Workers.

Finally, the Canadian Immigrant Integration Programme (CIIP) was a pilot project started in 2005 and transferred to CIC in 2010 as a permanent initiative. Its objectives are to help prospective economic migrants to Canada to prepare their credentials and benefit from uncomplicated labour market integration. The programme is a free pre-departure 1-day orientation session, and it's provided to migrants and their spouses and working age children. In 2010-2011, CIIP was provided on demand in China, India, the Philippines and the UK to 3,462 people, 98.4% of whom were Federal Skilled Workers.

The cost of the PDPs in Canada, for the 2010-2011 period, was \$6,563,240 for COA; \$2,890,230 for AEIP and \$3,197,456 for CIIP.

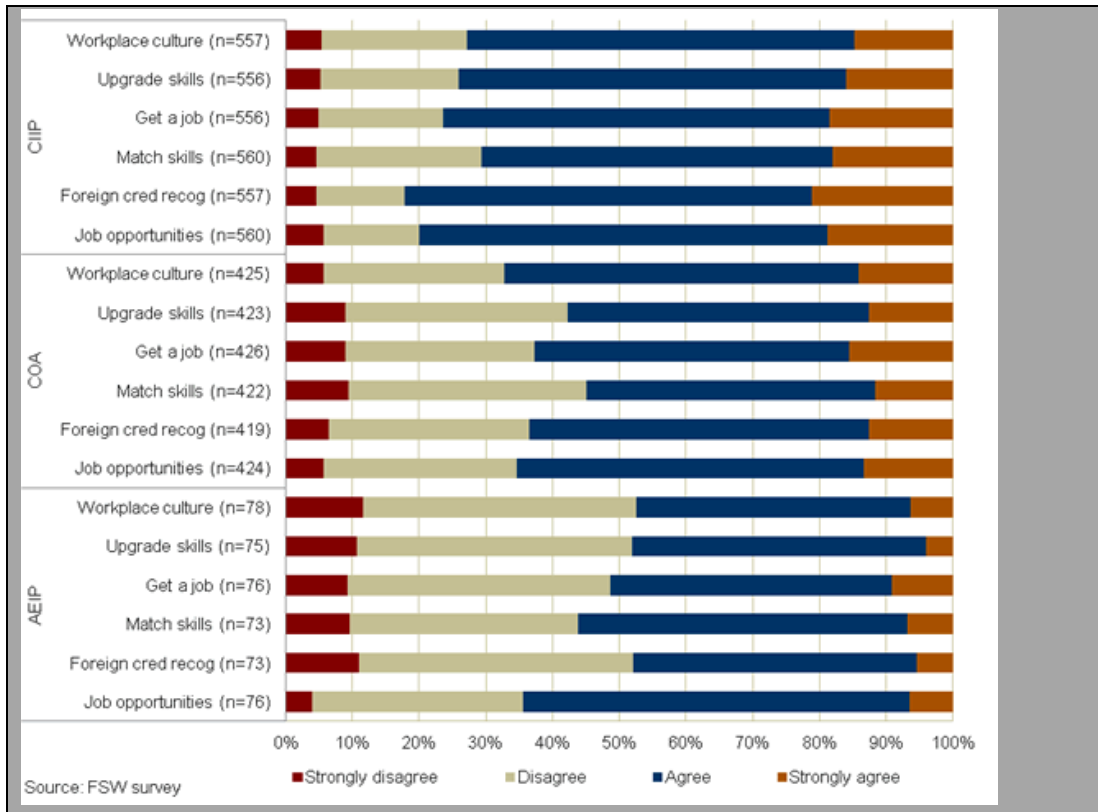
In an evaluation conducted in 2011-2012 on the Canadian overseas orientation

initiatives, the main findings were:

- The three CIC's initiatives do not overlap with one another, as they have different objectives and locations (except some duplication in the Philippines);
- The information provided to participants is in alignment with the specific objectives of the initiatives and the different groups that are targeted;
- All three pre-departure orientation initiatives are well-aligned with CIC priorities related to settlement. The three programs are also linked to federal priorities related to humanitarian assistance and foreign credential recognition and labour market integration;
- There is a lack of coordination within CIC with respect to the overall strategic direction and management of pre-departure orientation;
- Pre-departure orientation is being offered in some countries that do not account for a large percentage of immigrants suggests that it may not be offered in the most appropriate locations or to the right target groups;
- In-person pre-departure orientation helped newcomers prepare for life in Canada and ensured that they knew what to do upon arrival, including accessing settlement services. The biggest challenges and gaps for orientation participants were employment-related;
- Overall, participants to pre-departure orientation were satisfied with the sessions. Orientation information is provided to participants in a timely fashion and those who took it found it useful to prepare for the trip to Canada.

In the figure, it could be seen the survey respondents opinions on usefulness of pre-departure orientation for employment questions.

Figure 8. Usefulness of PDOs regarding employment questions



4. Concluding Remarks

As it has been pointed out in this paper, there are several elements that should be further developed in order to increase the impact and results of the PDPs. This final section of the paper aims to summarize some ideas in order to promote an in-depth discussion on the key elements to be considered to develop PDPs that match objectives and results, and that became useful tools for a best managing of migration flows.

First, PDPs should be developed fulfilling the needs of migrant workers. In that sense, traditional orientation courses should be adapted to incorporate the three dimensions pointed out previously.

Figure 9. Contents of the PDP's dimensions



Socio-Cultural dimension is a vital element, as it means language, values and attitudes and practical issues, but the labour dimension is also relevant in order to facilitate integration. Finally, the psycho-social dimension could be the most innovative element, and it should be developed as a tool to provide factual information to newcomers, and to match their expectation with real limitations. This dimension is especially important for migrants' families and dependents, as could give tools to confront potential risk situations and to empower themselves.

Secondly, PDPs should be flexible enough to ensure their adaptability to different newcomers. Workers, familiars, refugees, etc. are distinctive profiles that should be considered, in order to provide better orientation and accurate training for well addressing initial settlement and integration challenges. In that sense, sector-based or skill-based programmes should be also considered.

Thirdly, in the conception and development of pre-departure programmes, more stakeholders need to be involved, particularly the private sector. As long as PDPs pay special attention to labour market needs, it could be interesting to improve the implication of the private sector. Firms could provide contents and assistance, but also resources and funding. Diasporas and returnees, on the other hand, should play a role in supporting PDPs, as they could be used as information providers and resources for networking. Providing factual information, network support and orientation prior to newcomers' arrival and in the first days in

destination, could be crucial for a success settlement and integration. In that sense, diasporas and returnees could play a key role. Enlarging the stakeholders means to equilibrate and facilitate participation between NGOs, private sector, administrations and international organizations.

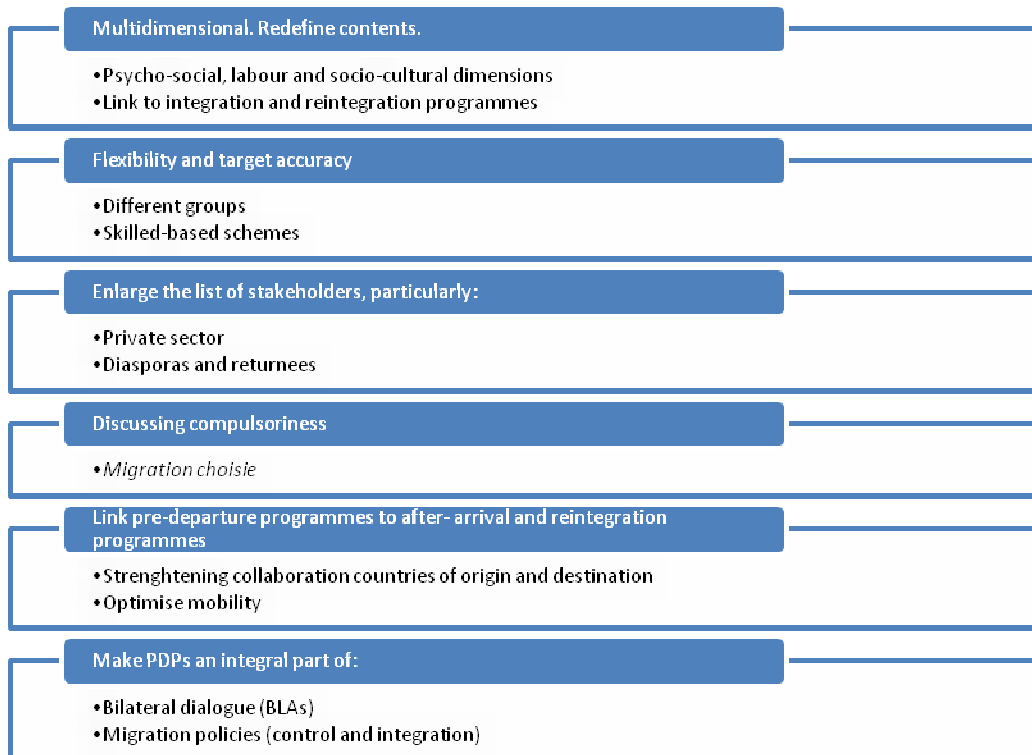
Fourthly, compulsoriness of PDPs should be discussed, especially as some countries are implementing pre-departures requirements to manage migration entries. For instance, some EU countries are imposing linguistic requirements prior to arrival for reunified families, and debates on the impacts of these measures still being on the agenda. The possibility that pre-departure requirements could be easily transformed in tests (for example in language competences) comes up the debate about what happens if a candidate (especially migrants' familiars) fails to meet requirements. Furthermore, pre-departure requirements could be understood as a way to *migration choisie*, to select that kind of migrants who, in aprioristic point of view, are more 'integrable' both in society and labour market. This question arises concerns on discrimination and age/gender/origin bias, and policy-makers should consider these elements in designing PDPs.

Fifthly, PDPs should be developed, as far as possible, as a collaborative tool between countries of origin and destination. As long as PDPs could be linked to, for instance, after-arrival and reintegration (return) programmes, mobility benefits could be optimised. In that sense, workers skills and abilities could become an advantage for countries of destination and origin, but for migrants themselves in achieving their goals no matter where, configuring a win-win-win situation. In that sense, PDP could be an innovative scenario in which countries of origin and destination could improve and strengthen dialogue and cooperation in managing migration.

Finally, pre-departure programmes should be understood as an instrument to increase efficiency of migration policies (regular flows; border control, etc.). In that sense, PDPs should be considered as an integral part of migration policies (linked to control and integration instruments), and intrinsic part of bilateral dialogue between countries of origin and destination. In that sense, it could be an

interesting option to formalise their commitment in bilateral agreements related to labour migration issues.

Summarising, key elements to re-think pre-departure programmes:



Pre-departure programmes are an interesting and, in some point, innovative instrument to manage labour migration flows. They are an opportunity to promote regular channels of migration and to facilitate the integration of newcomers in their host society, being aware of their rights and duties and the viability of their expectations prior to their arrival.

PDPs could also be a good opportunity for countries of origin and destination to dialogue and collaborate in migration issues, sharing responsibilities on managing migration. Currently, more countries tend to be of destination and origin at the same time, so taking advantage of instruments such PDPs and their link with

return and reintegration programmes could optimize resources and results. Furthermore, as long as PDPs could be a cooperative instrument for both countries of origin and destination, it could be easy to deal with complex questions like brain-drain or concerns about 'migration choisie'.

Finally, instruments and mechanisms to evaluate PDPs should be developed, in order to determinate if migrants get the appropriate information, training and orientation prior to their arrival. As PDPs are not fully running in several countries, it could be a good time to elaborate a set of indicators to evaluate PDPs objectives and their results. Developing better migratory instruments and policies is a key element for embracing new challenges facing a globalised phenomenon such is migration.

5. References

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Table A.1. Multilevel linear regression. Level of education and risk aversion among migrants in selected European countries

			<i>Model 1</i>	<i>Model 2</i>
			<i>Level of education</i>	<i>Risk aversion</i>
Individual controls	level	Age	0.00	0.02***
			0.00	0.00
		Sex	-0.06	0.39***
			0.10	0.04
		Time of residence		0.03
Constant			3.29***	2.60***
			0.18	0.08
Statistics		N of respondents	5797	4566
		N. of country-waves	61	61
		Sd(constant)	0.53	0.27
		Sd(residual)	3.90	1.37

Legend: b/se

* p<.05; ** p<.01; *** p<.001