

Future directions for work.
Highlights and key areas for future
efforts to ensure robust
protections and support for labor
migrants.

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Diversification of labor markets

While the diversification of labor markets offers labor migrants new opportunities, it also presents a range of challenges they may encounter in their host countries:

- **Language barriers** result in limited access to information, reduced employment opportunities, isolation and social exclusion, and inadequate access to services such as healthcare, legal aid, and social protections.
- **Lack of specialized qualifications** for jobs in destination countries results in difficulty competing in job markets, low paid jobs, barriers to professional development, and increased vulnerability for exploitation.
- **Problems obtaining visas** and the lengthy process of receiving legal documentation results in restricted working rights, which often leads to informal work, high costs, and employer dependency.
- **Lack of consular services and embassies in new destination countries** makes it difficult for migrants to receive state assistance, and the **lack of organizations that support migrants** in these new destination countries is a challenge as well.

Diversification of labor markets

To effectively navigate these challenges, it is essential to:

- **Develop language courses** within the framework of the pre-migration preparation process to equip labor migrants with at least basic knowledge of the language in the destination country.
- Provide opportunities to **create specialized qualification trainings for jobs** in destination countries that require certification of their qualification level.
- Develop **bilateral country agreements ensuring that the certificates of qualification** issued are recognized in destination countries.
- **Establish platforms for dialogue and arrangements with visa centers** to support migrant workers in obtaining work visas by reducing fees and providing accompaniment.

Increasing role of state and private employment agencies

- To ensure that labor migrants are protected from exploitation and forced labor, recruitment agencies and employers uphold fair labor practices, and migrant workers fulfill their designated responsibilities throughout the employment period, it is important to:
 - **establish a system to monitor the work** of recruitment agencies, employers, and migrants, and to monitor the working conditions of migrants during employment abroad.
- In light of the growing trend of emerging **online recruitment agencies, special attention should be given to determining their legitimacy.**
 - It is crucial to assess whether these agencies **comply with fair recruitment principles,**
 - And to **inform migrant workers** about the high risks of fraud by unscrupulous online recruitment platforms.
- **Recruitment agency fees** add to the financial burden on migrants, who already have moving expenses—often funded by credits.
 - International fair recruitment principles state that workers should not pay for job placement, but at a minimum, these **fees should be kept reasonable to reduce financial strain.**

Direct support of migrant workers



- **Conduct Wide-Range Informational Campaigns**
 - Educate migrants on their rights, risks, and available resources for aid through modern tools of communication, including short videos, publications and brochures in accessible language.
- **Provide Legal Assistance**
 - Offer pro-bono legal support from lawyers in new destination countries.
- **Focus on Women Workers**
 - Within the process of the feminization of labor migration, there is a need to develop targeted policies and programs to support women's formal employment and provide access to legal aid.
- **Mandatory Pre-Migration Training**
 - Adopt Kyrgyzstan's model where state employment agencies provide mandatory pre-migration preparation and certifications.
- **Encourage Migrant Organizations**
 - Promote union membership and collective organization among migrants at their workplaces as well as encourage migrant workers to organize themselves.
- **Re-direct Migrants**
 - Facilitate links between migrants and NGOs, trade unions, responsible state agencies, and diaspora organizations for aid and assistance.

Development of reintegration programs

Reintegration is crucial for migrants as it helps them successfully transition back to their home countries, ensuring social stability and economic development.

According to the study, **27%** of migrants **plan to return to their home country permanently.**

Key Aspects of Reintegration:

- **Government Initiatives:** Increase the attractiveness of local labor markets for returning migrants through incentives and improved employment conditions.
- **Economic Support:** Provide access to job training sessions, microloans, and employment opportunities to promote self-sufficiency.
- **Social Integration:** Foster community engagement and support networks to combat isolation and stigma.
- **Legal Assistance:** Ensure migrants understand their rights and can access legal resources to address any issues upon return.
- **Psychosocial Support:** Offer counseling and mental health services to help migrants cope with the challenges of reintegration.

Regional government dialogue

Since Kazakhstan and Kyrgyzstan not only play the role of country of origin, but also serve as destination countries for labor migrants, it is crucial **to develop regional dialogue that:**

- **Facilitates Cooperation:** promotes collaboration among countries of origin and destination to address shared challenges related to labor migration, **with a special focus on monitoring the implementation of labor migration legislation initiatives.**
 - **Addresses Labor Market Needs:** allows for the identification of skill gaps and labor shortages in destination countries, optimizing workforce allocation.
 - **Improves Migrant Rights:** strengthens advocacy efforts for the protection of migrant rights through a unified regional approach.
 - **Encourages Safe Migration:** promotes awareness and best practices for safe migration processes, reducing the risks of exploitation and forced labor.
 - **Supports Reintegration Efforts:** facilitates coordination for the reintegration of returning migrants, ensuring access to resources and support in their home countries.
- Within the process of enhancing migrant labor rights, **the Labor Inspectorate** should play a key role and **moratoriums on labor inspections should be lifted** to ensure comprehensive oversight and enforcement of labor rights.

Thank you for your
attention!

