



CHAIRMAN'S STATEMENT

PARTICIPANTS

The 10th Asia Europe Meeting (ASEM) Conference of Directors General of Immigration on Management of Migratory Flows between Asia and Europe was hosted by the Mongolia Immigration Agency and Ministry of Justice and Home Affairs of Mongolia, at Terelj Hotel, Ulan Bator, Mongolia from 5-7 September 2011.

35 delegates from 9 ASEM Asian countries and 14 delegates from 9 ASEM European countries participated at the Conference. Mongolia also welcomed 12 participants from 5 international organizations.

For the list of participants, please see Annex 1.

INAUGURATION

The Minister of Justice and Home Affairs Mr. Nyamdorj Tsend welcomed the delegates and emphasized the important contribution of the annual ASEM conference to enhanced cooperation, information exchange and mutual understanding between Asian and European countries. International Organization for Migration (IOM) Director General Mr. William Lacy Swing noted the positive contributions that migrants can make to both countries of origin and destination, as well as the important role of dialogue in successful migration management. Mrs. Ch. Sosormaa, Advisor also welcomed the delegates on behalf of the President of Mongolia. Finally, the Poland representative of the EU Presidency noted the trend of increasing migration flows from Asia to Europe and the importance of a comprehensive approach to migration management.

STRUCTURE OF DISCUSSIONS

The Conference consisted of plenary sessions on the general theme of management of migratory flows. Four specific sub-themes were discussed including: ensuring appropriate legislation and immigration policies to penalize human traffickers; prevention of human trafficking and protection of victims; labour migration and Diaspora engagement as a means of development; and prevention of irregular labour migration and illegal work of third country nationals. These four themes built on general discussions on selection of labour migrants and prevention of illegal migration discussed at the 9th ASEM Conference held in Belgium from 21st – 23rd November 2010.

The Conference sessions aimed to facilitate a strong understanding of different countries' immigration systems and how governments from the two regions were taking steps to address each of the key sub-themes. In addition, there were several bilateral meetings held.

For the full agenda of the Conference, please see Annex 2.



PLENARY SESSIONS

The first plenary session addressed the topic of “**Ensuring appropriate legislation and immigration policies to penalize human traffickers**”. During this session, Mongolia, Australia and Finland made presentations.

Mongolia informed that it is a country of origin, transit and destination for human trafficking. In recent years, Mongolia has taken several steps to address this issue. In 2005, Mongolia approved its National Plan of Action on Commercial Exploitation and Trafficking in Children and Women. In 2008, Mongolia became a signatory to the Palermo Protocol. In 2008, the Government of Mongolia made several amendments to the Criminal Code including Article 113 which penalizes human trafficking with the purpose of taking human blood, tissues or organs or engaging the victim into prostitution with maximum penalty is 15 years of imprisonment.

Currently, as of 31 August 2011, there is a draft ‘Law on Anti-Human Trafficking’ that is waiting for approval from Parliament. This incorporates international accepted definitions as outlined in the Palermo Protocol, roles of responsibilities of key government actors and standards for victim protection and rehabilitation. Significantly, the law establishes key principles for counter-trafficking activities including non-liability for victims, respect for victim’s dignity and non-discrimination. With the approval of the “Law on Anti-Human Trafficking” amendments would be made to the Criminal Code, Law on Crime Prevention, Law on Healthcare, Law on Licence, Civil Registration Law and Criminal Procedure Law.

Australia informed that it adopts a ‘whole-of-government approach’ to addressing human trafficking. The ‘Whole-Of-Government Strategy’ was implemented in 2003 and aims to address: prevention; detection and investigation; criminal prosecution; and victim support and rehabilitation. Australia ratified the Palermo Protocol in 2008. Australia’s strategy is overseen by an interdepartmental Committee chaired by the Attorney-General’s Department.

Part of this strategy is legislation to criminalize human trafficking and trafficking related activities including Criminal Code provisions on slavery, sexual servitude, exploitation, debt bondage, confiscation of documents and child trafficking. Specialist teams within the Australian Federal Police (AFP) investigate trafficking and sexual exploitation cases.

The Department of Immigration and Citizenship (DIAC) has a clearly defined role in prevention and detection. It has compliance officers in every state, administers the trafficking visa framework and conducts caseload vetting. Australia has special visa arrangements that enable suspected victims and witnesses of trafficking to remain in Australia and support an investigation and prosecution of trafficking offences. AFP and DIAC have a joint referral protocol of agreed procedures for information exchange between agencies, list of indicators for labour/sexual exploitation, and time frames for DIAC to hand over cases to AFP for assessment and investigation. In terms of international cooperation, Australia participates in the Bali process. AFP has also cooperated with counterpart agencies in Korea and Australia to conduct major operations in these countries.



Finland informed that it is a country of destination and transit for human trafficking. Trafficking mainly occurs in the context of prostitution and labour exploitation. Three main themes addressed included: preventative measures and protecting victims; punishing the traffickers and the main features of Finnish legislation; as well as future steps.

Concerning the prevention of trafficking in persons and the protection of victims, Finland adopts a victim-centred approach. Finland has revised its National Plan of Action (June 2008) and a Steering Group to support implementation and coordination. Both victims of trafficking and victims of crimes similar to trafficking can access the Finnish system for victim assistance including two state reception centres and residential, health, legal, security and other forms of assistance. Third sector actors and NGOs also provide assistance. According to Aliens Act Sections 52a and 52b, victims of trafficking are entitled to a reflection period (30 days – 6 months) and a “residence” permit. In Finland the Ombudsman is the National Rapporteur. The main role of the Rapporteur is to monitor the situation and issue related recommendations.

Trafficking in human beings is a crime under the 2004 Finnish Criminal Code. Penalties for trafficking are imprisonment for a period of no less than 4 months and no more than 6 years in duration. The penalty for aggravated trafficking is 2-10 years imprisonment. In order to further strengthen the Finnish system of protection and prevention, Finland plans to: scale up its awareness raising campaigns; improve its legislative framework; increase training to officials, prosecutors and judges; and strengthen the role of the Ombudsman for Minorities, occupational safety and health authorities, and the NGOs.

In response to the first plenary session, Japan explained that it had established an Inter-ministerial Liaison Board on Measures against Trafficking in Persons and formulated an Action Plan to promote comprehensive and integrated human trafficking measures. In particular, in the area of the “prevention”, the Immigration Bureau reviewed the criteria for landing permission pertaining to the status of “Entertainer” and has been working to strengthen immigration control and reinforcing measures against forged documents. In the area of the “protection”, the Immigration Control Act was revised in 2005 and the Immigration Bureau has been granting special permission to stay to those victims who became illegal residents owing to human trafficking. Laos noted the challenges of fully integrating the international definition of human trafficking into Criminal Code articles. Singapore noted that human trafficking was a multi-dimensional complex issue that requires a holistic and multi-pronged approach, and has set up a multi-governmental agency taskforce co-chaired by Ministry of Home Affairs and Ministry of Manpower to look into this issue. Singapore adopts a holistic strategy known as the four Ps approach namely Prevention, Prosecution, Protection and Partnership. Vietnam commented that it recently adopted a trafficking law in March of this year. Vietnam also noted its strong cooperation with the Ministry of Information and Communication, as well as international organizations. Australia noted the difficulty of estimating the numbers of trafficking cases prevented through fraudulent document examination.

The second plenary session addressed the topic of **“Prevention of human trafficking and protection of victims”**. Mongolia, Korea and Poland made presentations on this topic.

Mongolia presented on Mongolian approaches to preventing human trafficking including the current trends, protection situation, and recommendations. The main destination countries for Mongolian victims are People’s Republic of China, Macau and Hong Kong SARs. To a lesser extent, Mongolia is also a destination country for victims from the



Democratic People's Republic of Korea, Philippines and People's Republic of China. In Mongolia, human trafficking is mostly for sexual exploitation followed by forced labour and brokered marriage.

Protection of victims of trafficking in Mongolia, including direct assistance and repatriation, is primarily assumed by non-governmental organizations (NGOs). There is no stand-alone law on the protection of victims or witnesses of victims of trafficking. From an NGO perspective, the Mongolian Gender Equality Centre recommends the establishment of an anti-trafficking body and strategy, a stand-alone law on victim protection, and more concerted efforts to implement the National Plan of Action. Particularly relating to Immigration Authorities, the Mongolian Gender Equality Centre recommends that there is a need to ensure the safe repatriation of victims, assist victims with visas to facilitate their return, and prioritize information exchange (e.g. perpetrators) between relevant organizations.

The Republic of Korea presented an overview of its human trafficking prevention and protection policies and response including legal efforts, law enforcement and protective measures. In 2010 there were 1,178,000 legal and 168,000 illegal foreign residents in the country. Of these, there were 34,235 marriage immigrants.

In order to prevent against human trafficking and other human rights abuses against foreigners, in 2011 the Korean Criminal Code was amended to cover human trafficking. There have also been various amendments to the Immigration Law. First, those employers found guilty of keeping employees' documents shall be subject to no less than 3 years in prison or less than 20 million won penalty (December 2002). Second, international marriage brokers shall be subject to less than 3 years in prison or less 20 million won penalty. Finally, marriage visa applications now need to complete an international marriage guide program prior to their visa (E-6) application. Since October 2002, these visas were only issued after an interview with the applicant completed by Consulates in relevant overseas mission. Since January 2003, victims of trafficking are provided with a grace period to allow them to prepare for return to their country of origin. Due to the large number of entertainment visa holders (E-6) female dancers who ended up in prostitution, since June 2003 the Republic of Korea no longer issues these visas to female dancers. The Republic of Korea prioritizes regular and intensive law enforcement, as well as special investigation against serious immigration law offenders. In 2010, 17 Parliamentary Representatives proposed a bill for "the prevention of human trafficking and protection of the victims".

The Republic of Korea has a number of policies to both provide assistance to existing victims of trafficking and prevent against illegal employment. In 2010, 17, 849 victims of trafficking were provided with assistance including overdue salary, medical care, legal support and other types of assistance. In addition, there has been an active public relations campaign targeting potential illegal migrants including job websites, posters and text messages. The Republic of Korea has provided training for its immigration officers on identifying and providing appropriate assistance to victims of trafficking.

Poland presented an overview of the Polish response to trafficking for labour exploitation including the current situation, relevant legal frameworks, and main actors' roles and responsibilities. Poland is both a country of origin and country of destination for



trafficking in human beings for labour exploitation. This can involve using violence to force someone to do something, limiting freedom of movement, delaying or denying payments for work, confiscation of documents and using threats. In Poland trafficking in human beings is a crime under Article 189a of the Penal code. In relation to trafficking in human beings for labour exploitation, crimes against the rights of workers are established in Articles 218-221 of the Penal Code. In addition, under Article 120 of the *Law on promotion of employment and institutions of labour market*, there are numerous fines related to the illegal employment of foreign workers.

In Poland there are three main actors who are involved with responding to trafficking for labour exploitation: the National Labour Inspectorate, Border Guard and National Consulting and Intervention Centre for the Victims of Trafficking (KCIK). The National Labour Inspectorate was established to supervise compliance to the labour law. In regard to the legality of employment, a labour inspector will check whether foreign workers have valid travel documents, permission for work and employment contracts. Labour inspectors have the authority to halt workers' employment, issue remuneration, investigate violations against the rights of workers and legality of employment, issue fines, and lodge legal actions before a labour court. In 2010, there were 1000 foreigners working illegally in Poland – a 40% increase from 2009. While there are approximately 150 labour inspectors who are regularly trained to identify cases of trafficking for labour exploitation.

The primary role of the Border Guard is to ensure border protection, prevent border crimes including illegal migration, and issue permission for crossing the border including visas. In 2006 coordinators who deal with trafficking cases were appointed in operational divisions as well as division for foreigners. In order to strengthen the identification of victims of trafficking and ensure the safety of victims and labour inspectors, in 2008 the Border Guard and the National Labour Inspectorate signed an agreement on inter-agency cooperation in the area of illegal migration and employment including information exchange, joint controls, and joint trainings and meetings. The National Consulting and Intervention Centre for the Victims of Trafficking (KCIK) provides assistance for victims of trafficking/labour exploitation, potential victims and institutions including a shelter, 24 hour hotline, crisis intervention and other types of assistance.

In response to the second plenary session, the Republic of Korea noted that the government records the telephone numbers of foreign migrant workers so that they can be provided with relevant information on the risks of trafficking. Belgium made some general points on standards and different protection systems in different countries. Belgium has the Palermo Protocol, but on the practical level, still sees many differences on how to help VOT. At the national level, different ministries are working together to get to a national policy that is fixed in law. It is very important that different ministries/agencies and even NGOs are working together to make sure that there is a consistent approach. The Session Chair (IOM) noted the often blurred line between victims of trafficking and undocumented migrants, who often have very similar experiences.

The third plenary session addressed the topic of “**Labour migration and Diaspora engagement as a means of development**”. Mongolia, International Organization for Migration (IOM) and Belgium made presentations.



Mongolia presented an overview of the situation of Mongolians abroad, the advantages and disadvantages of labour migration, as well as key government activities. According to the Population and Housing Census (2010), there are 107,140 Mongolians living abroad with the highest numbers in the Republic of Korea (29, 534), USA (17,036) and the Czech Republic (7,274). Currently, there are more Mongolian women than men living abroad (55.4%: 44.6%). Mongolians are mainly traveling overseas for employment, study and medical treatment. The government recognizes that there are both advantages and disadvantages pertaining to labour migration overseas. Advantages include decreasing unemployment, improved standards of living for some sections of the population, and remittances. However, there are serious concerns about a situation of ‘knowledge colonization’ where the highest achieving Mongolian students are being employed overseas or returning to unsuitable employment in Mongolia. This could contribute to deficiencies in the national labour market and a decrease in national population growth.

Mongolia’s response to the migration of Mongolians overseas is informed by the *Economic and Social Development Top Priorities of Mongolia for 2010-2015* including heavy industry grounds/mining, agriculture, infrastructure, sustainable development and governance. Specialized workers required for mining and infrastructure sectors 2010-2015 are mainly engineers (electric, mining, mechanic, geological, chemical etc). The government is currently implementing various activities targeted at Mongolian citizens living abroad including the registration of citizens abroad and the Beehive online portal website. A new MNT 920 million project is the “Return of Talent” program (2010-2012) implemented by the Council on cooperation with citizens of Mongolia living abroad aims to provide relevant information to Mongolians abroad, develop a favorable legal and economic environment, and financial support for those who return to prioritized sectors.

International Organization for Migration (IOM) presented a global perspective on labour migration and Diaspora engagement including current trends, conditions for ‘brain gain’, Diaspora engagement strategies, and return, recruitment and retention policies. IOM noted that skilled migration from Asia is increasing. Asia also ranks first in terms of students going abroad to pursue tertiary studies. However, due to successful policies, traditional migration countries such as the United States, Canada and Australia are attracting a significantly higher proportion of high skilled migrants from Asia as opposed to the EU countries, which are attracting low skilled migrants.

Labour migration can either be a situation of ‘brain drain’ where the loss of highly educated nationals abroad leads to decreased economic growth in the country of origin or ‘brain gain’ where high skilled migrants can be a resource enabling the acquisition of new skills, financial and social capital and know how. The ability of high skilled migrants to contribute to growth and offset negative effects is dependent on various factors including employment conditions in the country of destination (e.g. recognition of qualifications, likelihood of integration etc.), measures taken in the country of origin, and the interest and commitment of the Diaspora to contribute to their country of origin. With globalization and rapid expansion of communications and accessibility of transportation, there is wide potential for the temporary and even virtual Diaspora. There is a strong need for countries of origin to create incentives and trust building measures to facilitate the return of their nationals such as dual citizenship and voting rights.



There are various policy options to address the loss of high skilled workers. First, governments could promote the permanent return of high skilled nationals while maintaining their links with host countries. For example, some countries are setting aside resources to attract native scientists back later on in their careers. Second, governments could facilitate the recruitment of high skilled migrants. In Organization for Economic Cooperation and Development (OECD) countries 'brain drain' has been overestimated partly because these countries are host to high skilled migrants. Finally, governments could promote the retention of highly skilled nationals, which is traditionally seen as the best long-term policy option. In this regard, mobility should not be viewed solely the result of lack of development. It is important to also consider human capital formation. Retention can be promoted through educational sector policies and economic development, or can even be sector specific.

Belgium presented a short overview of European approaches to encouraging skilled migration as well as Belgium policy's on foreign migrant workers. According to European directive (2009/50/EC) on the blue card system, there should be one common system for all European countries on foreign workers. Common criteria includes a labour contract, professional qualifications (directive 2005/36/EC) (including high level professional work without university degree) and a salary 1.5 times higher than the average salary in the relevant country. However, this directive does not dictate common criteria for entry and residence. Major advantages from this system include the equal treatment of migrants and the ability for migrants to move between European countries (i.e. be absent from host country) and have this count towards permanent residency applications. This directive was meant to be transposed by Member States in June this year; however, not all EU countries have integrated it into their national legislation yet. Belgium aims to complete this by November this year. Europe also has other related directive 'sanctions' punishing employers and employers for illegal work

In Belgium the employment of foreign nationals is under the jurisdiction of the Federal Ministry of Employment, while the Regional ministries of employment are responsible for work permits. In order to facilitate skilled migration, Belgium has various international policies including social security arrangements, agreements to avoid double taxing, and bilateral investment agreements to protect investments. In Belgium the general policy is to grant foreign migrants their work permit prior to issuing a visa. The employer should apply for non-EU employees' work permits. In addition, the job has to be one that cannot be filled by a Belgium national. Each region has a list of shortage occupations that provide a reference point for this. Furthermore, foreign workers should be provided with a standard labour contract and be tested for medical fitness. Finally, all EU and non-EU migrants need to register on Belgium's *limosa* website. Those persons involved in economic exploitation and human trafficking of foreign nationals will be prosecuted under Belgium law.

In response to the third plenary session, Japan commented that, in order to promote skilled migration, it is considering a point-based system for the acceptance of highly-skilled foreign nationals to start later this year. Japan explained that the Japanese "points-based system" is not for the purpose of immediately granting permission for permanent residence status as implemented in Canada and Australia, but is a preferential measure in terms of immigration control using a "points-based system" for highly-skilled human resources within the current framework of the acceptance of foreign workers. The specific details of the "points-based system" currently under consideration involve a mechanism where



points will be awarded for such categories as “educational background”, “professional background” and “annual income” and preferential measures will be granted to those foreign nationals who have gained a certain total number of points. The contents of the preferential measures being considered are, for example, granting permission for long-term stay or permission for permanent residence after short residency period. Indonesia noted that it provides pre-departure training for Indonesian migrant workers before they go abroad. The Czech Republic reminded participants of the risk of having migrant health assessments conducted in the country of origin, where there is the risk of inaccuracies leading to high health care costs.

The fourth plenary session addressed the topic of **“Prevention of irregular labour migration and illegal work of third country nationals”**. Mongolia and International Organization for Migration (IOM) made presentations. Singapore also did an additional sharing on their holistic approach to training and learning from a border security perspective.

Mongolia presented a short overview of Mongolia’s labour migration situation including current trends, legal frameworks and major challenges. Since democratization and the move to a market-based economy in the 1990s, Mongolia has become both a country of origin and destination for foreign migrants. In 2011, 67, 353 foreign workers have been issued work permits with the largest numbers coming from China (22,575) followed by the Republic of Korea (474).

Relating to incoming foreign migrants, Mongolia has a quota system where the number of foreign workers allowed is determined by the economic sector, investment size and equity fund involved. There are also Government resolutions that enable exclusion from the set quota, particularly for large scale development projects. For the mining sector, the quota is regulated by the *Law on Mining* where foreign workers should not compose more than 10% of the total number of employees. Employers in Mongolia are required to pay fees equal to ten times the minimum wage to hire foreign workers. Except for the mining sector, employers must also pay a job levy equal to two times the minimum wage.

A major challenge is that quota scheme does not meet real market needs for skilled workers for the country’s rapidly growing economy. Furthermore, the relatively high costs of the quota and job levy scheme can be linked to the non-compliance of employers and the illegal inflow of foreign workers. This is further exacerbated by weak compliance mechanisms and an adequate inspection system, particularly in rural areas.

International Organization for Migration (IOM) presented a global perspective on irregular labour including the Asia-European Union (EU) migration context, the challenges of irregular migration, and policy approaches for addressing irregular migration. In 2009, there were an estimated 3.9 million Asian migrants in 27 EU countries. Nearly one third of Asian migrants in the EU reside in Italy, followed by Germany and the United Kingdom. New emerging destination countries include the Mediterranean, Northern Europe and new EU Member States. Intra-regional and inter-regional irregular migration in Asia and Europe is a challenge for all ASEM participants. Irregular migration is very likely to keep increasing in the future to globalization and rising global inequalities. Irregular migration has several challenges including higher risks of human trafficking, labour exploitation, loss of human life and underused human capital.



Countries of origin, transit and destination can take several different policy approaches to addressing irregular migration. In countries of origin, governments can conduct information campaigns on safe migration, promote fair, transparent and cost effective recruitment practices, and implement appropriate visa requirements. In countries of destination, governments can create more flexible policies to address labour market needs. They can also take several border management measures including training border guards and strengthening documentation, biometric data and intelligence. Finally, they can also enforce sanctions against employers who knowingly engage in irregular migrant labour, as well as promote awareness of migration driving factors amongst host communities.

Singapore presented a short overview of the Immigration and Checkpoint Authority (ICA)'s holistic approach to training and learning including e-learning and games-based learning. The ICA has two main roles: border security and ensuring compliance to Singapore's laws on immigration, citizenship and national registration. Based on a strategy using technology, information and intelligence, process and skills, ICA aims to train a competent workforce that can effectively manage the country's security situation and meet customer expectations.

ICA uses multi-faceted learning platforms including formal, team-based, experiential e-learning and game-based learning. One ICA example of e-learning is its Forgery Detection Web Portal (FDWP) which enables staff to access genuine document samples, international forgery cases, online lessons on related technical areas as Offset Lithography, and quizzes. ICA also uses game-based learning on content areas such as identification, security features of travel documents and profiling. Key features of this type of learning include: earning tokens through playing mini games and virtual promotion. Singapore notes that this type of learning enables a safe and consistent learning environment, as well as an avenue for younger officers to further develop their skills.

In response to the fourth plenary session, Belgium commented that it conducts information campaigns in countries of origin such as Brazil. Australia commented that it has a universal visa scheme that only recognizes the electronic visa label. Australia also noted that its government has established a web portal where employers can enquire about their foreign employees' visa status and right to work.

REGIONAL MEETINGS

The Asian and European Caucuses held separate regional meetings on ideas for the Chairman's statement.

BILATERAL MEETINGS

5 bilateral meetings were held between Korea-Mongolia, Korea-China, China-Mongolia, Australia-Korea and Australia-Vietnam. IOM also had a series of bilateral meetings with several countries' participants including China and Mongolia.

CONCLUSION

The Conference welcomed the offer of Cyprus to host the 11th ASEM Conference of Directors General of Immigration on Management of Migratory Flows.



The 10th ASEM Conference has tackled some extremely challenging issues for all country delegates. What has been illuminated is that there are similar approaches in both Asia and Europe. This is important because common ideas facilitate common knowledge and cooperation. It was concluded that this ASEM successfully enabled the exchange of experiences and best practices between countries of the two regions. Special mention was made of IOM's support.

Firstly, in order to ensure appropriate legislation and immigration policies to penalize human traffickers, countries should have strong legislative frameworks and review national legislation so that it is in line with the Palermo Protocol. Victim protection should be prioritized, particularly through immigration policies, which should provide a reflection period for victims of trafficking in order to organize assistance and support for them, including organization their return to countries of origin and/or provide evidence against perpetrators.

Secondly, in order to prevent human trafficking and ensure the protection of victims, both countries of origin and destination should promote education and awareness-raising amongst potential victims of trafficking and relevant government agencies. At the national level, an inter-ministerial approach should be adopted and priority given to the implementation of the National Plans of Action. Inspection of workplaces where they could be trafficking for sexual exploitation or labour exploitation should also be prioritized. There should also be cooperation mechanism between government and NGO community. At an international level, countries should seek to strengthen cooperation through bilateral agreements or MOUs, which seems to be particularly important in order to adequately support not only victims of trafficking formally identified by law-enforcement agencies, but also presumed victims of trafficking and those whose rights as workers were violated.

Thirdly, countries shared the view that labour migration can have both positive and negative impacts on countries of origin. In order to address the loss of skilled workers, countries could adopt policies to promote Diaspora mobilization, return of nationals abroad, recruitment of foreign migrants, and retention of country nationals. In order to promote labour migration as a means of development, countries of destination should formulate policies according to labour market needs whilst respecting the rights of international migrants. Labour migration policies can also be strengthened through international cooperation on issues like social security, foreign investment and double taxing.

Finally, in order to prevent against irregular labour migration and illegal employment of third country nationals, countries of origin should promote education and awareness-raising amongst potential migrants, regulation of recruitment agencies and appropriate visa requirements. In countries of destination, countries can create more flexible policies to address labour market needs, strengthen border security, penalize those employers who engage in illegal employment practices, and promote awareness of the driving factors of international migration.