



Young women migrants attending a sewing training in Southern Shan State, Myanmar under the Twa Let Project. © IOM 2021

LABOUR MOBILITY AND SOCIAL INCLUSION

IOM REGIONAL OFFICE FOR ASIA AND THE PACIFIC

This document provides an overview of the programmatic scope, geographical coverage and reach of IOM's work in relation to labour mobility and social inclusion in Asia and the Pacific.

JANUARY 2023



IOM in Thailand supports construction training under the PROMISE programme. © IOM 2021

ABOUT IOM

Established in 1951, the International Organization for Migration (IOM) is a related agency of the United Nations and the leading intergovernmental organization in the field of migration. IOM works closely with governmental, intergovernmental and non-governmental partners and is dedicated to promoting humane and orderly migration for the benefit of all.

The Labour Mobility and Social Inclusion (LMI) Division is responsible for overseeing the labour migration, migrant integration and training activities of the Organization. In the Asia-Pacific region, thematic priorities include working with the private sector to protect migrant workers throughout the labour migration cycle, building the capacity of governments to improve labour migration governance at all levels, and enhancing migrant integration and social cohesion in communities.

FACTS AND FIGURES

GLOBALLY, IOM HAS:



175 Member States



8 Observer States



590
Country Offices
and Sub-offices



125
Countries supported by
the IOM development fund



15,311
Staff members
168 Nationalities



7,172
Female



8,139
Male

as of June 2020



Total revenue exceeded
USD 2 BILLION
in 2020

IOM IN THE ASIA AND THE PACIFIC REGION:



34 Member States



3 Observer States



5 SUB-REGIONS

The Pacific
South Asia

South-East Asia
South-West Asia

East Asia



35
Country
Offices



40
Countries with
ongoing activities



2,464
Staff



1,127
Female



1,137
Male

as of June 2020

The Asia–Pacific region has some of the world’s largest migration corridors. In 2020, Asia and the Pacific received 42 per cent of global remittances (World Bank, 2021). Seven of the world’s top ten remittance receiving countries are in the region. Meanwhile, migrants are also known to be prone to exploitative conditions. The 2021 estimates on modern slavery indicate that Asia and the Pacific hosts over 29 million victims with over 15.1 million cases of forced labour, exceeding more than half of the global total.



Looking at the future, technological change is set to have powerful impacts on the future of work that are both positive and negative. Some trending labour dynamics include automation, digitization, e-commerce, and remote work, which have been accelerated due to the COVID-19 pandemic. While digital innovation has enabled access to services for those who were previously hard to reach, the benefits of digital innovation are not equally distributed. Migrants who lack access to online connectivity, digital devices and skills have been further isolated.

IOM is dedicated to expanding channels for regular migration and refining existing national and regional frameworks for labour mobility facilitation by providing technical guidance to promote policy coherence and good practices in migrant worker recruitment. IOM’s work includes facilitating safe, regular and orderly labour mobility and enhancing government capacity to effectively manage labour mobility; strengthening the links between migration and development, particularly through diaspora engagement in development initiatives; and supporting migrant integration and social cohesion in communities of destination.



Dozens of Cambodians commute through the Thai border in Poipet. For many, they work daily in nearby border towns while others might venture further in to work for short to long term periods. © IOM 2016/Muse Mohammed

MIGRATION IN THE 2030 AGENDA



As recognized in the [2030 Agenda for Sustainable Development](#), human mobility is indivisible from sustainable development. The Sustainable Development Goals (SDGs) – and the commitment to leave no one behind – will not be achieved without due consideration of migration.

Migration is a powerful driver to sustainable development, for migrants and their communities. It brings significant

benefits in the form of skills, strengthening the labour force, investment and cultural diversity, and contributes to improving the lives of communities in their countries of origin through the transfer of skills and financial resources.

IOM's Labour Mobility and Social Inclusion programmes contribute amongst others to the following Sustainable Development Goals:



GLOBAL COMPACT FOR MIGRATION



The [Global Compact for Safe, Orderly and Regular Migration](#) is the first inter-governmentally negotiated agreement, prepared under the auspices of the United Nations, covering all dimensions of international migration in a holistic manner. The Global Compact is framed in a way consistent with target 10.7 of the 2030 Agenda

for Sustainable Development in which Member States committed to cooperate internationally to facilitate safe, orderly and regular migration.

IOM's Labour Mobility and Social Inclusion programmes contribute amongst others to the following Global Compact for Safe, Orderly and Regular Migration objectives:



REGIONAL CONSULTATIVE PROCESSES

IOM supports regional consultative processes to promote policy coherence and improved labour migration governance with countries of origin and destination. These multi-stakeholder platforms create opportunities for whole-of-government and whole-of-society approaches in identifying policy gaps, sharing of good practice and lessons learned.

COLOMBO PROCESS

The [Colombo Process](#) was established in 2003 and is a Regional Consultative Process on the management of overseas employment and contractual labour for countries of origin in Asia. It is a member state-driven, non-binding and informal forum to facilitate dialogue and cooperation on issues of common interest and concern relating to labour mobility. The current membership of the

Colombo Process consists of 12 Member States including Afghanistan, Bangladesh, Cambodia, China, India, Indonesia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand, Viet Nam. IOM provides technical and administrative support in its thematic areas of focus through the Colombo Process Technical Support Unit, based in IOM Sri Lanka.

ABU DHABI DIALOGUE

The [Abu Dhabi Dialogue](#) was established in 2008 as a forum for dialogue and cooperation between Asian countries of labour origin and destination. As a state-led Regional Consultative Process, the Abu Dhabi Dialogue aims to enable safe, orderly and regular labour migration in some of the world's largest temporary labour migration corridors. Through multi-lateral dialogue and cooperation on the joint development of labour mobility-related

programming, implementation, and reporting, the Abu Dhabi Dialogue helps to ensure that Member States develop partnerships for adopting best practices and are in a position to learn from one another's experience. Member States include Afghanistan, Bangladesh, China, India, Indonesia, Nepal, Pakistan, the Philippines, Sri Lanka, Thailand, Viet Nam, Bahrain, Kuwait, Malaysia, Oman, Qatar, Saudi Arabia, Singapore, UAE and Yemen.

BALI PROCESS

The Bali Process was established in 2002 aiming to raise regional awareness of the consequences of people smuggling, trafficking in persons and related transnational crime. It is a forum for policy dialogue, information sharing and practical cooperation to help the region address these challenges. The Bali Process, co-chaired by Indonesia and Australia, has 49 members, including observer countries

and international agencies. Launched in 2017, the [Bali Process Government and Business Forum](#) engages the private sector to combat human trafficking, forced labour and related exploitation. IOM supports the Bali Process by providing consultation, technical assistance, capacity building, and sharing best practices.

ASEAN FORUM ON MIGRANT LABOUR

The [ASEAN Forum on Migrant Labour](#) is a regional tripartite platform to discuss issues faced by migrant workers from and within the Association of Southeast Asian Nations (ASEAN). The forum has been conducted annually since 2016 and provides an opportunity to exchange good practices and develop recommendations to advance the

implementation of the [ASEAN Declaration on Protection and Promotion of the Rights of Migrant Workers](#). Each year the forum is hosted by the current chair of the ASEAN with support from the ASEAN Secretariat, and inputs from ILO, IOM, UN Women and the Task Force on ASEAN Migrant Workers.



Irregular Cambodian migrants attend an awareness raising session on the dangers of irregular migration, at the IOM reception centre in Poipet. © IOM 2016/Muse Mohammed

IOM AREAS OF INTERVENTION

ETHICAL RECRUITMENT AND PROTECTION OF MIGRANT WORKERS

Temporary, circular and irregular migration is widespread in the region, with almost half of the migrants being women. Migrants are predominantly semi and low-skilled workers in informal sectors looking for work. Many workers face significant risks throughout the migration process and at work, including discrimination, unequal wages and restrictions on their fundamental rights and freedoms. Migrant workers remain vulnerable to poor working conditions and exploitation that, in the worst cases, can amount to human trafficking and forced labour. In 2021, 32 per cent of human trafficking victims assisted by IOM worldwide were in Asia-Pacific countries. Among them, 70 per cent were exploited within the region. Grievance and remedy mechanisms to address rights violations are often non-existent, ineffective, inaccessible, or unavailable to migrants. In other words, the full potential of labour migration is often not realized.

Through the [IRIS: Ethical Recruitment](#) initiative, IOM is committed to promoting ethical recruitment of migrant workers by enhancing respect for migrant workers' rights,



IOM staff providing direct support to migrant returnees at Migrant Resource Center in Poipet, Cambodia. © IOM 2020

preventing labour exploitation, and strengthening public policies, regulations and enforcement mechanisms of ethical recruitment. The [IRIS Standard](#) and corresponding guidelines serve as a reference point for labour recruiters, employers and state actors on how to integrate ethical recruitment principles into recruitment-related management systems, policies, regulations, processes and procedures to tackle labour exploitation. Through the [Global Policy Network on Recruitment](#) initiated in 2020, IOM aims to provide practical guidance to promote policy coherence and good practices in migrant worker recruitment through targeted thematic working groups, where Member States can learn from peers and counterparts around the world.

MIGRATION, BUSINESS AND HUMAN RIGHTS

To ensure a *whole-of-society* approach in promoting fair and ethical recruitment as well as protection of migrant workers, IOM engages private sector to promote a strategic approach to human rights in international supply chains that brings together all stakeholders and puts migrant workers at the centre. IOM supports businesses in developing and implementing policies and strategies that truly respond to the risks migrant workers are facing and align with international standards on recruitment, migration and employment. IOM assists businesses in ensuring that their due diligence systems are fit-for-purpose, migrant-centered and a source for continuous learning over time. Also, IOM engages businesses in joint advocacy on migrant workers' rights and better provision of information to migrant workers in business operations and migrant communities.



Garment manufacturing unit in Noida, India. © IOM 2021/ Aruna Herath

In Asia, IOM realizes this vision through a portfolio of programmes such as the [Corporate Responsibility in Eliminating Slavery and Trafficking \(CREST\)](#) initiative or the [Regional Roadmap on Ethical Recruitment and Responsible Business](#), supporting global and regional industry groups and individual companies to uphold the rights of migrant workers in their operations and supply chains. IOM works closely with private sector partners, based on the shared values outlined in the [UN Guiding Principles on Business and Human Rights](#), and leverages its role as a UN agency with vast experience in migration topics by providing direct assistance to migrants, governments and the private sector.

SKILLS BASED MOBILITY

Skills-based migration – the movement of migrant workers for the purpose of employment at their skill level – requires cooperation between all stakeholders. This involves States, employers, educational institutions, and migrant workers. IOM supports [Skills Mobility Partnerships](#) to promote multidimensional cooperation between States. Expressly called for in Objective 18 of the Global Compact for Migration, Skills Mobility Partnerships offer an innovative tool that is centered around worker's skills formation and development, while placing special emphasis on multi-stakeholder collaboration. When implemented effectively, Skills Mobility Partnerships can help destination countries meet skill shortages and labour market needs, improve migrant's skills sets, and thereby career prospects, and not least contribute to country of origins' development through remittances, capacity building and skills transfer.



Prospective female migrant workers at their domestic housekeeping training programme in Sri Lanka. © IOM 2022/ Aruna Herath.

Through this approach, IOM addresses and prioritizes the needs of governments – to adapt labour mobility policies; migrants – to be empowered with skills and equipped for the contemporary labour markets; and businesses – to increase resilience of current and future challenges. With its extensive experience, IOM helps States to manage skills-based mobility cooperatively and in developing capacity in skills and mobility, in the areas of skills assessment procedures, labour market trends and data collection systems, recognition of prior learning, digital skill development and inclusion for all occupations.

MIGRANT INTEGRATION AND TRAINING

Migrant integration is an essential component of effective migration management to promote social inclusion and good relations across diverse groups, thereby contributing towards diverse yet inclusive and cohesive societies. IOM recognizes that successful integration is a dynamic and two-way process that involves mutual adaptation of migrants and of the host society, based on principles of protection of fundamental rights, respect, tolerance and non-discrimination. Through tailored training activities, IOM equips migrants with information about the country of destination and helps them to identify the skills and attitudes needed to succeed in their new environment. The trainings focus on managing expectations, cultural orientation and developing the skills and awareness necessary for successful adaptation to their new society.



Pre-Employment Orientation: Equips prospective migrant workers with information to support well-informed decision-making processes on foreign employment and provides accurate information on safe and ethical recruitment.



Pre-Departure Orientation: Supports outgoing migrant workers to ensure their departure process is safe while also providing information on the upcoming journey, adjustment period and how to access support and assistance.



Post-Arrival Orientation: Provides newly arrived migrant workers in the country of destination with information regarding national labour laws, sociocultural norms and practices, workplace ethics.



IOM conducts a tourism business training in the Republic of Marshall Islands through the Ao Kapijuknen Programme.
© IOM 2022



IOM conducts Migration Preparedness Workshops in the Republic of Marshall Islands for prospective migrant workers.
© IOM 2022/PCCMHS Programme



Pre-Return Orientation: Helps prepare returning migrant workers before leaving the country of destination, with useful information to support their access to social protection schemes, skills development opportunities and related resources.

In the framework of the [Diversity, Inclusion and Social Cohesion \(DISC\)](#) Initiative, IOM provides flexible and demand-driven support to Member States and relevant partners in the areas of migrant integration, inclusion and social cohesion. The initiative aims to promote a shared understanding and whole-of-society approach to migrant inclusion and social cohesion, to develop the skills and capacities of different stakeholders to facilitate inclusion and social cohesion, and to foster an evidence-based and unifying narrative on the contributions of both migrants and communities.



IOM organizes focus group discussion on health in Kok Pae migrant community in Mae Sot, Thailand. © IOM 2017/Benjamin Suomela

REMITTANCES AND DIASPORA ENGAGEMENT

Migrant workers contribute significantly to GDP in countries of origin through remittances. In 2019 for example, the countries in the Asia-Pacific region are estimated to have received USD 287 billion in remittances. Six out of the global top 10 countries of recipients are in this region, and 42 per cent of global remittances inflows were received by the region (IOM [Asia-Pacific Regional Secondary Data Review](#), 2021). However, remittance transaction costs remain high, and the informal remittances flows are challenging to be recorded.

Recognizing the need to address the financial insecurities faced by migrant workers and their families during the global pandemic, IOM has joined a [global call to action](#) on socioeconomic impacts of COVID-19 on remittances, which is supported by a wide range of government and non-government partners. This Call to Action aims to raise awareness and calls on relevant stakeholders, including policy makers, regulators and remittance service providers, to take specific actions to decelerate the decline in remittances and facilitate their flow between migrants and their families in low and middle-income countries.

IOM recognizes that diaspora and transnational communities facilitate increased trade, investment and cultural linkages between the different countries that they are connected to, and that they are important development actors. To facilitate the exchange of skills,



Migrant children learn about safe migration through interactive games at a Migrant Learning Centre in Ranong, Thailand. © IOM 2017/Benjamin Suomela

knowledge, cultural capital, and trade links, IOM has formulated a comprehensive [3E strategic approach](#): to enable, engage and empower transnational communities as agents for development. Each area involves a range of interventions by governments and other stakeholders, supported by IOM through policy advice and programming.

IOM also maintains the [iDIASPORA](#) - a global engagement and knowledge exchange hub for diaspora communities and those looking to engage with them. It provides comprehensive, regularly updated data and analysis relevant to diaspora communities, policy makers, NGO actors, and showcases successful diaspora actions and partnerships.



IOM PROGRAMMES IN ASIA AND THE PACIFIC

IOM has a wide portfolio of Labour Mobility and Social Inclusion programmes in Asia and the Pacific, with over 38 active projects in more than 20 countries. Below are some examples of key projects implemented by IOM in the region:

CREST

CORPORATE RESPONSIBILITY IN ELIMINATING SLAVERY AND TRAFFICKING (CREST)

CREST is an initiative implemented by the IOM that supports businesses in upholding the human and labour rights of migrant workers in key sectors and migration corridors. CREST promotes a strategic approach to human rights in international supply chains that brings together all relevant stakeholders: With multinational enterprises to enhance transparency in supply chains, build knowledge on migration, and promote sectoral and multi-stakeholder collaboration. With employers and labour recruiters to carry out migrant-centred human and labour rights risk assessments. With governments to provide technical assistance and advice to strengthen public policies, regulations and enforcement mechanisms on labour migration and promote public-private partnerships.

PROMISE

POVERTY REDUCTION THROUGH SAFE MIGRATION, SKILLS DEVELOPMENT AND ENHANCED JOB PLACEMENT (PROMISE II)

PROMISE II builds on PROMISE I (2017-2021) and aims to remove constraints and barriers that prevent migrant workers, their employers, and communities across Cambodia, Lao People's Democratic Republic, Myanmar and Thailand from benefitting from the full potential of labour migration as a source of poverty reduction, economic growth and resilience. Recognizing the impact of the COVID-19 pandemic on migrant workers and their employers, as well as the essential role of migrant workers in building back better, the overall objective is that women and men migrant workers from Cambodia, Lao People's Democratic Republic and Myanmar in Thailand, and returning migrants, have enhanced decent employment and improved livelihoods contributing to economic resilience and poverty reduction.



GOVERNANCE OF LABOUR MIGRATION IN SOUTH AND SOUTH- EAST ASIA (GOALS)

GOALS is a three-year programme implemented by IOM, ILO and UN-Women to support collaboration and effective labour migration governance in South and South-East Asia. The ultimate goal is to ensure that labour migration is safe, orderly and regular for all women and men from Colombo Process Member States countries. The most recent initiative of GOALS is the launch of the South Asia Centre for Labour Mobility and Migrants (SALAM), which will bring together academic, and policy think tanks from across the sub-region, to serve as a one-stop platform serving policy makers, civil society actors, social partners and other stakeholders with knowledge, information, networks, and policy solutions leading to positive changes in labour migration policies and practices.

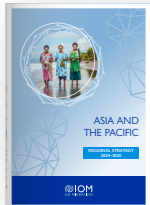
COMPREHENSIVE INFORMATION AND ORIENTATION PROGRAMME (CIOP)

CIOP supports countries in developing and implementing comprehensive and tailored orientation programmes for migrant workers throughout the labour migration cycle. Under the patronage of the [Abu Dhabi Dialogue](#), CIOP supports stakeholders in adopting a holistic approach to migrant orientation. This includes reports, regional guides of training modules, management system guides, training material as well as monitoring and evaluation tools. The [CIOP Hub](#) provides services and expertise to promote comprehensive information and orientation programmes, targeting prospective, current and/or returning migrant workers. The CIOP Orientations include: Pre-employment Orientation, Pre-Departure Orientation, Post-Arrival Orientation, and Pre-Return Orientation.

AUSTRALIAN CULTURAL ORIENTATION (AUSCO)

The [Australian Cultural Orientation Program](#) (AUSCO) prepares refugees and other humanitarian entrants for re-settlement in Australia. AUSCO is a five-day orientation initiative delivered by IOM in five regions, namely: Sub-Saharan Africa, South Asia, Southeast Asia, Central and South America and the Middle East and North Africa – where humanitarian program stream visa holders are located. AUSCO prepares refugees and humanitarian entrants for life in Australia and training is delivered in a variety of settings around the world, including refugee camps and urban centers by fully trained personnel with a sound understanding of Australia. It began as a pilot project in 2003 and since its inception more than 114,000 beneficiaries have been assisted by AUSCO.





ASIA AND THE PACIFIC – REGIONAL STRATEGY 2020 – 2024

The IOM Regional Strategy for Asia and the Pacific identifies the key migration trends and patterns in the Asia-Pacific region and offers comprehensive strategies to address each core issue. It reflects IOM's active engagement towards Agenda 2030 for Sustainable Development and the Global Compact for Safe, Orderly and Regular Migration by prioritizing the three pillars of the IOM Strategic Vision – resilience, mobility and governance

[READ](#)

SPOTLIGHT ON LABOUR MIGRATION IN ASIA

The report explores past, current and future trends of labour migration in Asia and emphasizes the importance of companies proactively seeking to understand migrant worker journeys across the breadth of their supply chains, including the risks of irregular or dangerous migration routes.

[READ](#)

ASIA-PACIFIC MIGRATION DATA REPORT 2021

The report consolidates the latest evidence on the migration landscape in the region in 2021, principally through the lens of recovery from the COVID-19 pandemic. Drawing on available international, regional and national data sources, the report is structured around the six Thematic Pillars: Migration Policy, Migration Statistics, Types of Migration, Migration and Vulnerabilities, Migration and Development, and Migration and Innovation.

[READ](#)

MIGRANT WORKER GUIDELINES FOR EMPLOYERS

This publication is to provide practical guidance for business enterprises on how to recruit and employ international migrant workers ethically and responsibly. The guidance offers concrete steps employers across various sectors can take to run their businesses in a manner that respects human and labour rights of migrant workers. The guidance is primarily for human resources and personnel engaged with migrant workers and can be integrated in existing company policies, procedures and practices.

[READ](#)

OPERATIONAL GUIDELINES FOR BUSINESSES ON REMEDIATION OF MIGRANT WORKER GRIEVANCES

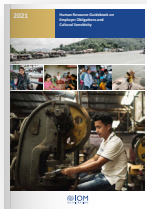
The Operational Guidelines for Businesses on Remediation of Human Rights Grievances are created to primarily help companies and industry groups to develop voluntary programmes to remediate worker grievances, especially with regard to addressing human rights concerns of migrant workers in international supply chains.

[READ](#)

SOCIOECONOMIC IMPACT OF COVID-19 ON MIGRANT WORKERS IN CAMBODIA, LAO PEOPLE'S DEMOCRATIC REPUBLIC, MYANMAR AND THAILAND

The COVID-19 pandemic has drastically impacted labour conditions and labour migration across Cambodia, Lao People's Democratic Republic, Myanmar and Thailand. This study assesses the socioeconomic impact of COVID-19 on men and women migrant workers and their families in Cambodia, Lao People's Democratic Republic, Myanmar and Thailand to inform a migrant-centred approach to socioeconomic recovery from the pandemic with evidence-based recommendations.

[READ](#)



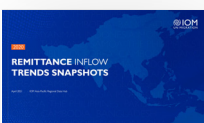
HUMAN RESOURCE GUIDEBOOK ON EMPLOYER OBLIGATIONS AND CULTURAL SENSITIVITY

The Guidebook aims to support Thai employers, human resource officers, interpreters and local staff working directly with migrant workers to comply with their legal obligations and with labour rights standards.

[READ](#)


MIGRANT WORKER ACCOMMODATION

This report is based on a review of literature on the regulation of migrant accommodations as a condition of employment in a country of destination. It reviews standards for migrant housing at the international level, governmental policies and regulatory practices, private sector regulations, and special measures implemented in the context of the COVID-19 pandemic.

[READ](#)


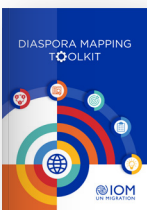
REMITTANCE INFLOW TRENDS SNAPSHOTS

This report explores the trends of remittance inflowing in the Asia Pacific region including the quarterly trends, changes to key remittance corridors, and public and private sector initiatives.

[READ](#)


RESOURCE BANK ON BUILDING CAPACITY FOR DIVERSITY AND SOCIAL INCLUSION

This report compiles a wide range of IOM resources that address the intersectional identities and unique needs of migrants, with a view to promoting migrant inclusion and social cohesion. The Bank provides practitioners and policymakers key capacity building approaches, tools and trainings that can guide mainstreaming of diversity and inclusion into IOM programming.

[READ](#)


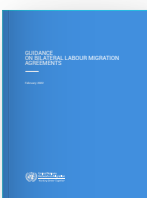
DIASPORA MAPPING TOOLKIT

The Diaspora Mapping Toolkit builds on IOM's rich experience of over 150 diaspora mappings implemented across diverse contexts, this Toolkit presents a systematic, comprehensive yet very flexible and agile approach to conducting diaspora mappings in differing contexts. By following the proposed clear guidance on how to collect and analyze data on diaspora communities, decision makers will have the possibility to create more strategic and evidence-based policies empowering diaspora members to contribute and engage thus maximizing their contributions to development.

[READ](#)


MIGRATION AND THE SDGs: MEASURING PROGRESS

This publication presents and assesses trends on migration across selected goals, and discusses the status of migration data availability on these. Further, the volume brings together and examines, for the first time, data on all indicators under SDG target 10.7, taking stock of what the international community has learned regarding how to conceptualize and monitor safe, orderly, regular and responsible migration. The report features contributions relevant to a range of SDGs, focusing on the global level as well as selected countries around the world.

[READ](#)


UN GUIDANCE ON BILATERAL LABOUR MIGRATION AGREEMENTS (BLMA)

The purpose of this BLMA guidance is to assist countries of origin and destination to design, negotiate, implement, monitor and evaluate rights-based and gender-responsive BLMAs, based on a cooperative and multi-stakeholder approach. The guidance is developed by the UN Network's Thematic Working Group (TWG) on Bilateral Labour Migration Agreements (BLMAs), co-led by the ILO and IOM. The TWG on BLMAs is comprised of representatives of UN agencies, employers' and workers' organizations, academia, and civil society organizations.

[READ](#)

JANUARY 2023

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