



ONLINE

LABOUR MIGRATION

FOSTERING THE SOCIAL AND PROFESSIONAL REINTEGRATION OF RETURN MIGRANTS

15 SEPTEMBER – 24 OCTOBER 2025

 6 WEEKS, 60 HOURS

Information Note



International
Labour
Organization



International Training Centre

PREVIEW

The process of return and labour market reintegration is a dynamic and complex one. The presence of labour market opportunities, infrastructure, enabling policies, possibilities for investment of savings, access to financial and non-financial services (including loans), owning property, registering a company, appropriate education and health services for migrants, former refugees, and their families, all appear to be vital for the process of reintegration. This requires a solid policy and incentive packages in order to make return and labour market reintegration a viable solution.

There are indeed a number of structural and circumstantial challenges that can prevent the socio-economic reintegration of labour migrants and refugees. Some are inherent to the migration or displacement experience. A prolonged stay abroad often creates challenges for returnees to find employment opportunities, primarily due to the loss of contact with prior networks in their home country. Other factors relate to the capacity of the country to facilitate the reintegration process. Often countries that are producing large migrant or refugee populations are unable to support their effective reintegration, principally due to the lack of institutional capacity, as well as human and financial resources. When back home, returnees may not have access to up to date information about employment services and current labour market situation. As a result, many returnees are concentrated in low-skilled informal employment or under-regulated sectors.

The reintegration of migrant workers and former refugees, whatever the reason for or modality of return, poses serious challenges and requires well-established and implementable policies and action plans, to be agreed with the social partners. These policies and plans should prioritize the scope of the interventions and measures, taking into account the most urgent needs, the capacity of the institutions and availability of resources. The policies and plans could be most effective if based upon the evaluation of measures implemented at pilot level in order to assess their feasibility to be transferred to the systemic level. This is more important than ever now in the post-COVID-19 context, when large number of migrant workers had to go back home.

In some cases, returning migrant workers and former refugees are coming back to countries already experiencing high unemployment and economic hardship. The pressure on job markets in areas of return with resident workers might increase competition and tension among communities. If access to jobs and livelihoods are unavailable in the place of return, then returnees tend to migrate towards urban areas in search of employment opportunities. The absence of sustainable reintegration increase the likelihood of these populations falling into poverty and/ or engaging into secondary migration or displacement is heightened. Returnees can play an important role in

facilitating the transfer of qualifications and skills to origin countries as they bring back skills, experience and entrepreneurship abilities, which can help countries to rebuild better. Providing operational support through income-generating opportunities for both returnees and communities in areas of return might help the overall reintegration process.

The course is based on the ILO Guidelines on labour market reintegration. It is based on the ILO approach to labour market (re-)integration and draws on ILO technical assistance and recommendations in a number of key policy areas, namely labour migration, employment, skills, conditions of work, social dialogue and gender equality.

The course will review the main concepts and definitions of labour market reintegration and links them to the different phases of the labour migration policy cycle, such as design, implementation, measures fostering labour market reintegration for return migrants and refugees, and monitoring and evaluation. The course will also explore the linkage between return migration and development while explaining why some return migrants succeed in reintegrating back home whereas others do not

KEY FEATURES

- **Global Perspective:** An action-oriented, highly participative approach will be used, with particular attention devoted to sharing international experiences with a view to their adaptation and practical application.
- **Flexibility:** Learners have the freedom to choose when and where to study. They can progress through the material at their own pace during the duration of the course. Live sessions are recorded, accommodating the individual schedules and preferences of the participants.
- **Access to Resources:** the online course provides a variety of learning resources, such as written materials, videos, quizzes, and interactive activities. These resources cater to different learning styles and help learners engage with the content effectively.
- **Integrated E-Learning:** An innovative e-learning experience combining self-paced modules, webinars and discussions, case studies, forum debates, role-play exercises and group work using up-to-date learning methods and technologies.
- **Assessment and Feedback:** The course includes assessments and quizzes to help learners gauge their understanding of the material. Feedback on assessments allows learners to identify areas for improvement and adjust their study approach accordingly.

WHAT ARE THE TOPICS COVERED IN THIS COURSE?

- **Module 1:** Concepts and definitions
- **Module 2:** Linkages between migration and development and identification of returnees' socio-economic profiles
- **Module 3:** Issues and challenges in return and reintegration
- **Module 4:** International standards and guidance
- **Module 5:** Why return and reintegration policies are necessary :
General principles in designing and implementing return and reintegration programmes
- **Module 6 :** Content of a reintegration policy
- **Module 7 :** Policy implementation
- **Module 8 :** Assessing the implementation of reintegration policies
- **Module 9:** Good practices

WHAT WILL I BE ABLE TO DO?

The course addresses the social and professional reintegration of return migrants by strengthening the capacity of policy level stakeholders design and facilitate evidence-based return migration policies. More specifically, you will be able to:

- Appreciate the challenges faced by returnees and identify the specificities based on their profile and migration experience
- Understand what are the key element of a genuine reintegration policy and Acquire analytical tools and instruments (e.g. indicators) allowing adequate policies to be adopted with a view to supporting migrants' reintegration;
- Access innovative and comparative data on returnees' conditions back home and combine a top down and a bottom-up approach to return migration and reintegration;
- Benefit from increased awareness of the need to develop adequate mechanisms sustaining the reintegration of returnees while redefining current policy priorities as applied to return;
- Understand the factors, public policies, as well as the pre- and post-return conditions shaping migrants' patterns of reintegration in their country of origin;

WHAT WILL I BE REQUIRED TO DO DURING THE COURSE?

Course learninmaterials and tuition will be offered online in English. The following requirements are therefore essential to participate in this course:

- The ability to use and access a computer with internet;
- Working knowledge of written English
- The availability to dedicate per week between 5-10 hours to the course.

WHY SHOULD I JOIN?

- The Turin Centre is known for its innovative learning tools and methodologies.
- Course facilitators are subject matter experts and specialists;
- Training delivery includes online and tutor based learning opportunities;
- Participants exchange knowledge and ideas on existing good practices.

This course qualifies for the [ITCILO Diploma for Labour Migration Experts and Practitioners](#). Take the Academy on Labour Migration, three courses out of all eligible courses within a five-year period, and complete a capstone project to become part of a global cadre of practitioners and experts with a recognised set of skills in labour migration policy.

WHO ATTENDS THIS COURSE?

The course is designed for officials and practitioners committed to facilitating the reintegration of return migrants. More specifically:

- Public authorities at national and local level;
- Workers' and employers' representatives;
- NGOs and CSOs dealing with migration and development;
- Migrant associations;
- International cooperation agencies and organizations.

HOW?

The course consists of a number of online modules offered through the ITCILO e-Campus online platform to be completed over a period of six weeks for an estimated 60 learning hours. The course is broken down into three phases:

- **Flexible learning:** (asynchronous) self-guided online learning on e-campus, forum of discussion facilitated by experts and assessment throughout the different phases of the course.
- **“Real time” learning** (synchronous): Live interactive sessions and engaging video presentations by highly experienced trainers, blended with individual and collaborative group exercises, peer-to-peer assessment and online technical forums on e-campus.
- **End of course assignment:** Individual assignment applying the teachings acquired during the course.

Participants who successfully complete all assessments and the final assignment will receive a Certificate of Achievement.

APPLICATIONS

Applicants should complete the online nomination form no later than **5 September 2025**, supported by a nomination letter from the sponsoring institution indicating how the participant will be financed. The form can be found at <https://oarf2.itcilo.org/DST/A9718059/en>

COSTS AND PAYMENT

The cost of participation is **€1,055** and is payable in advance by the participant or his or her sponsoring organization.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course:
No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course:
Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course:
Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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COURSE CODE: A9718059