



ILO Regional Office for Asia and the Pacific (ROAP) Visioning Event

**Asia Pacific Knowledge Network on Migration and Human Trafficking
AP-MagNet**

**Centara Duangtawan Hotel
Chiang Mai, Thailand
October 25-27, 2010**

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ACRONYMS and DEFINITIONS

AP-MagNet	Asia Pacific Migration Advocates Group Network
ILO	International Labour Organization
CoP	Community of Practice
ROAP	Regional Office for Asia and the Pacific
KSP	Knowledge sharing platform
ESCAP	Economic and Social Commission for Asia and the Pacific
IOM	International Organization for Migration
MFA	Migrant Forum Asia
SMC	Scalabrini Migration Centre
OWWA	Overseas Workers Welfare Administration

BACKGROUND

In response to its constituents request for better sharing of ILO's knowledge resources, the ILO Regional Office for Asia and the Pacific (ROAP) initiated the development of [communities of practice](#), i.e. "interactive networks of committed professionals bound by a common interest" in various subject areas. The first three Communities of Practice – Youth Employment (AP-YouthNet), Green Jobs, and Skills (Skills-AP) – are now operational¹ and accessible at <http://ap-youthnet.ilobkk.or.th/>, <http://greenjobs-ap.ilobkk.or.th/> and <http://skills-ap.ilobkk.or.th/>.

Initial results from the CoPs have been encouraging. They have provided an opportunity for ILO staff and constituents to engage in knowledge-sharing, facilitated debates and discussions on emerging concerns and have reinforced organizational learning, feedback, constituent ownership and use of ILO's technical resources.

Why a CoP on Labour Migration?

Managing labour migration for decent work is one of five Asian regional priorities², reflecting an important concern of ILO constituents in government, workers' and employers' organizations and the general public. Labour migration continues to rise in the region - over 24 million Asians are estimated working outside of their home countries. While Asians are moving for employment in all part of the world, more and more Asians, approximate 38% are crossing land and sea borders for work in neighboring countries. Many more women and young people are moving than ever before, raising concerns over protection.

Key sending countries in South-east Asia include the Philippines, Indonesia, Myanmar and Viet Nam, in South Asia, India, Bangladesh, Pakistan, Sri Lanka are also major sending countries, with each having stocks of workers of more than a million workers working overseas. Japan, Korea, Taiwan, POC, Singapore, Thailand and Malaysia now have significant share of foreign work force in their labour force.

Asian movement is dynamic and diverse, from highly qualified professionals, skilled craftsmen and technicians to less skilled workers in homes, construction sites, tourism enterprises, informal stores and workshops. Labour markets in Asia have all been affected by migration, with both positive and negative impact. There is no dearth of controversy or debate on labour migration. Whether migrants are going for work, staying and assimilating in the destination country or coming back home, there is no single "best approach". This provides a fertile ground for discussion and dialogue and this is where we believe that the CoP on migration, AP-MagNet, can play an important role in Asia and the Pacific.

Aims of AP-MagNet

The AP-MagNet seeks to provide a forum for committed professionals to share and leverage technical and practical knowledge on labour migration and anti-trafficking, to encourage debate and discussions for better understanding, and strengthen a common agenda for managing migration for decent work in Asia and the Pacific. In more specific ways, the CoP will:

¹ AP YouthNet has been operational since 2008 and Skills-AP and Green Jobs since 2009.

²The global outcome on migration (no 7) aims to achieve "More migrant workers are protected and more migrant workers have access to productive employment and decent work" and the outcome (RAS 201) states that "Improved Capacities of Governments and Social Partners to Manage Labour Migration".

- catalyze new thinking and approaches on labour migration and human trafficking in the Asia Pacific region;
- provide access to ILO policy research, technical manuals and tools, training programs other resources related to migration and anti-trafficking;
- provide access to other organizations' and partners' resources
- promote events and news on migration
- encourage the development of joint initiatives to further regional and multilateral cooperation on labour migration and human trafficking

The Process of Creating a Community of Practice

While it is intended that the overall design of AP-MagNet is be consistent with other established CoPs of Asia and the Pacific, the establishment of AP-MagNet and agreement on its features is a participatory and consultative process. It started with a concept note that declared the rationale for AP-MagNet. A survey was then sent to about 250 migration specialists and technical staff in the Asia/Pacific region, who have been participating in various ILO events during the last three years. The results from the survey provided important feedback on the design, aims, and proposed implementation (products, services, membership etc.) of the AP-MagNet portal. The next step in the process was to arrange a Visioning Event.

OBJECTIVES OF THE VISIONING EVENT

The event took place in Chiang Mai on October 25-27, 2010 and it brought together tripartite constituents from seven countries, in addition to five experts (from SMC, MFA, HRD Korea, Labour attaché from Taiwan, OWWA), ESCAP, IOM and ILO staff working on migration in the region. These participants make up the core group of AP-MagNet and they were all during the three day workshop introduced to the mechanics of CoPs, the formulation of a niche for AP-MagNet and the work planning of AP-MagNet, including a timeline and concrete activities on a short-term (up to three months), medium term (three to six months) and long term (one year) basis.

The workshop brought together 38 dedicated migration professionals (tripartite constituents, experts, ILO staff, UN organizations, International organizations, NGOs) for a three day event. The overall objectives of the event was to introduce the concept of communities of practice, to share experience from the ILO in regards to the existing communities in the region, to identify challenges and responses to migration and to do a joint work planning to determine the niche, identify products, services and topics for discussion for AP-MagNet and to develop a draft list of activities on three levels, short, medium and long term.

DAY 1

Related resources and presentations can be found at <http://apmagnet.lobkk.or.th/visioning-event>, Day 1

Welcome and Introduction

The first session of the workshop began with welcoming remarks by the ILO-ROAP's Deputy Regional Director for Policy and Programs, Ms. Thetis Mangagas. This was followed by a short introduction by the facilitator of the event, the ILO Senior Officer on Knowledge Management, Mr. Johan Arvling, who also introduced the agenda for the three days.

The AP-MagNet has grown out of a request from the ILO constituents at the ILO Asian Regional Meeting in Busan in 2006 for an Asian Decent Work Knowledge Network, catering to their needs in a number of critical thematic issues, migration being one. In the process of the creation of the portal, there have been consultations with ILO staff working on migration in the region, and a survey has been conducted among key stakeholders to determine the specific needs and desires. The results of the survey have been incorporated in the proceedings of the workshop. This workshop is an important event to kick-off the AP-MagNet, to create a core group and get the momentum going.

Sociogramming exercise

Through a sociogramming exercise, the participants got a chance to get to know each other and have informal conversation about their experiences on migration. The participants found that there were more than 300 years of experience on migration in the workshop. This exercise made the founding members of the workshop realize that they can all contribute and share their experiences as well as learn from each other. As a second component of the sociogramming exercise, the participants were asked to pull something from their pockets or something they had on, that they used regularly, and put the item in front of them on the floor. The items placed on the floor were all practical things, such as pencils, mobile phones, name cards, etc. that they need in their work. It is hoped that by the end of the workshop, participants will realize that the AP-MagNet platform is also something that should always be kept in their conceptual/virtual "pockets."

Basics of Knowledge Management

Following the introductory part of the workshop, the facilitator explained further about knowledge management and communities of practice. Firstly to set the scene, the facilitator discussed sharing versus hoarding and the importance of sharing of information and knowledge. Then he continued to mention that communities of Practice (CoP) are "a group of professionals, informally bound together through exposure to a common class of problems or pursuit of solutions." It can be described as a "virtual team" that meets once/twice a year but stays connected throughout that period. There is a common bond that holds members together as they work towards the same goals and face common challenges – there is a common sense of purpose and the need to improve service efficiency. The concept first appeared in the private sector to improve bottom lines (1991) by emphasizing knowledge management and adding value. It was later explored by the UN in the late 1990's when competition for funding became fiercer and it was vital to be more cost-effective and efficient.

The facilitator illustrated some features of project teams, CoPs and knowledge networks to determine what differentiate a CoP from the other related concepts. Some of the common features of a CoP that differentiate it from a network are that:

- Members have common professional ambition/interest/motivation/passion

- Members believe they will achieve common goals more effectively through collaboration
- Members share a sense of responsibility and accountability for a given task, output or result.
- Members meet regularly to find out what their individual areas of responsibility are and what has or has not been done.
- It is different from a distribution list which only sends out information but members do not contribute anything.
- CoPs can be time bound and/or long lasting
- CoPs are topic focused and problem solving

Some of the key issues that the facilitator raised were; the importance of determining a niche for the CoP, a community that tries to do everything ends up doing nothing; and that there should be an allocation of dedicated resources and support from management (e.g. CoP facilitators and/or thematic champions or visioning event). He further emphasized that the first period of the community is crucial, if nothing has happened within 90 days, nothing ever will. The challenge is to maximize CoP outputs/impact while minimizing information volume. The CoP should ideally link global, regional and national partners through a slow and gradual process. When CoPs grow too strong however, it will be critical to avoid management. Moreover, the start-up phase constitutes the core group/critical mass of active practitioners and CoP membership must visibly impact work behavior and have an emphasis on problem solving.

Plotting the beginning of a CoP

After the explanation and description of theories of Communities of Practice, the groups were asked to plot the beginning of AP MagNet on a scale from internal (founding members only) to external (founding members ++) as well as from enabling to delivery. Most of the groups assumed that AP-MagNet is in the initial phase where the platform is internal and are not yet able to deliver on the objectives of the platform. However, the groups were then also asked to position where they believe where AP-MagNet will be in one year. The results of this were more varied, where some of the groups were convinced that the CoP can be an external product with high delivery rate while other groups were more modest in their assumptions for AP-MagNet within the first year.

What does the CoP on migration look like and why is it needed?

The facilitator briefly described how other CoPs look like and what their aims are, he showed how another ILO CoP looks like, namely AP-Youth Net, which is the most mature CoP of the ILO ROAP. It has 500+ members and started in 2008 with a visioning event similar to this one. The facilitator described the increase in membership since the beginning of the community and showed briefly how the portal looks. At APYouthNet people are actively sharing resources and there have been several structured and moderated discussions, the output from which have been consolidated responses. At the moment a Rejuvenation Event is planned for the CoP.

Participants were then asked to creatively illustrate how they envision AP-MagNet. The results were varied but the message was unified -there is a common problem/challenge that everyone is working to solve – everyone must come together, think together and most importantly work together. Images were creatively drawn by some who depicted their ideas using maps/trees/mountains/fountains/communities; while others resorted to a more “business planning” model showing links and strategies for AP-MagNet. Key words of emphasis by participants included: Partnerships, cooperation, sharing, learning from each other, ideas, etc. (photos of the illustrations can be found at AP-MagNet). The facilitator emphasized the need to internalize these visions during the next year. Everyone has different expectations - this exercise would serve as the foundation for creating one vision for the entire group.

Structured Storytelling

The participants were then asked to each share a specific story about migration or anti-human trafficking, practices, policies, programs, initiatives, expertise etc. in their respective groups, they were then instructed to decide on the best story in the group and tell it in plenary.

The stories that were told in plenary were on the following issues;

- The AMIR

This group presented a story/information about berry pickers in Sweden and Finland from Vietnam and the difficulties of monitoring the recruitment process and to ensure that the migration experience will benefit and protect the workers. The responsibility of workers, sending agencies, governments and employers to provide and gain adequate information in the migration process was emphasized.

- The Orchids

This group has agreed that a story about human trafficking from the Philippines were the most capturing story. A woman from the Philippines had been lured into sex trafficking, the story also revealed the difficulties she had to return and reintegrate back into the society. The story emphasized the importance of providing support to the victims during the whole cycle of migration and to break the cycle of trafficking and exploitation.

- The Eagles

This group shared a story about migration and exploitation. It started off with a young woman in Hong Kong and continued to speak about the dangers and difficulties she is facing as an undocumented domestic worker. Just like the Orchids, this group emphasized the dangers and difficulties that so many migrant workers in Asia are facing.

- TEAM 24

This group shared a story about a migration project in Armenia where the project has managed to improve the lives of many migrants through different types of loans and support. This was presented as a good practice where the good cooperation between different agencies as well as close links to banks was of crucial importance. The methodology has proven to be sustainable and replicated.

- The Pioneers

The story was called *Unions can help*, one of the participants from Bangladesh shared his experience of organization of workers and support from trade unions in the Middle East. He emphasized that there is a dire need to organize workers.

- The Connections

This story was about management of labour migration and controlling of human trafficking in Sri Lanka through a better structured information management system that in the end benefits the workers as well as the employers.

Through this structured storytelling we learned more about the difficulties of migration and the risks of exploitation in the region. In this manner we got a better understanding of migration dynamics and risks of human trafficking. In addition we also learned more about the actions taken to address the challenges in the region.

DAY 2

Related resources and presentations can be found at <http://apmagnet.ilobkk.or.th/visioning-event>, Day 2

Global and Regional Perspectives on Migration

Dr. Graziano Batistella presented the global trends of migration. International migration theories and general trends were reviewed as well as some statistics on e.g. the total number of major destination countries for migrants, countries with the highest percentage of migrants in their total population, percentages of female migrants etc. He then reviewed migration data and trends continent by continent. And finally major points were raised;

- Demographic challenges
- Migration and development nexus
- Remittances
- Impact of the crisis
- Protection aspect and ratification of ILO and international conventions

Before he finalized his presentation, Dr. Batistella presented a model to understand migration, with linkages between irregular and regular migration.

After this introductory part of the first thematic session, Ms. Thetis Mangahas then presented trends and challenges of migration in Asia and the Pacific. She started out by stating the growing role of Asia in the global economy. She mentioned that Asia is a diverse and dynamic region but despite the economic growth, the region still struggles with poverty, Asia has 70% of the working poor. Some of the characteristics and features presented were;

- Many women migrating (e.g. domestic workers)
- Low skilled workers
- Growth of irregular migration and increasing vulnerabilities
- High level of human trafficking in the region
- High cost of recruitment

Despite these features there is a growing recognition of the role of migration to development and many countries in the region managed to cushion the impact of the global financial crisis through the remittances from migrant workers.

Finally she mentioned some of the responses on a regional as well as country level. At the regional level there are admirable processes and dialogues such as the Bali process, COMMIT, ASEAN etc. Countries have requested assistance to revise migration policies and there is an increase in technical cooperation and advisory projects that show the interest of donors to invest in the region.

Determining common challenges for AP-MagNet

Through work in groups, the primary, secondary and tertiary challenges were identified by the founding members of the AP-MagNet. The challenges were then posted on the wall according to the following groupings;

Primary challenges:

- Interstate cooperation
- Inter-country cooperation for better protection of migrant workers
- Human trafficking and labour exploitation
- Irregular migration
- Illegal/Irregular recruitment practices

- Curving irregular or undocumented migration

Secondary challenges:

- Protection and support services
- Information on global demand for supply
- Protection of migrant workers
- Protection of migrant workers
- Exploitation of migrant workers rights in the hands of receiving end employer agents
- Non protection of labour rights

Tertiary challenges:

- Reducing irregular migration
- Female migrant workers
- Reintegration
- Control of illegal recruiters
- High cost of recruitment
- Need for greater social dialogue policy and practice (with + between countries)

To conclude, many groups identified the same or similar challenges, the challenges that came up the most are; irregular migration, international cooperation, protection of migrant workers and recruitment issues.

Identification of key areas and knowledge gaps

Ms. Pimpaporn Thitayanun introduced the objectives of the session and set the stage for the groups to identify five key topics for AP-MagNet. Then Mr. Nilim Baruah briefly presented the key areas and knowledge gaps in the region for the countries of origin and destination respectively. He more specifically reviewed; policies and practices, including regulations of recruitment agencies, procedure for departure and support services for migrant workers; optimization of benefits for migration, through remittances, skills levels of migrants and marketing approaches; and labour admission policies.

The groups were then tasked to identify the five areas of work that AP-MagNet should focus on. The results were compiled and put on the wall to then vote for the top five among all issues identified by the groups. The results are as follows;

- Labour migration policies
- Recruitment policy and practices
- Protection of migrant workers
- Reintegration of migrant workers
- Cooperation among multiple stakeholders

Establishing an AP-MagNet niche

Ms. Panadda Boonpala and Mr. William Gois lead this final session of the second day, where the participants, in their groups, were asked to decide on a niche for the AP-MagNet, five issues to address in online discussion forums, five products and five services. The groups then presented their ideas and the group voted, and the results are as follows;

The niche	<i>An Asia Pacific Multi-Stakeholder Forum on Migration and Anti-Human Trafficking</i>
The issues	<ul style="list-style-type: none"> - How to improve regulation and monitoring of recruitment agencies and employers, e.g. Codes of Conduct? - How to promote trade union rights among migrant workers? - How do we promote a positive attitude toward migrant workers? - How do we factor migration in local development plans? - What is the bargaining power of sending states to influence the policies of receiving states?
The products	<ul style="list-style-type: none"> - Awareness raising campaign - Collection of success stories - Roster of experts/pool of specialists - Matrix of reintegration programs in the region - Guidelines on the related/ selected areas of work
The services	<ul style="list-style-type: none"> - Provision of advisory/ Technical services - Deployment of a dedicated facilitator for AP-MagNet - Establishment of a virtual/ central knowledge depository - Moderation of scheduled discussions - Managing the AP-MagNet knowledge depository – dissemination of information and good practices, and data among members

DAY 3

Related resources and presentations can be found at <http://apmagnet.ilobkk.or.th/visioning-event>, Day 3

Recap of day 1 and 2

This final day of the event started off with a recap of the first two days. The founding group also reached a common decision in regards to the growth of the CoP; they decide that AP-MagNet should have a *Targeted growth* where founding members can continuously recommend new members to register online. This allows for a regular flow of new members, the membership will still be approved by facilitator.

A walkthrough of AP-MagNet was given to show the founding members the way the portal look and some of the facilities on the portal that can be utilized to share and disseminate resources.

Development of next steps for AP-MagNet

This final work session of the event consisted of work planning, to create a roadmap of action for AP-MagNet on a short, medium and longer term basis with specific and concrete tasks and steps. The objective of the session is that the groups shall through using outputs from day 1 and 2 to decide on key steps / tasks to be undertaken to be able to deliver key services and products. The results of the group work are found in the table below;

Short term tasks Month 1-3 (November 2010 – January 2011)	Who does it?	With what support/ Partners?	When / Timeframe?	Status	
				Completed	Ongoing
1. Registration	1. All founding members	1. ILO	1. Month 1		X
2. Familiarization with AP-MagNet	2. All members	2. -	2. Continuously Month 1 – 3		X
3. Invite members (targeted approach)	3. All members	3. NGO, TU, Employers, Gov, CSO	3. Month 1 – 3		X
4. Hire facilitator	4. ILO	4. -	4. Month 1	X	
5. Produce a promotional brochure (electronic) and Power Point presentation	5. Facilitator	5. ILO	5. Month 1		X
6. Organize national intro ½ day Philippines	6. ILO	6. MFA	6. December 18 th		
7. Organize 1 st discussion forum	7. Facilitator	7. ILO, external moderator(s)	7. Last week of 3 rd month (January 2011)		
8. Present AP-MagNet to constituents	8. All members	8. All	8. Month 1 – 3		X
9. Ensure registration of founding members and follow-up	9. Facilitator	9. ILO	9. Month 3		
10. Founding members should make at least 2 contributions	10. All founding members	10. Facilitator	10. Month 2		X
11. Share 1 st AP-MagNet Community Updates	11. Facilitator	11.	11. Month 1		X
12. Share 2 nd AP-MagNet Community Updates	12. Facilitator	12. ILO and external moderator	12. Month 3		

Medium term tasks Month 4-6 (February – April 2011)	Who does it?	With what support/ Partners?	When / Timeframe?	Status	
				Completed	Ongoing
1. Input and share data on selected areas	1. All members	1. Stakeholders	1. Month 4-6		
2. Organize 2 nd discussion forum	2. Facilitator	2. ILO, external moderator(s)	2. Last week of 6 th month (April 2011)		
3. Establishing pool of specialists	3. ILO	3. Members to suggest	3. Month 6		
4. Collect success stories on return and reintegration	4. SMC to initiate	4. All members	4. Month 6 -		
5. Share information on Return and Reintegration programs in the region	5. All members	5. All members	5. Continuously		
13. The consolidated response from 1 st discussion forum shared on the portal	13. Facilitator	13.	13. Month 4		

Long term tasks Month 7-12 (May – October 2011)	Who does it?	With what support/ Partners?	When / Timeframe?	Status	
				Completed	Ongoing
1. Matrix on reintegration programs	1. Government members	1. ILO to design matrix	1. Month 12		
2. Database of good practices examples + list of recommendations	2. Dedicated members	2. Facilitator/ILO migration staff	2. Month 12		
3. Organize 3 rd discussion forum	3. Facilitator	3. ILO, external moderator(s)	3. First week 10 th month (August 2011)		

4. Organize 4 th discussion forum	4. Facilitator	4. ILO, external moderator(s)	4. Last week 12 th month (October 2011)		
5. Develop guidelines on return and reintegration based on success stories and best practices gathered during month 3-6.	5. ILO	5. Selected members working on return and reintegration	5. Month 9 - 12		
6. Publication and distribution of good practices on recruitment practices (follow-up on discussion forum)	6. ILO migration experts/Facilitator	6. Financial resources	6. Month 12		
7. Face to face meeting	7. Members who moved the portal	7. ILO	7. Month 12	8.	9.

Selling the AP-MagNet story

Before wrapping up the event, the groups were asked to come up with a sales pitch within the groups for the AP-MagNet. The groups were very creative and this is what the groups did;

- The orchids

Presented a “cheer” on the key issues that AP-MagNet shall focus on, safe migration, trade union rights, protection of migrant workers, cooperation, etc.

- The pioneers

Used their theatrical skills and presented a play about a migrant domestic worker, followed by some catchy cheers “AP-MagNet: the net with global **m**agnitude, the net with a **m**agnetic power, the net that **m**agnifies your potential, the net of **m**agnificent partnerships and the net that offers **m**agic to migrants.”

- The eagles

Presented a play about AP-MagNet and the magnetic attraction of the community of practice and finalized their presentation with a song about AP-MagNet.

- Team 24

Made a play, the setting was a news studio and reporters from the Philippines, Korea and Thailand got to ask questions to ILO directors about AP-MagNet.

- The AMIR team

Presented a song about AP-MagNet, with the key message that “Whatever you want, wherever you are and who ever you are, AP-MagNet can always respond to your needs” to reflect the previous discussion that you should always carry AP-MagNet with you in your virtual pockets.

- The connections

Made a play about migration.

Closing

Ms. Sachiko Yamamoto, Regional director for ILO in Asia and the Pacific, gave the closing remarks and reminded everyone about their role in developing this community of practice and the importance of communication and cooperation across organizations, ministries and disciplines.

The facilitator ended the event through an exercise where the participants were seated in “airplane” style setting, they were asked to share their experiences during the last three days with their neighbor and then some of the participants shared their discussions with the whole group. The facilitator also reminded the participants that they are all the founding members of AP-MagNet and they should register as soon as possible and then keep the AP-MagNet in their virtual pockets at all times. Finally, the founding members each received a t-shirt stating “An AP-MagNet original...”.

ANNEX 1 - AGENDA

AGENDA
ILO Regional Office for Asia and the Pacific – Community of Practice on Migration
 Chiang Mai, Thailand
 25 – 27 October, 2010

Day 1: Monday, 25 October, 2010		
Time	Session	Structure / Mode of Delivery
0830 – 09.00	Registration	
09.00	Session 1: Welcome and Introduction <ul style="list-style-type: none"> - Opening: setting the scene for knowledge sharing event - Icebreaker / teambuilding exercise - Overview of the agenda and objectives 	Brief opening remarks Guided / Structured group work / Debrief Thetis Mangahas / Johan Arvling
1000 – 1030	Break	
1030 – 1200	Session 2: Basics of Knowledge Management <ul style="list-style-type: none"> - What are Communities of Practice: defining CoPs and understanding their nature, concept and rationale - Plotting the beginning of a CoP 	Presentation / Structured group work / Debrief Johan Arvling
1200 – 1330	Lunch	
1330 – 1500	Session 3: How does other CoP's look like <ul style="list-style-type: none"> - Example of a existing regional CoP's and Networks - What does my CoP in Migration look like – why is one needed 	Presentation / Structured group work / Debrief Johan Arvling
1500 – 1530	Break	
1530 - 1700	Session 4: Member reflections <ul style="list-style-type: none"> - Reflections from the survey - What Migration lessons has been learned so far 	Story telling / Structured group work / Debrief Johan Arvling

	- Knowledge networking in Migration: regional status	
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Day 2: Tuesday, 26 October, 2010		
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Time	Session	Structure / Mode of Delivery
0830 – 1000	Session 5: An overview of Migration Issues and Responses - Global and Regional perspectives	Presentation / Structured Q & A / Debrief Graziano Battistella / Thetis Mangahas
1000 – 1030	Break	
1030 – 1200	Session 6: Identification of key areas and knowledge gaps - Sharing of practices, experiences and views - How do we leverage APMagNet	Guided / Structured group work / Debrief Pimpaporn Thitayanun / Nilim Baruah
1200 – 1330	Lunch	
1330 – 1500	Session 7: What does the future hold for Migration in the region? - Working towards identifying a niche and common areas of work - Developing a script / story board for the community - How do we leverage APMagNet	Guided / Structured group work / Debrief William Gois / Panudda Boonpala
1500 – 1530	Break	
1530 – 1700	Session 8: Positioning APMagNet - What should APMagNet do, discuss and provide as services to its members - How do we leverage APMagNet	Presentation / Structured group work / Debrief Johan Arvling

Day 3: Wednesday, 27 October, 2010

Time	Session	Structure / Mode of Delivery
0830 – 1000	Session 9: Recap of day 1 and 2 <ul style="list-style-type: none"> - Highlight critical agreements - Walk through of the APMagNet Portal 	Presentation / Structured group work / Debrief Johan Arvling
1000 – 1030	Break	
1030 – 1200	Session 10: Development of next steps for APMagNet <ul style="list-style-type: none"> - Identify and agree on key areas of work / services / products and discussions over the next 12 months - Establishing a roadmap for short, medium and long term tasks 	Introduction / Structured group work / Debrief Thetis Mangahas / Johan Arvling
1200 – 1330	Lunch	
1330 – 1500	Session 11: Development of next steps for APMagNet <ul style="list-style-type: none"> - Selling the APMagNet story 	Structured group work / Group presentation
1500 – 1530	Break	
1530 – 1700	Session 12: Wrap up and closing <ul style="list-style-type: none"> - Individual / personal commitments to the community - Closing 	Guided / Structured group work Thetis Mangahas / Johan Arvling

ANNEX 2 – List of Participants

Visioning Event for an ILO Asia Pacific Community of Practice (CoP) on Migration
Chiang Mai, Thailand: 25-27 October 2010

List of Participants

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ANNEX 3 – Summary of evaluation form

SESSIONS	Excellent	Very Good	Average	Poor	Very Poor
Quality of meeting material, guidance, clarifications and responses provided?	11	20			
Time management	18	12		1	
Clarity of expressions and quality of presentations	10	21			
Quality of facilitators/ Resource persons	17	13	1		
Dynamism and participation of group work	10	21			
Quality of the workshop facilities/ room	11	18	2		
Overall usefulness of the pre-workshop survey	8	18	2		
Overall usefulness of the visioning workshop	17	13	1		
Welcome and Introductory Session	15	16			
Basics of knowledge management	12	19			
How does other CoPs look like	5	26			
Member reflections	4	25	2		
An overview of migration issues and responses	12	19			
Identification of key areas and knowledge gaps	10	20	1		
Positioning AP-MagNet, establishing a niche etc.	10	18	3		
Illustration of the AP-MagNet portal, practical walk through	12	19			
Development of next steps for AP-	14	17			

MagNet I					
Development of next steps for AP-MagNet II	14	17			
Wrap up and closing	14	15	1		

Other issues raised in the evaluations; (Please list two things that you would have done differently if you organized a similar meeting.)

- Change the voting system
- Organization of niche selection must be done separately from topics, products, services so that everyone works on the same niche
- Balanced participants among tripartite organizations
- Better selection of staff and participants
- More experts
- All participants should be able to speak English
- Provide more handouts after every session
- Room arrangement more attractive
- Lectures
- Discussions
- Use case study
- More group work and presentations
- Checked if all had a good level of English language
- A few more ice breakers between sessions
- Voting procedure – more organized
- More careful so that something as important like the niche could be arrived at