

Abu Dhabi Dialogue Seventh Ministerial Declaration

10-11 February

We, Ministers and Heads of Delegation of the Abu Dhabi Dialogue Member States, responsible for Human Resources, Employment, Social Development and Welfare of Expatriate Workers in Kingdom of Bahrain, People's Republic of Bangladesh, Republic of India, Republic of Indonesia, State of Kuwait, State of Qatar, Malaysia, Federal Democratic Republic of Nepal, Sultanate of Oman, Islamic Republic of Pakistan, the Republic of the Philippines, Kingdom of Saudi Arabia, Democratic Socialist Republic of Sri Lanka, Kingdom of Thailand, United Arab Emirates and Socialist Republic of Vietnam participating in the Seventh Ministerial Consultation of the Abu Dhabi Dialogue, convened in Dubai on the 10th and 11th of February 2024; to accelerate our collective commitment to the enhanced governance aiming to maximise the positive impact of temporary labour mobility in the Asia-GCC corridor;

- **Welcome the Chair's Report** to our Seventh Consultation, which underlines the significant progress that the ADD achieved, most notably the reinstatement of the Advisory Committee with the membership of **Pakistan as Chair-in-Office; Sri Lanka and United Arab Emirates as members of the Troika; and Saudi Arabia and the Philippines**, and its pivotal role in examining and refining the development of the ADD thematic agenda, guided by the policy priority areas emphasized by the Ministers in the Sixth Ministerial Consultation which took place in 2021.
- **Recognize the proactive engagement**, and solid contribution of Pakistan as Chair-in-Office in International Forums representing the Abu Dhabi Dialogue (ADD), notably participating in the International Migration Review Forum and organizing a side event during the forum focusing on *Enhancing Regional Consultative Processes' (RCPs) Contributions to Objective 23 of the Global Compact for Safe, Orderly and Regular Migration*.
- **Appreciate** its constructive engagement with the International Organization for Migration (IOM) in its capacity as the coordinator of the Global Regional Consultative Processes (GRCP), and articulating ADD's perspectives on agenda matters of shared concern, to the *Tenth Global Meeting of Chairs and Secretariats of Inter-State Consultation Mechanisms on Migration* aligning with the principles of enhancing collaboration among RCP's and its involvement and contribution to the international discourse on labour mobility, where Pakistan highlighted the ADD's thematic priorities, including labour mobility, skills partnerships, and climate change, emphasizing their alignment with global dialogues. These engagements underscored the overlap between regional and global migration governance efforts.
- Acknowledge with appreciation the current standing of the Abu Dhabi Dialogue at both Regional and International levels.
- **Underline the tangible achievements** resulting from our collaborative efforts in advancing Labour Migration governance and its developmental outcomes in the Asia-GCC Temporary

Migration Corridor, and in enhancing the well-being of our human resources, we emphasize that the implementation of jointly endorsed initiatives remains voluntary and subject to the sovereign decision of Member States.

- **Extend our appreciation to the Government of United Arab Emirates for their exceptional organization of the Seventh Ministerial Consultation.**
- **Extend our sincere gratitude** to the esteemed researchers and International Organizations, namely, World Bank, International Labour Organization, UN Women, Organisation for Economic Co-operation and Development, International Organization for Migration and Gulf Health Council who collaborated with us on developing the ADD thematic agenda for 2021-2023, as their invaluable contributions significantly enriched the discourse and outcomes of our Ministerial Consultation. Their dedication, expertise, and meticulous efforts in conducting the research papers and sharing insights have been instrumental in advancing our collective understanding of the subject matter, and undoubtedly elevated the quality and impact of our consultations.
- **We extend our sincere congratulations to the Sultanate of Oman on assuming the role of Chair of the Abu Dhabi Dialogue.** And express our confidence that their leadership will bring a wealth of experience and insight to our dialogue and trust their ability to steer our collective efforts in effectively advancing our shared goals.

In light of the substantive and insightful discussion throughout the last two days, **we hereby adopt the following guidelines for a collaborative thematic agenda** for the upcoming two-year cycle, and urge both the incoming Chair, Sultanate of Oman, and the Permanent Secretariat to consider the following:

On the Nexus between Climate Change and Labor Mobility in the Asia -GCC corridor

Alarmed by the substantial and persistent impacts of climate change and its potential impact on labour migration in the Asia-GCC corridor;

- We believe it's imperative that the ADD undertakes research projects to **investigate the correlation between environmental stress and labour mobility within the ADD corridor**, understanding the impacts, challenges, and opportunities, exploring the effect of both financial and non-financial remittances specifically; the transfer of knowledge and skills in strengthening climate resilience among economically vulnerable groups and low income households. Additionally, examining the potential of these remittances to contribute to the diversification of local economies, enhancing their resilience to environmental degradation.

On Labor Mobility and Skills for a Just Transition to Green Economy

Mindful of the rapid moves of the global economy towards a low-carbon future, it's crucial to ensure that this transition is not only environmentally sustainable, but also equitable and inclusive. Governments must prioritize creating fair opportunities and fostering positive economic and social outcomes, ensuring that the shift towards sustainability is Just. Reports indicate that ADD Member States economies are expected to create millions of new 'green jobs' in the coming years, making it imperative to address the shortage of green skills through well-designed labour mobility schemes and market policies to meet demand and achieve net-zero emissions target by 2050. Conversely, neglecting to provide adequate green skills training could result in job losses and social shocks, underscoring the importance of effective social protection policies and sustainable employment initiatives to facilitate a fair and smooth transition;

- We request the Secretariat to conduct a comprehensive thematic program to **analyse the correlation between existing labour market policies and workers' ability to a Just Transition among various economic sectors and occupations**. Identify sectors that will witness high-demand green jobs in the ADD countries, pinpoint initiatives that ADD member states can unilaterally, bilaterally, or regionally develop and implement to promote its efforts to upskill and reskill its labour force to meet the demand and outline necessary social protection policies to facilitate a Just Transition.

On Understanding and Managing Expatriate Gig Workers in the ADD Member States: Addressing Legal, Social, and Career Implications

Acknowledging the significant expansion of the gig and shared economy and its transformative effect on labour markets of the ADD member states, which presents multiple opportunities and challenges at the same time;

- We request the Secretariat to **carry out a thematic research project to investigate the complexities surrounding foreign gig workers, focusing on legal compliance, benefits coverage, career management and consultation, training considerations, notwithstanding aspects of gender-balance policies**.

On Unlocking the Role of Skills and Diversity for Labour Productivity in ADD Member States

We emphasize the importance of enhancing labour productivity as it directly contributes to overall economic growth. Improving labour productivity is integral to the success of diversification efforts, whether in terms of labour diversification or the economic diversification as it enables the growth of non-oil sectors. Increased labour productivity aligns with the principles of sustainable development by promoting efficient resource use and minimizing environmental impact. A sustainable approach to productivity ensures long-term economic viability. It will also encourage investment in skills development and education as knowledgeable workforce is fundamental to achieving higher productivity levels in various industries.

- It is recommended that the Secretariat **oversees the production of a research paper on understanding the skills in the region and their impact on labour productivity and economic growth**, taking into account the skills that exist, the demand on necessary skills and finally upskilling requirements, in order to improve labour productivity and economic diversification.

On the key outcomes of the ADD Thematic Agenda 2021-2023

- Following the promising outcomes of the ADD thematic agenda, **we hereby task the Secretariat to actively solicit the interest of ADD member states to initiate the development and establishment of pilot skill partnerships.** These partnerships may be targeted within the health sector or other economic sectors deemed preferable, aiming to enhance skills mobility and address critical workforce needs. Furthermore, we request the Secretariat to report progress on these endeavours to the next Ministerial Consultation.

On ADD Chairing Arrangements

- **We task the Secretariat, in collaboration with the incoming Chair,** to establish a working group dedicated to conducting formal discussions on potential scenarios regarding the chairing arrangements, and to report back to the upcoming Ministerial Consultation.

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