

## Project Proposal:

# FACILITATION OF CIRCULAR LABOUR MIGRATION OF HAITIAN SEASONAL WORKERS TO THE US UNDER THE H2 VISA PROGRAM

### Project Data Table

Project type:	Labor Migration (LM)
Secondary project type:	Migrant Training and Integration (FM) Migration and Economic/Community Development (CE)
Geographical Coverage:	Haiti, (two targeted areas to be selected in coordination with ONM and employer agents)
Coordinating agency:	U.S. Association for International Migration (USAIM)
Executing agency:	International Organization for Migration (IOM)
Beneficiaries:	100 farmers from the northern territories of Haiti Families and communities of origin ONM officials
Partner(s):	National Office for Migration (ONM) Protect the People (PTP) Center for Global Development (CGD)
Management site:	Port-au-Prince
Duration:	14 months
Estimated budget:	Tranche 1 (Phase 1, Months 1-4): <b>USD 450,655</b> Tranche 2 (Phases 2 and 3, months 5-14): <b>USD 1,039,849</b> Total: <b>USD 1,490,505</b>

## SUMMARY

Haiti is the poorest country in the Western Hemisphere with more than half of the population living on \$1 or less a day in 2001. In January 2010, a catastrophic earthquake killed more than 200,000 people resulting in damage and reconstruction costs at between \$8 and \$14 billion<sup>1</sup>. Donors responded by sending hundreds of millions of dollars in humanitarian/recovery assistance. These efforts, however, need to be capitalized with self-sustaining and longer term recovery solutions, including amongst others, the reinforcement of local capacities and increase of individual revenues. With a volume of remittances representing one third of the entire Haitian national economy<sup>2</sup>, regular labor mobility represents a great opportunity in order to enhance community-based development.

In January 2012, Haiti became eligible for the H-2 low-skill seasonal work visa, a program permitting US employers to hire foreign workers for a determined period of time under the condition that there are no unemployed US workers willing or able to do the work. Matching the needs of the US labor market with the needs of Haitian workers would not only have evident benefit for direct beneficiaries of the visa<sup>3</sup> but will potentially enhance the impact of remittances in the communities of origin.

The placement of Haitian workers abroad is commonly operated by private agencies with no transparency in the selection of beneficiaries and with little to no control over the required documentation. In addition, the Government of Haiti (GoH) does not have regulatory mechanisms in place to monitor workers overseas and enforce the need to return to Haiti when their visas expire.

The objective of the proposed intervention is to foster Haiti's sustained use of the seasonal worker program covered by the H-2A visa system, under conditions that protect migrant workers' rights, create strong incentives for return and ensure that the human and financial capital brought home has maximum development impact. The project makes a special emphasis on reinforcing the capacity of the National Office for Migration (ONM)<sup>4</sup> to manage circular labor migration by monitoring source communities and setting a transparent regulatory framework for circular labour migration.

USAID will disburse funding and offer oversight for this project, which combines global, regional and Haiti-based IOM expertise in government capacity-building for migration management, pre-consular services, and management of circular labour migration. The project team consisting of the IOM Country Mission in Haiti and its US-based partners, the labour migration agency Protect the People (PTP) and the research institute, Center for Global Development (CGD), will facilitate GoH – USG – employer linkages to ensure a functional H-2A Haitian visa program. Both PTP and CGD are well-recognized for their outstanding work in their respective fields of promoting the rights of migrant workers and identifying feasible economic development solutions to the challenges posed by structural poverty – in this case by harnessing potentially the most significant development tool in

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<sup>1</sup> IDB, February 2010

<sup>2</sup> <http://blogs.worldbank.org/peoplemove/a-factsheet-on-haiti>

<sup>3</sup> The minimum monthly earnings for most H-2 jobs exceed US\$1,700/month, while a low-skilled Haitian agricultural worker makes less than US\$100/month.

<sup>4</sup> ONM is the GoH counterpart mandated with formulating migration policy recommendations. The agency has a limited capacity of migrant movement monitoring. IOM and ONM conduct joint missions during irregular migrant receptions.

the 21<sup>st</sup> century, international remittance flows generated by labour migration.<sup>5</sup>

The project proposes to facilitate Haiti-US institutional coordination mechanism tasked with the following responsibilities:

- (1) Identification of suitable source communities in Haiti;
- (2) Pre-selection and final selection of H-2A visa beneficiaries in accordance with the US Department of Labor (DOL) criteria;
- (3) Monitoring of seasonal workers in the US;
- (4) Incentivizing worker returns and maximizing the economic impact of circular labour migration through targeted funding for small community-based projects and small business start-up assistance.

Additional activities will include a sensitization campaign designed to raise awareness on the consequences of irregular migration, and the monitoring of remittances flows into source communities.

Given the substantial administrative nature of the project, USAIM will disburse the funding to IOM, as well as oversee the expenditures and implementation of the above-mentioned activities in Haiti and the US. For this purpose, USAIM will conclude a contractual agreement with IOM. Additionally, a Project Management Team (PMT) will be formed in Port-au-Prince to coordinate and set effective timelines for the activities of all partners involved. To ensure proper sequencing of projected activities, a phased timeline will be adopted. The first phase will serve to ensure all preparatory activities in the US and Haiti are completed, the migrant workers selected, source communities sensitized and an effective coordination mechanism established. The second phase, covering the duration of workers' stay in the US, will mainly consist of monitoring activities. Monitoring missions will be undertaken to source communities in Haiti and employment locations in the US. The third phase covers the community-based approach to incentivize worker returns. Based on assessed needs, and conditional to a successful return rate, the project will fund several community-based projects and small business plans, in line with the currently adopted approach for Income Generating Activities (IGA) by IOM Haiti.

## 1. RATIONALE

In 2012 the United States Government (USG) included Haiti in the list of countries whose citizens are eligible for the H2 visa for lower skilled temporary/seasonal workers. Haiti was previously excluded from this list in 2009 due to wide-spread fraud of both applicants and soliciting employers. On the side of the migrants the main issue was visa overstaying and fraudulent declarations. The H2 is a proven migration and development instrument, having achieved significant results in Mexico, Guatemala and Jamaica in terms of creating a steady stream of remittances for communities of origin. The infusion of additional revenue streams into economically fragile communities serves to improve local socioeconomic conditions, reducing migration push factors.

The economic benefits of the H2 visa program on the Haitian household and overall economy have been documented, notably by Michael Clemens from the Center for Global Development (CGD)<sup>6</sup>. A baseline socio-economic study of the targeted sending communities under the H2 visa system will be needed in order to lay the foundation for potential future remittance leveraging schemes. The study

<sup>5</sup> Current IDB estimate places the share of remittances at 25% of Haiti's Gross Domestic Product.

<sup>6</sup> <http://www.cgdev.org/page/economic-impacts-h-2-visa-eligibility-haiti>

will also serve to establish baseline indicators to be eventually used for an impact evaluation. This study will be carried out by the CGD, which has proven experience in econometric analyses of remittance distribution.

Within the scope of the proposed intervention, the project management team (IOM, ONM, PTP, CGD), under the auspices of USAIM, will implement a 14-month, three-phased response to the challenges and opportunities emerging from the implementation of the H2 visa regime. The intended beneficiaries are 100 Haitian H2-A visa applicants and their families. The communities of origin of these beneficiaries will also benefit from an information campaign regarding the dangers of irregular migration, providing them with accurate information and encouraging adherence to formal migration procedures. In the longer run, the targeted communities will benefit from the proposed community development projects and the expected socio-economic impact of increased remittances flows. ONM and local authorities will be reinforced in their capacities to support, manage and monitor formal labour migration schemes and deterring irregular migration flows. In detail, the three phases are as follows:

**Phase I** will facilitate the creation of a US-Haiti institutional coordination mechanism which will last throughout the duration of the Haiti H2-A visa program. Essential activities in Phase 1 will include the following:

- 1) Formulation of key stakeholder responsibilities (IOM, ONM, CGD, PTP);
- 2) Identification and engagement of US employers and their agents (PTP);
- 3) Site visits to communities of origin involving community leaders, ONM, and employer agents;
- 4) A baseline socio-economic assessment of the sending communities (CGD);
- 5) Deployment of a targeted communication campaign to sensitize community residents on the real danger of irregular migration and the existing regular channels for migration, promotion amongst and outreach towards potential migrant workers (IOM);
- 6) Liaison with the Haiti's Ministry of Foreign Affairs and Haitian Consulates in Boston, New York, and Miami in support of worker monitoring in the US (PTP);
- 7) Recruitment (IOM). Within the scope of this intervention, recruitment steps will involve the following:
  - Assistance in the collection and dissemination of job offers;
  - Registration and database set up;
  - Pre-departure orientation;
  - Basic language training;
  - Visa application and passport issuance assistance;
  - Health assessments;
  - Travel assistance;
  - Translation of documentation.
- 8) Reinforcing the capacities of ONM in the targeted zones of intervention (IOM, ONM).

**Phase II** will facilitate the required steps during worker's seasonal employment in the US. Steps will include:

- 1) Design and delivery of pre-departure orientation for selected workers;
- 2) Arrival in the US and job placement;
- 3) Communication of worker details to the relevant Haitian Consulate;
- 4) Monitoring missions from Haitian Consulates in the US to locations of employment.

**Phase III**, beginning after the initial caseload of H2-A workers returns to Haiti, will focus on the end-line study and impact evaluation, as well as incentive-building community development projects. It is currently envisioned to contain the following activities:

- 1) End-line socio-economic impact study on targeted communities (CGD);
- 2) Development of income, savings rate, and remittance profiles (if applicable) (CGD);
- 3) Mapping of remittance flows (if applicable) (CGD);
- 4) Research existing financial instruments (CGD);
- 5) Participative identification of community priorities (IOM);
- 6) Supervision and oversight of community projects and small-business startups (IOM);
- 7) Financial literacy support for remittance senders and recipients.

CGD will map the remittance flows and household-level remittance impact, in the event that voluntary beneficiary remittances will be identified as part of the end-line socioeconomic study. These research activities (with the exception of the mandatory end-line survey) are thus conditional.

Taking into account the voluntary nature of remittances, IOM will dedicate a portion of the total funding for community projects in two targeted communities. Community leaders (CASECs), in coordination with the Project Management Team, will be consulted to ensure local ownership and area prioritization. Special emphasis will be paid on transparency and gender equity. CASECs will be guided during area prioritization and community project management. To ensure transparency, all financial transactions, including repayment for works performed, will be administered by IOM upon verified completion and verification of scheduled works. Regular monitoring visits by ONM and IOM will ensure the implementation of the agreed-upon community project work plan.

**Four social responsibility tools** will be used in order to maximize the rate of workers' return:

- (1) a pre-selection process facilitated by the agents of DOL-certified employers and local community leaders with a thorough knowledge of the families targeted;
- (2) a comprehensive migrant pre-departure training/orientation program to better prepare workers for employer's expectations and the logistics of seasonal agricultural work in the US;
- (3) a community rotation scheme, subject to the return of the previous caseload. Twenty-five (25) workers from each community will be sent to the US with the following group of 25 sent upon the initial group's return;

(4) regular monitoring visits of the beneficiary families.

Furthermore, by matching visa candidates with jobs in the US that are relevant to their livelihoods in Haiti, the visa system can be leveraged as a training program to facilitate skills transfer and as a means to raise awareness amongst Haitians regarding labour rights and labour relations. In support of this notion, the project team will seek to design, in cooperation with ONM a framework for transparent and ethical recruitment of Haitian workers from communities with high irregular migration rates, based on the principles of the International Recruitment Integrity System (IRIS)<sup>7</sup>.

Ultimately in order to encourage compliance with USA visa requirements and particularly with the obligation of return by visa expiration date, the project will create an additional incentive structure by funding small community-based projects and small-businesses for the returning beneficiaries.

In order to mitigate the risk of fraud and visa overstay, IOM proposes to reinforce the role of the National Office for Migration (ONM) through the deployment of four field ONM agents in the targeted communities to carry out regular follow-up monitoring visits to the beneficiary families. Regular government monitoring has been documented as a reason for high return rates in countries (e.g. Jamaica) where circular migration schemes are successfully implemented. Additionally, the Directorate for Immigration and Emigration (DIE), local authorities in the targeted communities, the US Embassy in Haiti, as well Haitian consulates in the US are seen as critical actors in the success of the proposed intervention.

The Republic of Haiti has Consular representation in Miami, New York, and Boston that will play a key role in monitoring workers in the United States. In order for the Consulates to send monitoring missions, IOM will request Haiti's Ministry of Foreign Affairs (MFA) in Port-au-Prince to issue a corresponding directive regarding the importance of monitoring seasonal workers, and stipulating monitoring intervals.

## **PARTNERSHIPS AND COORDINATION**

### **1.1. PARTNERS:**

#### **a. U.S. Association for International Migration (USAIM):**

The project will be coordinated under the auspices of the U.S. Association for International Migration. Established in 1988, USAIM is the independent nonprofit partner of the International Organization (IOM) in the United States. As a registered 501(c)(3) nonprofit organization, USAIM works in partnership with IOM to support domestic and international programs benefiting migrants, displaced persons, and families. Located in the IOM Washington, D.C. office, the USAIM staff constantly collaborates with IOM colleagues to ensure the most essential application of resources.

USAIM has significant experience in offering funding and oversight for IOM-implemented projects worldwide. USAIM and IOM have worked in agreement to carry out third-party-funded projects in Ghana, Indonesia, Myanmar, Pakistan, Angola, and Haiti. From 2011-2012, USAIM

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<sup>7</sup> IRIS is an international voluntary ethical recruitment framework that provides a platform for addressing unfair recruitment and bridges international regulatory gaps governing labor recruitment in countries of origin and destination. For more information please visit the following link: [iris.iom.int](http://iris.iom.int)

oversaw the IOM-led reconstruction of the Ministry for Public Works, Transportation and Communication (MTPTC) Regional Office in Petit-Goâve, Haiti.

**b. International Organization for Migration (IOM):**

The project will be led by the International Organization for Migration. Established in 1951, with 155 current Member States and UN Observer Status, IOM is the leading international organization focused on migration. IOM has been present in Haiti since 1994, focused initially on assisted voluntary return and reintegration (AVRR), including livelihood reintegration support. Beginning in 1996, IOM supported the GoH through Disarmament, Demobilization and Reintegration (DDR) programming and a communal governance program providing support, capacity building and technical assistance to local communities and municipalities. These activities aimed at reducing migration push factors driving irregular migration flows departing from Haiti.

IOM has significant experience in offering pre-consular services to circular labor migrants, migrant training, recruitment services, and government capacity building. IOM has, among others, supported Canada, Italy, Libya, Portugal and Spain in the recruitment of temporary migrant workers from countries such as Colombia, El Salvador, Guatemala, Honduras, Mauritius, Sri Lanka and Ukraine. IOM has worked in agreement with concerned governments in countries of origin and destination, as well as directly with private employers and/or employer associations.

IOM's involvement in the implementation of activities involving the recruitment and deployment of migrant workers in countries of origin and destination includes and is limited to<sup>8</sup>:

- Promotion of the involvement of employers/trade unions/confederations in key migrant-employing sectors;
- Assistance in the collection and dissemination of job offers, as well as promotion amongst and outreach towards potential migrant workers;
- Registration and database set up;
- Continued institutional liaison/coordination work;
- Provision of migrant training: pre-departure orientation, language training, internet communication training, financial literacy training;
- Visa application assistance;
- Health assessments;
- Travel assistance;<sup>9</sup>
- Project monitoring and evaluation;
- Monitoring compliance of the private placement service providers;
- Provision of return and reintegration assistance upon termination of the employment contract;
- Translation of documentation.

IOM has over 50 years' experience in migrant training<sup>10</sup> in general, including curriculum development, language training, and training of trainers to support and complement a comprehensive package of employment-related services. To date, IOM has assisted well over 500,000 migrants through its migrant training activities. Migrant training is one of IOM's core programmes, and has been in existence since the early 1950's. Traditionally, participants in

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<sup>8</sup> The concrete recruitment steps foreseen within the scope of this project are detailed on Page 4, Activity 7 under Phase 1.

<sup>9</sup> Can include transit, escort and reception.

<sup>10</sup> Both for temporary and permanent migration.

IOM's migrant training programs have been refugees accepted for resettlement in a third country. During the last two decades, however, IOM has widened its scope by also offering training to migrant workers, including skilled and non-skilled labour migrants, and immigrants and their family members. All IOM training activities for temporary migrant workers will be conducted by trained IOM trainers or specialized training consultants. Training beneficiaries may also include members of migrants' families.

**c. Center for Global Development (CGD)**

CDG is the only research institute in Washington, DC - and now also in London - with a singular focus on development seen through the multiple facets of migration, aid, trade, debt, climate change, global health, education, and population. CGD combines rigorous research with strategic outreach and communications aimed at both informing and promoting meaningful policy change. Research and policy outreach conducted by Clemens and his team was influential in instigating the US government to extend the H-2 visa opportunity to Haitians in early 2012. Clemens, a leader in the field of migration and development and expert impact evaluation, will carry out the proposed impact evaluation.

**d. Protect the People (PTP):**

Protect the People (PTP) is a network of professionals working to protect people affected by conflict and disaster. PTP provides technical experts to humanitarian agencies, fosters private sector partnerships for humanitarian response, and conducts training in protection for governments and the security sector. PTP has a network of fifty experts who speak eighteen languages and have worked in over eighty countries. PTP works closely with United Nations agencies, the U.S. Government, and non-governmental organizations (NGOs) throughout the world.

The Managing Director of PTP, Sarah Williamson, worked in Haiti after the 2010 earthquake building the capacity of local Haitian NGOs to monitor the protection of internally displaced people (IDPs) in camps and informal settlements in cooperation with the UN High Commissioner for Refugees (UNHCR). In 2011 and 2012, Ms Williamson worked with the Center for Global Development (CGD) to identify circular migration options between the US and Haiti that could result in economic development. She lead the CGD team that met with the Government of Haiti in Port au Prince and Washington DC, to make the H2-A visa opportunity known to the authorities and to encourage cooperation with the US embassy and consulates overseas. She also met with H2-A employers and recruiters throughout the United States to sensitize them about Haitian workers. Ms Williamson holds a Master of Studies in Forced Migration from Oxford University and speaks French.

PTP will have a team of 4 people tasked with facilitating a workable model of Haitian labor migration in the United States. PTP will work with leading experts in the H2-A worker program to liaise with U.S. employers and their agents who identify workers through recruiters overseas. States with a high demand for seasonal workers, including Florida, North Carolina, Washington, and the New England region, will be the primary focus of efforts to identify placements for the pilot group of Haitian workers. PTP will also meet with the Haitian embassy in Washington, D.C. and the Consulates in Miami, New York, and Boston to facilitate the monitoring of seasonal workers in the U.S. PTP will participate in the gathering of all key stakeholders for a practical workshop in Port au Prince or Miami to cover all the steps necessary for the H2-A visa to be a successful circular migration program for Haiti.

**e. National Office for Migration (ONM):**

ONM is a specialized implementing agency within Haiti's Ministry of Social Affairs and Labor (MAST) mandated with the reception of deportees and the formulation of migration policy recommendations.

ONM's responsibilities within the scope of this intervention will include:

- 1) On-the-job training, including:
  - a. Monitoring;
  - b. Selection;
  - c. Passport/visa processing;
- 2) Act as a liaison with other GoH entities when necessary, including:
  - a. Ministry of Interior, the Direction of Immigration and Emigration (DIE);
  - b. The Ministry of Social Affairs and Labor (MAST).

**1.2. COORDINATION:**

USAIM will disburse the funding to IOM, as well as oversee the expenditures and the implementation of the activities in Haiti and the US. For this purpose, USAIM will conclude a contractual agreement with IOM. USAIM will also coordinate the reporting on the IOM-implemented activity.

The Project Management Team (IOM, ONM, CGD, and PTP) will facilitate the Haiti-US institutional coordination functions. These functions will involve concrete logistical and administrative tasks, including meetings with US Department of State representatives in Washington, DC and in Port-au-Prince; organization of visits to Haitian Consulates in Boston, New York, and Miami; liaison with employer agents and Haiti's Ministry of Foreign Affairs; ensuring compliance with US Department of Labor regulations and proper immigration procedures.

In addition to the Haiti-US institutional coordination ensured by the Project Management Team, two local committees will be created in the targeted communities, chaired by the representative of the central government and composed of heads of municipalities, family representatives, community-elected leaders (locally called *the CASECs*) and local government technicians (agricultural and plan of development). ONM representatives, together with community-elected leaders, will then conduct regular visits to the families of the H-2A visa beneficiaries to monitor worker status as well as the intentions of return.

Employer agents will coordinate beneficiary selection with local committees to ensure a participatory approach and community ownership. The agents, as representatives of US employers, which will ensure that beneficiaries selected comply with US DOL-approved H2 seasonal worker criteria. ONM as a sub-agency of the Haitian Ministry of Labour will authorize these agents. Community participation is seen as a critical factor in adherence to DOL selection criteria and beneficiary compliance with visa regulations.

**EVALUATION**

A rigorous impact evaluation of this intervention will be commissioned. The most feasible research

design in this setting would be the propensity score-matched differences-in-differences method used by David McKenzie of the World Bank to evaluate the impacts of New Zealand's guest worker visa on participant families in Vanuatu. He used a panel survey of participant and similar nonparticipant households, with a baseline survey before the start of the program and a second round after the program.

This model could be feasibly replicated in Haiti to determine the impacts of temporary labour migration on Haitian households. The project will support a similar survey of participants and non-participants to identify differences in key outcomes between participant and non-participant households and in turn, attribute those differences to the circular labor migration scheme. The outcomes of interest could include measures of development such as household income, indebtedness, health-seeking behavior, child welfare (school enrollment), entrepreneurship, and savings among others.

A rigorous evaluation of this program will quantify the impacts of temporary labour migration on household welfare, and enable a more precise estimation of the multiplier effects that temporary migration can have on communities of origin. This would help identify the impact and cost effectiveness of scaling up this program in Haiti or expanding this type of migration support project to other areas as part of a post-disaster recovery or development assistance program.

## RESULTS MATRIX

	<i>Indicators</i>	<i>Baseline</i>	<i>Target</i>	<i>Assumptions</i>
<p><b>Objective:</b></p> <p><i>To improve the socioeconomic conditions in targeted vulnerable communities through a transparent and sustainable Haiti-US circular labour migration mechanism</i></p>	% of households among individuals that participated in the H2 visa programme reporting an improved standard of living following	0	40	
<p><b>Outcome 1: (Phase 1)</b></p> <p><i>ONM agents use the tools and information acquired from the training to facilitate the seasonal employment scheme</i></p>	The number of seasonal employment schemes developed with assistance by the ONM agents	0	1	The political situation in the country remains stable with no major changes in the government that may disrupt activities.
<p><b>Output 1.1:</b></p> <p><i>The Project Management Team facilitates the processing of a pilot beneficiary caseload</i></p> <p><b>Output 1.2:</b></p> <p><i>US employers and agents are aware of the Haitian agricultural workforce and their labour skill set.</i></p> <p><b>Output 1.3:</b></p> <p><i>Potential future remittance leveraging schemes are identified.</i></p> <p><b>Output 1.4:</b></p> <p><i>ONM agents acquire the skills to control and monitor circular migration</i></p>	<p>Number of seasonal workers identified, processed and sent to the US</p> <p>Number of US employers send representatives to Haiti</p> <p>Number of baseline socio-economic assessments conducted</p> <p>Number of government officials trained</p>	<p>0</p> <p>0</p> <p>0</p> <p>0</p>	<p>100</p> <p>3</p> <p>2</p> <p>2</p>	<p>Employers are willing to engage with Haitian workers</p> <p>All beneficiaries are willing to provide necessary information;</p> <p>Government officials remain committed in coordinating and implementing the activities;</p>

<p><b>Output 1.5:</b> <i>Targeted communities are more aware of the dangers and disadvantages of irregular migration.</i></p>	<p>Number of awareness campaigns conducted</p>	<p>0</p>	<p>1</p>	<p>The population is willing to participate.  Local authorities are willing to host the sensitization activities;</p>
<p><b>Activities (Phase 1):</b></p> <ol style="list-style-type: none"> <li>1. Create the project steering committee;</li> <li>2. Identify and engage US employers and their agents: <ol style="list-style-type: none"> <li>a. Sensitize employers on the Haitian agricultural workforce and their labor skill set;</li> <li>b. Bring agents and employers to Haiti to visit agricultural communities;</li> <li>c. Develop a Memorandum Of Understanding clearly outlining mutual obligations between IOM as the recruiter and the agent/employer in receiving Haitian workers<sup>11</sup>;</li> </ol> </li> <li>3. Conduct a workshop in PaP for stakeholders involved in circular labor migration; <ol style="list-style-type: none"> <li>a. Invite employers and their H2-A agents to learn about the Haitian agricultural workforce and labor skill set;</li> <li>b. Bring together GoH officials from PaP and consulates in Miami, New York, and Boston to identify monitoring mechanisms for H2-A workers upon arrival;</li> <li>c. Offer expert briefings on workable models with Jamaica and Mexico H2-A program;</li> <li>d. Engage the US embassy in PaP and Haiti Coordinator at the US Dept. of State in providing information on the US legal and regulatory framework for the program, and encourage bilateral cooperation between the USG and GoH participants.</li> </ol> </li> <li>4. Conduct site visits to communities of origin with employer agents and ONM;</li> <li>5. Conduct the baseline socio-economic study in communities of origin (CGD);</li> <li>6. Deploy of ONM officers in the targeted areas;</li> <li>7. Train ONM agents;</li> <li>8. Design a multi-vector communication campaign with irregular migration deterrence messages mentioning existing procedures for legal migration. The campaign will consist of (IOM): <ol style="list-style-type: none"> <li>a. An illustrated magazine and brochure to be disseminated in communities of origin;</li> <li>b. A 2-minute radio spot to be broadcast on community radio stations and Radio-MINUSTAH.</li> </ol> </li> <li>9. Sensitize local authorities on the project and create local committees;</li> <li>10. Present the developed materials to ONM and the US Consulate General for feedback (IOM);</li> </ol>				<p>All beneficiaries are willing to provide necessary information;</p> <p>Government officials remain committed in coordinating and implementing the activities;</p> <p>The population is willing to participate.</p>

<sup>11</sup> The MOU will also include a detailed description of the responsibilities of the Office of National Migration.

<p>11. Deploy the communication tools (IOM):</p> <ol style="list-style-type: none"> <li>a. Distribute <i>Chimen Lakay</i> brochures</li> <li>b. Run the radio spot in 5 major communities of origin.</li> </ol>				
<p><b>Outcome (Phase 2):</b></p> <p><i>ONM maintains their capacity to provide H2 visa beneficiaries with fair and ethical employment</i></p>	<p>ONM remains involved in facilitating circular labour migration</p>	<p>No</p>	<p>Yes</p>	<p>Participants in the H2 Visa programme return and use their skills in the communities</p>
<p><b>Output 2.1:</b> <i>H2 visa beneficiaries access fair employment in the US and acquire skills</i></p> <p><b>Output 2.2:</b> <i>ONM and local government are supported in their capacities to follow up and monitor cases of labour migrants</i></p>	<p>Number of H2 beneficiaries selected, trained and placed</p> <p>Number of monitoring missions per beneficiary family conducted</p> <p>Number of ONM sub offices opened</p>	<p>0</p> <p>0</p> <p>0</p>	<p>100</p> <p>3</p> <p>1</p>	<p>Beneficiaries remain involved in the H2 visa programme</p> <p>Government remains capacitated</p> <p>ONM maintains interest in facilitating circular labour migration</p>
<p><b>Activities:</b></p> <ol style="list-style-type: none"> <li>1. Hold regular meetings between the ONM, Ministry of Labour* and USG consular officials to facilitate information exchange (ONM).</li> <li>2. Design a pre-departure curriculum dealing with (IOM): <ol style="list-style-type: none"> <li>a. Basic English language skills;</li> <li>b. Cultural orientation (weather, local costumes, cultural practices) ;</li> <li>c. Health prevention (including HIV/AIDS prevention) ;</li> </ol> </li> </ol>				<p>Potential candidates in the targeted communities fit the requirements</p> <p>Government officials remain committed in coordinating and implementing the activities;</p> <p>Beneficiaries are sending remittances and are willing to provide related information.</p>

<ul style="list-style-type: none"> <li>d. Labor rights, obligations to return upon visa expiry and work ethic in the US;</li> <li>e. Specific vocational skills that supplement existing skills relevant to the position the visa candidate will undertake in the US.</li> <li>f. Review the Jamaica pre-departure orientation program as a model.</li> </ul> <ol style="list-style-type: none"> <li>3. Applicant registration, pre-selection of potential workers (interviews, travel documents verification, passport request procedures), medical examination (if requested), visa-processing assistance, travel and arrival assistance, integration opportunities information, return assistance, etc).</li> <li>4. Carry out pre-departure orientation for the 100 selected workers;</li> <li>5. Monitor the migrant workers in the US continuously by facilitating monitoring visits from Haitian Consulate employees to employment locations in the US (Consulates located in Miami, New York and Boston), including a reception for the arrival and departure of workers according to visa timeframes.</li> </ol>				
<p><b>Outcome 3 (Phase 3):</b></p> <p><i>The targeted communities register an improvement in the socio-economic conditions</i></p>	<p>Number of families with increased revenues</p>	<p>0</p>	<p>70</p>	<p>Information on remittance flows and family income is shared by beneficiaries</p>
<p><b>Output 3.1:</b></p> <p><i>Project beneficiaries demonstrate improved capacities to manage their finances .</i></p>	<p>Number of H2 beneficiaries benefiting from financial literacy support upon return</p>	<p>0</p>	<p>90</p>	<p>Beneficiaries will continue to use financial literacy knowledge in managing their finances in their home communities.</p>
<p><b>Output 3.1:</b></p> <p><i>Communities of origin are reinforced in their capacity to determine their needs and priorities of development.</i></p>	<p>Number of communities benefiting from a community-approved project</p>	<p>0</p>	<p>2</p>	<p>The community shows interest in identifying needs and priorities</p>

<p><b>Activities:</b></p> <ol style="list-style-type: none"> <li>1) End-line study;</li> <li>2) Development of income, savings rate, and remittance profiles (if applicable);</li> <li>3) Mapping of remittance flows (if applicable);</li> <li>4) Research existing financial instruments;</li> <li>5) Participative identification of community priorities;</li> <li>6) Supervision and oversight of funded community projects and small-business startups;</li> <li>7) Financial literacy support for returning project beneficiaries.</li> </ol>	<p>H2 beneficiaries return to Haiti</p> <p>The community shows interest in identifying needs and priorities</p> <p>Information on remittances flow and families' income are shared by beneficiaries</p> <p>Government is interested to adhere to IRIS on voluntary basis</p>
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## WORK PLAN

To produce these outcomes USAIM in agreement with the IOM/ONM/PTP/CGD project team proposes the implementation of the following activities, divided into three phases corresponding to the above outlined outcomes:

### **Phase 1 (Month 1- 4):**

PTP team of technical experts to work with agents & employers in the US

IOM to host a workshop bringing together key experts & stakeholders in PaP or Miami

IOM and ONM put together recruiting mechanism in communities of origin

Outcome: Workers and employers identified for the pilot group

### **Phase 2 (Month 5 – 11):**

Cooperation established b/w ONM and US embassy PaP on worker interviews

Haitian seasonal workers are received in the US

Monitoring visits by Haitian consulates, including a reception for the arrival and departure of workers according to visa timeframes

### **Phase 3 (Month 11 – 14):**

Initial group of workers return to Haiti

Tracking of remittance flows

Economic impact evaluation

## BUDGET

Please see attached Annex.