

Date: March 14th, 2021

Global Compact for Migration Review: Youth Consultations **SINGAPORE Report**

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Introduction

Addressing the issues of migrants around the world and developing guidelines on the protection and just treatment of migrants is a core tenet of the Global Compact for Migration (GCM) Regional Review. In Singapore, low-skilled foreign workers comprise approximately 40%¹ of Singapore's total workforce of 3.74 million², out of which a large proportion, primarily employed in Construction, Marine and Process (CMP) sectors and domestic work, were among the demographic groups most affected by COVID-19, with a total of 152,794³ foreign workers who have tested positive in PCR or serology tests, or both.

Youth migrants (below the age of 30 with less than 5 years of experience in Singapore) living in foreign worker dormitories had been identified as most vulnerable during the pandemic, due to their lack of access to information, support systems and bargaining power in the early stages of debt.

Conducting this national-level review on the issues related to low-skilled migrants has been timely given the context of COVID-19. During this GCM Review process, the Singapore UN MGCY team consulted with 44 youths and individuals spanning across 20 migration-focused organizations from non-profit, private sector, civil society sectors, of which 7 are youth-led or youth-focused, and validated with Singapore government agency partners. Much of the review sought to gain insights into the perspectives of the various stakeholders through the lens of four specific objectives of the GCM:

- **Objective 2:** Minimise the adverse drivers and structural factors that compel people to leave their country of origin
- **Objective 15:** Provide access to basic services for migrants
- **Objective 17:** Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration
- **Objective 18:** Invest in skills development and facilitate mutual recognition of skills, qualifications, and competences

Although Singapore is not yet a signatory member of the GCM, the government's efforts do not go unrecognised in its pandemic response, including the creation of a new Assurance, Care and Engagement (ACE) division under the Ministry of Manpower to further close some of the gaps in the issue areas discussed here. In addition, the events of the past year have highlighted emerging issues and opportunities which will be detailed in more depth below. In Singapore, as a testament to its multi-racial, multi-lingual and religious values, it is critical that we treat migrants in an equal and inclusive manner, ensure their rights to be respected, and promote opportunities for social and economic integration.

¹ 'Foreign Workforce Numbers', Ministry of Manpower Singapore, accessed 15 February 2021, <https://www.mom.gov.sg/documents-and-publications/foreign-workforce-numbers>.

² 'Labour, Employment, Wages and Productivity', Department of Statistics Singapore, accessed 15 February 2021, <https://www.singstat.gov.sg/find-data/search-by-theme/economy/labour-employment-wages-and-productivity/at-test-data>.

³ 'Measures to contain the COVID-19 outbreak in migrant worker dormitories', Ministry of Manpower Singapore Press Release, 14 December 2020

Overall Themes and Key Recommendations

At the core of this policy brief, we advocate for youth migrants improved social and economic mobility leading to the increase in equal opportunities for long-staying migrants, thus supporting Singapore’s interest in increasing overall productivity, as well as ensuring a supply of quality workers seeking to migrate in a safe, orderly and voluntary manner. On a regional level, this policy brief hopes to gain support from intergovernmental bodies to promote the enablement and understanding of youth and return migrants as a vehicle for positive socio-economic impact in both origin and destination countries.

The key themes presented in Figure 1. represent the barriers to realising the above long-term goals, and have been prioritised based on the circumstances and learnings from Singapore’s response to the pandemic, urgency raised by consultation participants, and feasibility in the context of Singapore’s mid-long term plans.

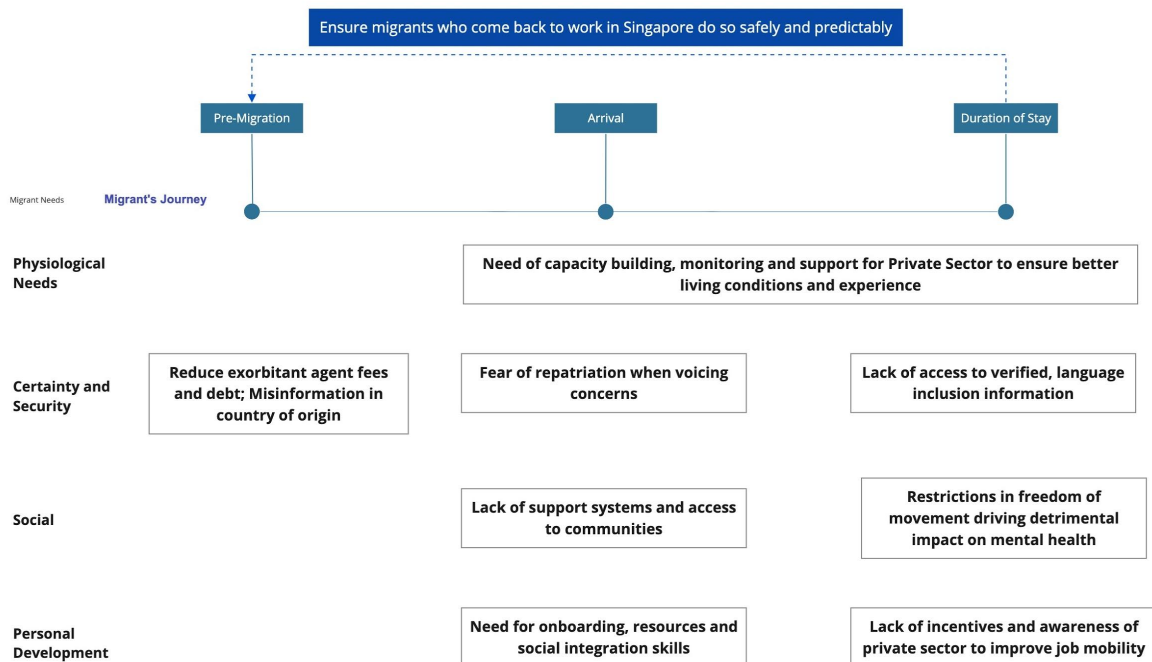


Figure 1: Key themes identified from a needs-based perspective, mapped across the broad stages of a migrant’s journey

2.1. Key Obstacles and Challenges

Youth and individuals have actively been addressing current obstacles and challenges related to migrant’s issues, including those pertaining to:

- The need for origin and destination countries to cooperate and tackle migration issues as bilateral ones, and providing support to low-skilled migrants in destination countries;

- The exorbitant, and often inconsistent, agent fees that are imposed on migrants which places them in large amounts of debt and exacerbates other issues caused by financial distress;
- The limitation of migrants' access to basic needs and services due to restrictions on freedom of movement, caused by prolonged public health safety measures. These restrictions have also had disastrous impacts on migrants' mental health which has highlighted the need for the sustainable, long-term scalability of mental health programs for migrants;
- The gaps in national feedback and communication channels for ground sensing and dissemination of verified, language inclusive information;
- The barriers to accessing key services relating to justice, health and education;
- The perceived lack of inclusive national narrative at the national level and lack of trust between migrants, employers and dormitory operators;
- The bridging of physical and emotional gaps between migrant and local communities;
- The lack of resources dedicated towards the onboarding, social integration and skills development of migrants; and
- The lack of awareness and presence of incentives for private sector stakeholders to invest in their migrant workers and promote the development of their career paths, and the need for CMP sectors to innovate to reduce reliance on low-skilled migrant workers.

2.2. Key Overall Recommendations

Youth calls on the government to drive incentives and support for private stakeholders (e.g. employers and dormitory operators) to encourage clear career development pathways, upskill qualified migrants, and adopt fair and ethical recruitment processes. Rewarding private stakeholders who go beyond bare minimum would encourage others to follow suit, increase productivity and in turn, enable youth migrants to have improved job mobility, to break out of their debt cycles and to have more holistic experiences in destination countries. Below, we explore examples of such ways to incentivize employers through grants, corporate tax rebates and levy reductions.

Youths call on the Government, private sector and civil society to provide safe, formal feedback channels for migrants, and nurture migrant peer-support groups to build immediate support networks for migrants within and outside of their residences. Migrant peer-support leaders, who hold credibility in cultural groups, can assist in sharing verified information in respective languages, monitor and coordinate ground activity and relay key information to relevant stakeholders. This would support government efforts to systematically monitor issues and efficiently mobilize efforts towards provision of migrant welfare where needed.

Youth calls on the government to facilitate the better integration of youth migrants. Improving the integration of youth migrants from the point of onboarding and throughout their journey in the destination country is paramount to ensuring the holistic care of youth migrants. Providing access to information, available social services and skills required for social interaction with local communities increases the youth migrant's ability to protect and prepare themselves for negative drivers impacting their psychological state, and form connections with locals, which in turn shape positive public discourse and attitudes towards migrants.

Objective 2: Minimise the adverse drivers and structural factors that compel people to leave their country of origin

As Singapore industries recover from the impacts of the pandemic, the need for new foreign labour has increased due to tight manpower supplies. Youth migrants are compelled to find work in Singapore due to inadequate employment opportunities in origin countries, perceived increases in social capital, and encouragement from family networks and local recruitment agents to apply. However, the lack of transparency in the job placement and training process place youth migrants in precarious situations, who often face a reality that does not meet their expectations. Recruitment fees, which have further increased due to Singapore's tightened border restrictions in response to the worsening global pandemic, are often exorbitant and manipulated by local agents and intermediaries, leaving new migrants vulnerable to exploitation. All stakeholders, including the private sector, acknowledge the challenges in regulating foreign recruitment agents, but hope to address the reduction of exorbitant fees and eliminate some of the fraudulent costs workers are subjected to. Finally, civil society stakeholders have also highlighted the difficulty of tackling the rampant misinformation in origin countries. This misinformation often warps many migrants' perception of what to expect once they arrive, and often leads them to gain false expectations and hopes in their journey as migrants.

3.1. Key Initiatives

- Digital job-matching platforms to reduce reliance on sub-agents, such as Sama, Flatbread, We are Caring;
- Organizations providing support to smaller companies and HR departments to streamline administrative processes; and
- Dissemination of information to migrant networks in origin countries, including the compilation of 'adequate' recruitment fee benchmarks based on current market rates.

3.2. Key Recommendations

Youth calls on governments of origin and destination countries to promote direct hiring through digital job portals to reduce exorbitant agent fees. Online job portals such as the Foreign Construction Workers Directory System (FCWDS) have gained visibility in 2020, however migrants still face challenges in matching with employers due to skepticism and the lack of platform adoption by employers. Incentivising the use of such portals through foreign worker levy rebates and rewarding employers who directly hire migrants from origin countries may expand the network of willing employers and increase transparency of hiring processes for both Singapore and origin countries.

Youths call on the government to promote and facilitate efficient rehiring of workers nearing the end of their contracts, and ensure migrants returning to Singapore do so in a safe and predictable manner. Major hurdles to job transfers for migrants and new employers today are the short window of transfer between 21 and 40 days of Work Permit expiry, employers are refusing to consent to job transfers on unreasonable

grounds, and complex administration that delays the application. Simplifying or automating administrative steps, and training for HR professionals in small-mid size organizations, will reduce the reliance on intermediaries who currently fill that gap.

Youth calls on governments of origin and destination countries to recognise the bilateral nature of recruitment-related issues, and work together to tackle them. Intergovernmental cooperation is crucial in providing clear, standardized information on fees, work placement opportunities and benchmark salaries of destination countries so as to ensure greater transparency in the migration process. Local NGOs such as Sama have recommended the use of anonymous call lines and feedback channels to dispel any potential misinformation and track potentially fraudulent recruiters.

Youth calls on governments of origin and destination countries to promote the upskilling and development of long-staying migrants. As much as this recommendation may seem more fitting to Objective 18, it has its relevance to Objective 2. This is because, on one hand, for destination countries, promoting the retention and development of longer-term, skilled migrants will benefit these countries' economies. More importantly, if and when migrants return to their origin countries, they will be equipped with the skills to start businesses and contribute to their local economies. Encouraging IGOs and origin governments to extend credit and financially support these returning migrants **could help address some of the economic factors that compel people to migrate involuntarily.**

Objective 15: Provide access to basic services for migrants

In response to the COVID-19 outbreak in Singapore, all foreign worker dormitories, which house more than 320,000 workers, went on lockdown, thereby inhibiting migrants ability to cook, access physical services such as groceries and remittance, and leave their dormitories. During these times of economic uncertainty, employers and operators faced challenges providing meals, salary and other supplies to the migrant workers, and were supported by the Singaporean government and NGOs who stepped in to ensure welfare of locked-down migrants living in large purpose-built dormitories, factory-converted dormitories and private residential premises. Beyond their physiological needs, migrants' mental health and well-being have remained a primary concern having been confined for up to 11 months. Limited provisions have been made to allow some migrants to leave their dormitories to access approved facilities, such as assigned Recreational Centers, for medical emergencies and communal facilities in dormitories. In addition to the multi-dimensional issues outlined above, key factors such as the lack of access to information, support systems and safe feedback channels have exacerbated migrant's psychological state during this crisis. Fear of repatriation remains high for both youth and long-term migrants, with barriers of access to legal representation, healthcare and other forms of social support complicating matters further. Whilst migrants have started to return to work safely and with pandemic-related precautions in place, migrants have reported high levels of burn-out due to the shortage of manpower, and still call for the quality of food to be assessed, given that

meals are still provided through catering services. Also, the quality of these services are unregulated and unmonitored, leading to widespread inconsistencies in the frequency, quality and cultural sensitivity of the food provided to migrants.

4.1. Key Initiatives

The government, as well as youth-led and migration-focused organizations and initiatives, have been at the forefront of helping migrants access basic needs and services, including through:

- Millions of dollars fundraised across NGOs and civil society for crisis relief to provide hundreds and thousands of supplies, meals⁴, connectivity and other essential items for over 400,000 migrants⁵.
- Extension of helplines and physical touchpoints to handle increase in case-work, providing migrants access to social services such as legal representation in salary disputes, health and injury claims and telecounseling. As an example, the Herewithyou Helpline emerged by a group of youth social worker volunteers have received more than 1500 calls since April 2020.
- Online platforms to receive direct feedback from, disseminate accurate, language-inclusive information to and provide help to migrants in lockdown in their dormitories. Youth-led organization Good Devs developed a one-stop-shop portal to answer migrants' questions and provide them with reliable information in Bengali, in collaboration with youth migrant Omar Shipon, who manages a Facebook page called "Bangladeshi migrant workers in Singapore" with over 50,000 followers.
- National projects such as "Project Dawn", including organizations such as HealthServe, CMSC and Sama Sama raising awareness of mental health through online and physical campaigns in Recreational centers, and building capacities of volunteers and migrant peer support leaders in Basic Psychological First Aid (BPFA).
- Programmes such as "Project Sunshine"⁶, CMSC's bus tours⁷ and repurposing of DiscoverSG vouchers⁸ to bring migrant workers out on their rest days, to provide psychological release from prolonged lockdowns.
- New medical insurance schemes by the National Trades Union Congress (NTUC) and philanthropic organisation Leap201 at an affordable premium of \$9/year.⁹

4.2. Key Recommendations

Youths call on governments to implement systematic feedback mechanisms to improve ground sensing of needs, dissemination of relevant and relatable information, monitoring and enforcement. Through strategic

⁴ Consolidated summary, 'HIA Appreciation Event', 27 January 2021, <https://www.hia.sg/latest-news>

⁵ Tee Zhuo, 1.3m reusable masks for migrant workers; over \$850k raised too, 20 April 2020, <https://www.straitstimes.com/singapore/13m-reusable-masks-for-migrant-workers-over-850k-raised-too>

⁶ Cara Wong, 'Workers enjoy afternoon out in parks after months in dorms', 3 September 2020, <https://www.straitstimes.com/singapore/workers-enjoy-afternoon-out-in-parks-after-months-in-dorms>

⁷ <https://www.facebook.com/103944372988172/posts/soaking-in-the-festivities-with-our-migrant-worker-friends-our-migrant-worker-fr/3577925118923396/>

⁸ Ang Qing, 'Using SingapoRediscovered vouchers for charity', 17 January 2021, <https://www.straitstimes.com/singapore/using-singaporediscovers-vouchers-for-charity>

⁹ Jessie Lim, 'New insurance scheme to cover migrant workers against critical illnesses, non-work related deaths from 2021', <https://www.straitstimes.com/singapore/manpower/new-insurance-scheme-to-cover-migrant-workers-against-critical-illnesses-non-work>

mapping of known locations and ground-up communication channels between government, dorm operators and peer-support communities, feedback can be channeled centrally and safely, to help prioritise needs and avoid inefficiencies in mobilization. Mandatory e-payments have been raised as key processes that will help to protect both migrants and employers, and assure migrants stable income to avoid accumulation of debt. In line with this, providing safe and trusted channels for migrants to give feedback is of utmost importance, in consideration of existing fears of repatriation.

Youth calls on governments and intergovernmental bodies to increase the mobilization of resources for the private sector, embassies and non-profit sector to ensure the provision of basic services for youth migrants. Embassies currently lack the manpower or resources to prioritize assistance for work permit migrants, dormitory operators struggle with recruiting adequate resources and staff to provide holistic services to migrant residents. It is also essential to supplement these efforts with, as an example, extending the coverage of programs such as the Criminal Legal Aid Scheme to be inclusive to migrants facing barriers to the access of justice. Financially assisting the organizations that supplement governmental efforts would be useful as it would enable them to broaden their efforts and expand the reach of their impact.

Youths call on the government to support and incentivize the maintenance of migrant living conditions in ensuring a holistic living experience. Progressive dormitory operators have shared interests in improving the quality of living of migrants in new and existing dormitories, and seek considerations for an extended lease period and more emphasis on quality scores in the development of new dormitories would minimize perceived risk. Migrants have also called for the prioritisation of access to groceries and kitchens, due to issues of catered food quality contributing to negative impact of performance at work. Although the Government has existing enforcements against food hygiene offences, youth and migrants call for tighter monitoring of food establishments in locations surrounding dormitories, and emphasis on existing channels to migrants in order to raise feedback.

Youths call on the government to drive preventive strategies for mental health in migrants, through proactive promotion of mental well-being, mobilising migrant-peer support networks (with considerations of support communities surrounding peer-support leaders), **and extending support funding** for programmes which incorporate mental well-being and psychosocial activities in their engagements. For new and youth migrants, extending onboarding programmes to include conversational English, digital literacy and introductions to existing peer-support communities provides skill sets for migrants to better protect themselves, find help when needed, communicate effectively and integrate with society.

Objective 17: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration.

This report analyzed public discourse across key stakeholders, including those of the government, private sector, NGOs, civil society and migrants themselves. The pandemic highlighted the plight of migrants,

presenting a unique opportunity to improve public discourse and attitudes towards migrants and their welfare¹⁰. This has led to significant increases in contributions to organizations in Singapore’s civil society, and greater representation of migrants’ hardship in the national political discourses. Singapore also saw an increase in mainstream media reporting and academic publications on migrant issues. However, the pandemic also revealed Singapore’s need for evidence-based public discourse to assess migrant situations from a needs-based perspective and formulate accurate policies. NGOs hope to see more empathy, dignity and rights-based discourses in mainstream media and national political discourse.

Although migrants feel more “accepted” than before, they still feel isolated from society due to physical and social distances in communities. They recognize the clear distinctions made between local and migrant communities despite the increase of migrant-led contributions to society in providing aid, social support and input towards addressing key migrant issues during the pandemic. On the other hand, private sector stakeholders such as employers and dorm operators feel that public narratives often paint them as the “errant” antagonist, and despite positive progress in partnerships between the government and NGOs, opinions on solutions remain divided amongst the different categories of stakeholders.

5.1. Key Initiatives

- Organizations promoting migrants’ self-expression through storytelling, poetry, cultural exchanges and other art forms, e.g. the yearly Global Migrant Festival. These efforts have been supplemented by migrant leaders providing platforms to their peers to engage others and express themselves;
- Organization’s use of closed-door talks in schools and with volunteers to dispel any misconceptions they may have and to promote healthy public discourse;
- Collaborations with migrant interest groups, NGO’s, local universities and art institutions. Initiatives such as Migrant Writers of Singapore and the National Museum Photography Exhibition have been used to open up dialogue about migrants’ experiences and mental health, and to open up opportunities for cross-cultural bonding;
- Creating bridges between local and migrant communities, as well as opportunities to participate. AGWO encourages the use of psychosocial activities within migrant communities to promote social cohesion and bonding. CMSC’s WeTalk initiative aims to give opportunities to volunteers and locals to have chats with migrants in their community to get to know their neighbours better;
- Promoting the use of cultural onboarding for new staff and volunteers in dormitories. Organizations like the Dormitory Association have created handbooks of do’s and don’ts for new staff to understand how to appropriately interact with migrant workers.

5.2. Key Recommendations

Youth call on Governments to promote inclusive, evidence-based narratives to key stakeholders in mainstream media and in the Ministry of Education’s national education curriculum. Dispelling misconceptions and assumptions about migrants, migration and their supporting ecosystem is of utmost

¹⁰<https://www.straitstimes.com/singapore/most-singaporeans-willing-to-pay-more-to-firms-that-improve-migrant-worker-welfare-study>

importance to promoting the social inclusion of migrants. Identifying and promoting the stories of migrant, employer and dorm operator role models, and highlighting their impact in communities would set standards for others, encouraging the next generations to follow suit.

Youths call on Governments to promote the inclusion of migrants in national and community programming, to bridge gaps between various migrant and local communities, and create a psychologically safe environment for migrants to express their voice freely. Encouraging psycho-social activities and bonding between migrant residents will help to build immediate social support networks, while dialogues between migrant and local communities have fostered cross-cultural knowledge and collaborations.

Youths call on Governments to recognise the efforts of migrant grassroots and peer-support communities. Formalising migrant peer support creates safe spaces for migrants to voice their needs, where migrant-led organizations and programmes such as the MWC's Ambassador Programme, Migrant Writers Singapore, Migrant Worker Singapore, Sama Sama and many others have supported the scalability of operations in information dissemination, ground-sensing and providing first level psychological support for other migrants, plugging gaps in language and cultural barriers. The extension and facilitation of partnerships, support and funding to migrant art and interest groups will better support the above, promote better cultural understanding and nurture cross-community bonding.

Youths call on Governments to facilitate cross-sector dialogue with key stakeholders including NGOs, employers, dorm operators and migrant community representatives. Facilitating more frequent public consultations and dialogue with diverse sets of organizations builds transparency and trust amongst stakeholders, and promotes partnerships across sectors to address issues from a needs-based perspective with shared understanding and problem solving.

Objective 18: Invest in skills development and facilitate the mutual recognition of skills, qualifications, and competences

Enabling job mobility and investing in the development of migrants present a great opportunity to improve the financial positions of migrants and their families, reduce vulnerability to recruitment exploitation, whilst supporting increased productivity of the private sector through efficient ground operations and reduced costs in recruiting new migrants. While Singapore encourages employers to upgrade workers to higher-skilled status, due to their transitory nature, perceived negative assumptions around migrant progression, and high turnover rates, a large proportion of employers lack motivation to recognize the benefits of migrant talent development and rely on low-skilled workers, thereby hindering migrants from pursuing further skills development. Additionally, they face barriers of expensive course fees and lack of available time due to long work hours. Ultimately, in the longer run, the retention of experienced workers supports Singapore's shift towards increasing skilled foreign labour, and allows migrants to better contribute to the local economy.

6.1. Key Initiatives

Youth and migrant-focused organizations have been working on initiatives including:

- Language and skills classes to promote the social and professional integration of migrants. SDI Academy has formulated language courses geared towards different needs, whether they be basic, professional or to pursue further education;
- Raising awareness via migrant community leaders of the various career pathways and opportunities available to migrant youths;
- Programs such as AGWO's Step Up program, which identifies migrant's passions and talents and dedicates resources towards fulfilling those dreams or pursuing further education;
- Creating membership programs that enables migrants to gain access to skills and lifestyle courses at a reduced rate;
- Facilitating capacity-building entrepreneurship classes for migrants, enabling them to acquire the skill sets needed to expand income streams if and when they decide to return to their origin countries;
- Advancing the financial management skills of migrants based on stages of their journey; and
- Conducting sessions dedicated to resume and job application writing.

6.2. Key Recommendations

Youth calls on governments to promote incentives and encouragement for private sector investment in the development of migrant worker skills. While the “Higher-skilled worker levy” scheme exists, a large proportion of employers lack motivation to recognise the benefits of migrant talent development, due to factors mentioned above, and with little financial incentives to support the upgrade of basic skills required for further development. Employers and NGOs have emphasized the need to better reward companies who invest in upskilling and educating their workers through facilities such as innovation grants and levy or corporate tax rebates. Similar to the Ministry of Education's Tuition Grant scheme, bonds could also be used to dispel employer reluctance to invest in their workers due to fear of high turnover rates. Further employer education is needed on the benefits of skills development opportunities, focusing on their tangible impacts on migrant lives (e.g. increased income, improved career progression), the domestic economy (e.g. increased productivity), and for employers (e.g. increased revenue).

Youth calls on governments and relevant stakeholders to extend existing development and education schemes to long-staying migrants. Opening up subsidised programs through schemes like SkillsFuture Singapore, and education institutions such as ITEs and Polytechnics, would make development opportunities more inclusive for migrants. Specifically, english, technical and digital literacy courses should be supported as integral to the professional development needed for an increasingly skilled labour in Singapore. These schemes could also help better structure the migrant career paths so as to create ‘training ladders’ to enhance and accelerate youth migrant's long term contributions to Singapore's economy.

Youth calls on governments to promote migrants' job mobility. Whilst we acknowledge challenges surrounding employer consent in job transfers, a major issue in migrants' career paths today is the lack of upwards mobility within companies. Employers often rely on the cycling of low-skilled migrants, rather than in the retention of migrants. Rewarding employees who re-hire existing workers, promoting the development of

their skills, and enabling the progression of their career paths would promote the retention of migrants. Employers who hire existing workers benefit from experienced workers with language and cultural expertise, faster deployment time, and the reduction of cost of recruiting new migrants. Organizations have also raised the importance of government-private sector partnerships to build frameworks for training pathways for workers in relevant sectors, and more visibility in the skills in demand to better inform migrants on long-term career choices.

Conclusion

This report identified critical areas relevant to four of the GCM Objectives where actionable recommendations were made. These preliminary recommendations seek to draw on and galvanize the help and resources that have been put forward during the pandemic to continue momentum and interest in wanting to positively impact migrants' lives. In light of this, we highlight the **need for destination and origin countries to cooperate and approach migration issues with bilateral solutions**. This would help address many of the discussed issues that remain in unresolvable siloes. We advocate for the **mobilization of resources**, and the importance of **establishing improved feedback and communication channels**, to ensure that migrants' access to basic needs and services is not hindered. This also highlights the importance of better coordinating efforts between government and other relevant stakeholders to ensure resource efficiency. Moreover, we emphasize **the need for a need-based approach** to help migrants, including promoting improved social integration between migrants and locals, to enable better understanding and support for one another. The clear lack of trust, empathy and dignity present in narratives and discourses surrounding migration in Singapore needs to change in order to improve socio-political cohesion in the country. Finally, we advocate for employers to **invest in the upskilling and development of migrants**, and for the government to **support and incentivize** these efforts. This, in combination with extending subsidised development schemes and promoting the retention of skilled migrants, will positively impact Singapore's economy in the long term and ensure a migrant's journey is more fulfilling than it is today.

Following the consultations conducted with stakeholders ranging from migrant leaders, to various non-governmental organizations and employers themselves, it remains clear that a lot of work remains to address issues surrounding migration in Singapore. However, the positive impacts that the government and other relevant stakeholders have made should not be discounted. The relentless efforts, unprecedented mobilization and many initiatives we saw responding to and addressing the needs of youth migrants, in the middle of the largest health crisis we have witnessed, is a testament to the population's appetite for positive change. We call on governments and all relevant stakeholders to continue dedicating resources and increasing efforts to make an impact on youth migration through the implementation of GCM Objectives.

References and Acknowledgements

The UN GMCY Singapore Working Group would like to express our deepest appreciation to our consultation participants, contributors and partners from **A Good Space, AGWO/ HIA , Call Home, CMSC, Feng Ming Construction, Global Migrants Festival, Good Devs, HealthServe, HOME, Migrant Workers' Centre, Ministry of Manpower, LightHouse Foundation, Sama, Sama Sama, SDI Academy, TWC2 and WIMBY** for taking the time to share their experiences, in-depth expertise and hopes for the betterment of migrants in Singapore and across the globe.

Furthermore, we would like to extend our heartfelt gratitude and admiration to our migrant community leaders from **Migrant Worker Singapore, Migrant Writers of Singapore, Singapore to Bangladesh, 24 Asia News, Help Societies International and the network of Migrant Community Responders** for bravely representing the voices of their peers and for their contributions to society in providing aid, social support and input towards addressing key migrant issues during the COVID-19 pandemic.

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