

SITUATIONAL ASSESSMENT SOCIOECONOMIC INTEGRATION OF VENEZUELAN MIGRANTS IN TRINIDAD AND TOBAGO

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Abstract

Trinidad and Tobago has witnessed an increase in Venezuelan migrant flows, within the last 4 years, in the wake of the humanitarian and political crisis in Venezuela. This situation, however, presents many opportunities for the socio-economic integration of migrants, which could produce notable benefits for both the migrants and the host country. Nonetheless, there are some imminent challenges that could disrupt integration efforts and derail developmental pursuits. The report, therefore, provides insights into the social and economic dimensions of migrant integration through the lens of the receiving society. It is informed by a qualitative inquiry with key stakeholders from government, private sector, and civil society, and it details barriers and prospective pathways to successful integration. Additionally, sensitivities associated with this topic are illustrated, regarding difficulties faced by migrant populations in the areas of, inter alia, access to the labour market; credential recognition; educational and training opportunities; limited entrepreneurship mechanisms; and a lack of overarching policy frameworks. The report, however, proposes recommendations to address some key encumbrances to effective, sustained socioeconomic integration and promotes multi-sectoral, and collaborative approaches. The report is further mindful of ongoing geopolitical uncertainties and global transformations that signal the ever-present need to strategically respond to the concerns of migrant integration in host countries.

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List of acronyms and abbreviations

| | |
|-----------------|--|
| ACTT | Accreditation Council of Trinidad and Tobago |
| AMMR | Archdiocesan Ministry for Migrants and Refugees |
| BNA | Beneficiary Needs Assessment |
| CSME | Caribbean Single Market and Economy |
| DTM | Displacement Tracking Matrix |
| FBO | Faith-based Organization |
| FIA | Families in Action |
| GCM | Global Compact for Safe, Orderly and Regular Migration |
| GCR | Global Compact on Refugees |
| GDP | Gross Domestic Product |
| GORTT | Government of the Republic of Trinidad and Tobago |
| ILO | International Labour Organization |
| IOM POS | International Organization for Migration Port of Spain |
| LWC | Living Water Community |
| M&E | Monitoring & Evaluation |
| MiLAT | Military-Led Academic Training Programme |
| MNS | Ministry of National Security |
| MoE | Ministry of Education |
| MoH | Ministry of Health |
| MoL | Ministry of Labour |
| MoPD | Ministry of Planning and Development |
| MPATT | Medical Professionals Association of Trinidad and Tobago |
| MSDFS | Ministry of Social Development and Family Services |
| NCRHA | North Central Regional Health Authority |
| NGO | Non-Governmental Organization |
| NIS | National Insurance System |
| NTA | National Training Agency |
| OJT | On-the-Job Training |
| OSH | Occupational Safety and Health |
| PADF | Pan American Development Foundation |
| PLA | Prior Learning Assessment |
| RPL | Recognition of Prior Learning |
| STI | Stakeholder Interview |
| SURE Foundation | Sustainable Unemployment Reduction Efforts Foundation |
| TTMA | Trinidad and Tobago Manufacturers' Association |
| TTV SolNet | Trinidad and Tobago Venezuelan Solidarity Network |
| UNHCR | United Nations High Commissioner for Refugees |
| US Embassy | Embassy of the United States of America |
| VTA | Vocational Training Assessment |
| YTEPP | Youth Training and Employment Partnership Programme |

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Executive Summary

Steps towards the socioeconomic integration of migrants into host communities are well aligned with the 2030 Sustainable Development Agenda, the Global Compact for Safe, Orderly, and Regular Migration (or Global Compact for Migration) (GCM), and the Global Compact on Refugees (GCR). The COVID-19 pandemic, however, produced unanticipated challenges for migrant workers, exacerbated their pre-existing vulnerabilities, and threatened to undermine sustainable responses to migrant integration.

Considering the humanitarian and political crises in Venezuela, and its resultant increased migrant flows to Trinidad and Tobago, there is a compelling need for an expanded understanding of challenges and prospects within this evolving environment. Additionally, the economic disruptions and uncertainties prompted by plunging energy prices, sector contractions, and a 2-year pandemic, underscore the critical importance of maximizing migrants' and the host country's integration opportunities and mitigating any challenges. Social cohesion is also an essential component of socioeconomic integration efforts.

In pursuit of understanding this environment, the research team, using qualitative methods, undertook a study designed to:

- a. Identify the current situation of Venezuelan migrant socioeconomic integration in Trinidad and Tobago,
- b. Indicate significant barriers to and prospects for the socioeconomic integration of Venezuelan migrants in Trinidad and Tobago,
- c. Examine the main strengths and gaps of existing socioeconomic integration options,
- d. Understand the needs of both employers and migrants, and
- e. Propose recommendations for improving the socioeconomic integration of migrants.

From May to June 2022, data was collected through semi-structured interviews with 28 key stakeholders from government, the private sector, non-governmental organizations (NGOs), and international organizations (see Appendix A).

Accordingly, the use of standardized data analytical methods produced the following key findings:

- Migrants tend to be employed in areas such as domestic work, construction, retail, agriculture, tourism and hospitality sector, food and beverage sector, entertainment, industry, and manufacturing, etc., and undertake jobs less desired by locals.
 - Some migrants are employed in jobs incommensurate with their qualifications, and there are those, with professional qualifications, who are underemployed or unemployed.
- Migrants, irrespective of their migrant status, have access to emergency medical services, antenatal care, and immunization services, inclusive of the COVID-19 vaccine.
- The Government's Venezuelan migrant registration exercises, in 2019 and 2021, were decisive and impactful efforts to support the economic integration of registered migrants through the provision of legitimate work opportunities.

- Short-term, constantly changing migrant status documents act as disincentives to sustainable migrant integration and fuels hesitancy amongst employers to employ and invest in migrants.
- Regularization pathways are lengthy and time-consuming.
- Trinidad and Tobago does not have defined policies on migration and labour migration. It was noted, though, that efforts are underway to develop these policies.
 - Policy gaps perpetuate barriers to migrant employment, particularly in the public sector.
- Migrants in irregular circumstances gravitate to informal work, which exposes them to exploitation and abuse (e.g. unfair wages, emotional manipulation, and sexual exploitation).
- Migrant entrepreneurship in food preparation and catering services is emerging as a viable option.
 - Migrant entrepreneurship, however, is undermined by migrants' inability to open bank accounts, access credit, loans, or start-up capital.
- Migrants' opportunities for training are constrained primarily by their lack of legal status, language barriers, cost of programs, and lack of time.
- Accessibility to education for migrant children is quite limited.
- The COVID-19 pandemic reduced and, in some instances, eliminated migrants' job options.
 - Migrants had little or no access to official social support and protection mechanisms and most of them have no coverage under the National Insurance System (NIS).
- The Ministry of Labour (MoL), the Ministry of Education (MoE), the National Training Agency (NTA), and the Accreditation Council of Trinidad and Tobago (ACTT) are essential to discussions on the recognition of migrant qualifications and equivalence schemes, which in spite of some drawbacks, could alleviate labour and skills shortages.
- Some key sectors, identified as having possible opportunities to support the socioeconomic integration of Venezuelan migrants in Trinidad and Tobago, include Agriculture, Construction, Health, Tourism, Technology, Energy and Retail.
- Socioeconomic integration efforts for migrants, locally, could be advanced by several ongoing initiatives.

Key recommendations, towards improving ongoing socioeconomic integration efforts for migrants in Trinidad and Tobago, included:

- Develop relevant migration and labour migration policies that are harmonized with existing policies, institutional and legal frameworks, and are cognizant of the multi-dimensional needs of and opportunities for migrants.
 - Adopt a whole-of-government, whole-of-community, gender-sensitive, rights-based, inclusive approach to policy development.
- Promote mechanisms for good coordination, cooperation, and multi-sectoral partnerships.
- Consider flexible regularization strategies to support migrant access to critical services, increase protection mechanisms, and improve socioeconomic opportunities which can simultaneously stimulate increased economic growth and augment taxes.
- Review options to strengthen migrants' labour market access and mitigate policy and legal barriers to formal employment, such as the establishment of a migrant worker database to facilitate labour matching.
- Demystify and improve the recognition and accreditation of migrant qualification processes.

- Establish bilateral agreements on the recognition of tertiary/vocational qualifications between tertiary level Institutions in Venezuela and Trinidad and Tobago, to legitimize and validate qualifications.
- Facilitate an enabling environment for migrant entrepreneurship through increasing access to financial resources, training, and supportive entrepreneurship policy frameworks.
- Private sector should advance greater advocacy efforts and partnerships with other key stakeholders such as government and non-governmental agencies.
- Consider options for improving the accessibility to education and training for migrant children and English language classes for adults.
- Develop and make accessible social protection mechanisms which target migrant workers and families.
- Promote social cohesion through community activities such as intercultural activities and food fairs.
- Advance public sensitization efforts to combat xenophobia and discrimination.
- Strengthen data collection systems to capture data on migrant profiles, vulnerabilities, and overall living condition indicators, which could inform national planning and developmental efforts.

The report concludes that Trinidad and Tobago has made significant strides towards the socioeconomic integration of Venezuelan migrants. However, sustained momentum is dependent upon careful management and navigation of socioeconomic opportunities and obstacles.

1 Introduction

Migrant integration into host communities has been propelled to the forefront of global deliberations with the advent of the 2030 Sustainable Development Agenda and the call to “leave no one behind”.

Similarly, the Global Compact for Safe, Orderly, and Regular Migration (GCM) and the Global Compact on Refugees (GCR) advanced the need for socioeconomic integration of migrants and refugees¹.

Integration, in a broad sense, therefore, refers to, “the ability of immigrants to achieve the same social and economic outcomes as natives, taking into account their characteristics.”²

According to the International Labour Organization (ILO), there were approximately 169 million international migrant workers, in 2019, of which 43.3 million or 25.6 per cent were in the Americas.³ Hence, international migrant workers comprise an integral part of the world economy.⁴

However, in the wake of the COVID-19 pandemic, and the resultant work closures, these workers have been some of the most affected and vulnerable persons. Moreover, the impacts for female migrant workers have been exacerbated due to their over-representation in “low-paid and low-skilled jobs and ... limited access to and fewer options for support services.”⁵

1.1 Migration from Venezuela

Political turmoil, socioeconomic instability, and the ongoing humanitarian crisis in Venezuela

have precipitated large movements of Venezuelan migrants⁶ within the region since 2015.

Consequently, more than 6 million refugees and migrants from Venezuela are estimated to be outside their home country, as of July 2022, with 17 countries in Latin America and the Caribbean hosting 83 per cent of these persons.⁷

It was also noted that the “migration of Venezuelan women has become more prominent, and migration flows are now more equally distributed by gender.”⁸

Thus, given their extensive time away from their country of origin, there is a thrust towards facilitating the socioeconomic integration of these migrants within humanitarian aid efforts to support potential benefits for the migrants and host countries.⁹

Yet, comparable to other contexts, the COVID-19 pandemic has “made integration less attainable”¹⁰ and exerted “an additional strain on Venezuelans and the societies where they live.”¹¹

2 Methodology

2.1 Overview

The phenomenon of migrant socioeconomic integration is an under-researched area in Trinidad and Tobago, which necessitates further interrogation, especially within the context of continuous migrant flows.

Accordingly, a qualitative methodological approach was determined to be the most appropriate form of social inquiry, as this study

¹ (UNCTAD 2018)

² (OECD and EU 2018, 17)

³ (ILO 2021 a, 14)

⁴ (ILO 2021 a)

⁵ (ILO 2021 a, 17)

⁶ <https://www.iom.int/venezuelan-refugee-and-migrant-crisis>

⁷ <https://www.r4v.info/en/refugeeandmigrants>

⁸ (Chaves-Gonzalez et al 2021,2)

⁹ (Chaves-Gonzalez et al 2021)

¹⁰ (R4V 2021, 2)

¹¹ (R4V 2021, 2)

seeks to explore and understand socioeconomic integration challenges and prospects, and in so doing create a foundation for other types of inquiry.

Additionally, this methodological approach was consistent with the objectives of the study, which also aims to examine local labour market opportunities.

Therefore, it was anticipated that in-depth interviews would facilitate a true reflection of the situation under review, based on the observations and experiences of key stakeholders with foremost roles within the national labour market.

2.2 Goals of fieldwork

The major goals of the fieldwork exercise were to:

- a. Identify the current situation of Venezuelan migrant socioeconomic integration in Trinidad and Tobago;
- b. Indicate significant barriers to and prospects for the socioeconomic integration of Venezuelan migrants in Trinidad and Tobago;
- c. Examine the main strengths and gaps of existing socioeconomic integration options;
- d. Understand the needs of both employers and migrants; and
- e. Propose recommendations for improving the socioeconomic integration of migrants.

2.3 Fieldwork strategy

A phased approach to fieldwork was adopted for this exercise. In advance of entering the field, therefore, the research team conducted a literature review on the socioeconomic integration of migrants to inform the development of an interview instrument. This instrument, and its related prompts, ensured that stakeholder interviews were focused, meaningful, and relevant.

¹² (Patton, 2002, 230)

2.4 Key Informants

The key informants for this study included senior level professionals from government and private sector agencies, international organizations, and NGOs involved in migrant integration efforts and migrant labour-related activities.

Altogether, 28 key stakeholders were interviewed.

2.5 Sampling Strategy

A purposive sampling strategy was employed for this study. This approach is recognized for its logic and power to select “information-rich cases” for in-depth studies.¹²

Moreover, knowledge and expertise were important criteria, which informed the selection of respondents and determined their suitability for inclusion in the exercise.¹³

In addition, other predetermined criteria included stakeholders’ experience, seniority, and level of involvement in labour and labour-related matters.

With regard to key stakeholders, efforts were made to integrate a cross section of organizations, with varied interests, and in so doing foster a comprehensive understanding. Thus, 14 Government agencies, nine private sector organizations, three non-governmental organizations and two international organizations were interviewed.

2.6 Data Collection

Data collection commenced on 9th May and concluded on 14th June 2022.

It involved the use of semi-structured interviews, with prompt questions.

Accordingly, interview questions for key stakeholders explored:

- Consumption of goods and services produced or provided by migrants.

¹³ (Sarantakos, 2005, 164)

- Strategies or programmes to promote the social and/or economic integration of migrants.
- Sector gaps and shortages.
- Migrant:
 - Qualifications,
 - Employment,
 - Training, and
 - Entrepreneurship.
- Developmental benefits of migrant labour.

Informed consent was also a prerequisite for the participation and the confidentiality of responses was emphasized.

2.7 Data Analysis

Data generated from the field work was transcribed and analyzed through content analysis. This involved systematic review and data coding¹⁴ into patterns and themes, based on the frequency of appearance in the transcripts.

2.7.1 Validity and Reliability

Researchers engaged in periodic validity checks, where possible, to guard against interviewer bias.

Further to this, intercoder reliability checks were performed to test the appropriateness of the constructs applied to the text, as well as to increase confidence in the counts made when adding up the number of times a particular theme is mentioned.¹⁵

2.8 Strengths and Limitations

A notable strength of the qualitative methodological approach was that the use of semi-structured interview questions allowed researchers to probe responses and ascertain greater clarity. Additionally, respondents were able to clearly articulate their views.

¹⁴ Coding in this instance refers to the assignment of codes to a unit identified in the study. Codes can be numbers, words or symbols (Sarantakos, 2005, 13).

¹⁵ (Bernard and Ryan, 2010)

Moreover, virtual interviews¹⁶ significantly reduced coordination dynamics involved in face-to-face interviews.

Yet, notwithstanding these benefits, a major drawback of employing a qualitative approach was that relationships between variables and causation could not be established with empirical accuracy, as obtained in quantitative approaches.

3 Literature Review

The definition of integration proffered by OECD and EU (2018) entailed a general understanding of the term.

It was also noted that integration occurs in the public and private realms, across generations, and at individual, family, community, and national levels.¹⁷

There is, however, no consensus on a single definition of migrant integration since explanations are based on the individual country situation.

Nevertheless, there are shared commonalities that inform a broad view of migrant integration as a:

“two-way process of mutual adaptation between migrants and the societies in which they live, whereby migrants are incorporated into the social, economic, cultural, and political life of the receiving community. It entails a set of joint responsibilities for migrants and communities and incorporates other related notions such as social inclusion and social cohesion.”¹⁸

¹⁶ There were 28 virtual interviews.

¹⁷ (EU Council, 2004 cited in [Integration of migrants into destination society \(migrationdataportal.org\)](https://migrationsdataportal.org))

¹⁸ (IOM 2019, 106)

This notion further acknowledged that although integration does not necessarily involve permanent residence, it does:

“imply consideration of the rights and obligations of migrants and societies of the countries of transit or destination, of access to different kinds of services and the labour market, and of identification and respect for a core set of values that bind migrants and receiving communities in a common purpose.”¹⁹

In addition, another author referred to integration as “the inclusion of a new population into an existing social structure.”²⁰

Correspondingly, Asselin et al (2006) posited that it is the result of an “interplay between structural factors in the receiving society (‘structure of opportunity’, ‘allocation processes’) and purposive behaviour of immigrants (informed by ‘cultural’ characteristics, especially when they are referred to as a group or ethnic category).”²¹

Furthermore, the ILO and UNDP (2021) Regional Socio-economic Integration Strategy espoused seven priority axes for integration which included:

1. Regularization and profiling of the population from Venezuela
2. Professional training and recognition of qualifications and competencies
3. Employment promotion

4. Entrepreneurship and business development
5. Financial inclusion
6. Access to social protection and
7. Social cohesion²²

Integration, therefore, has been conceptualized from varied perspectives, nonetheless, some authors recognized the multi-dimensional nature of this phenomenon²³ and concurred that it spans the legal-political, socioeconomic, and cultural sectors.²⁴

For the purposes of this study, the socioeconomic aspect of integration will be explored in greater detail.

Accordingly, Heckmann (1999) postulated that socioeconomic integration includes but is not limited to the:

- a. Acquisition of rights and access in the core institutional structure;
- b. Socialization of individuals according to the cognitive, cultural, behavioural, and attitudinal code of a host society;
- c. Individual and group membership in the private sphere; and,
- d. Belonging and identification with a host society.²⁵

Further to this, Chaves-Gonzalez et. al (2021) considered sociodemographic profile, economic inclusion, education, health care, and social cohesion as key dimensions and indicators of socioeconomic integration. **Box 1** expands on these areas.

¹⁹ Ibid

²⁰ (Heckman 1999, 3)

²¹ (Asselin et al 2006, 139)

²² (ILO & UNDP 2021,6)

²³ (Entzinger 2000; 2003)

²⁴ (Heckman 1999); (Entzinger 2000; 2003)

²⁵ (Heckman 1999, 3)

Box 1 - Dimensions and Indicators of Venezuelans' Socioeconomic Integration

Within the five key dimensions of socioeconomic integration, this report considers the following:

- ▶ **Sociodemographic profile:** Venezuelan share of the total population, gender and age distribution, migration status and regularization pathways, share who migrated with family, share who intend to transit to a different country, and housing
- ▶ **Economic inclusion:** unemployment rate, types of employment, participation in the informal economy, credential recognition, sectors of employment, income, and remittances
- ▶ **Education:** educational attainment and school enrollment
- ▶ **Health care:** access to health insurance and health coverage, types of health insurance, women's health care, and access to COVID-19 vaccines
- ▶ **Social cohesion:** share reporting experiencing discrimination, public opinion of Venezuelans and their access to services, and perceived criminality

Source: Chaves-Gonzalez et al (2021,5)

3.1 Dimensions of Socioeconomic Integration

This section employs the schema developed by Chaves-Gonzalez et. al (2021) to interrogate the different dimensions of socioeconomic integration.

3.1.1 Sociodemographic Profile

The intricate linkages between the acquisition and maintenance of a regular status and decent, stable employment in host countries²⁶ have accorded legal status as a critical component of migrants' socioeconomic integration.

The legal status of migrants also impacts the permanence of accommodations available to them.²⁷

In addition, integration outcomes are driven by living conditions, geographical conditions, and an understanding of "how immigrants fare relative to the native-born."²⁸

Alternatively, irregular migrant circumstances, coupled with limited legal pathways to regularization, significantly reduce the prospects of integration for some Venezuelan refugees and migrants in the region.²⁹

Furthermore, migrants in irregular situations experience heightened vulnerability to victimization, exploitation, and workplace discrimination and corruption, such as paying higher than normal fees to lawyers.³⁰

3.1.2 Economic Inclusion

The participation of migrants in the labour market is regarded as the most important and widely recognized indicator for integration.³¹ Participation, in this sense, ranges from paid employment to entrepreneurial activities.³²

Accordingly, several authors have expounded on the benefits of labour migration which includes increased economic productivity,³³ expanded

²⁶ (UNCTAD 2018)

²⁷ (Monastiriotis and Markova 2008)

²⁸ (OECD and EU 2018, 24)

²⁹ (R4V 2021)

³⁰ (Monastiriotis and Markova 2007)

³¹ (Entzinger and Biezeveld 2003); (OECD and EU 2018)

³² (Entzinger and Biezeveld 2003)

³³ (Tres and Buchbinder 2022)

labour supply,³⁴ creation of new businesses, stimulation of investment and private sector development.³⁵

Diversity dividends³⁶ are also impactful contributions of migrant labourers³⁷ and immigration could augment ageing populations with a younger, steady supply of workers.³⁸

Yet, despite these potential complementarities, the integration of migrants into labour markets and utilization of their skills in host countries could be impeded by multiple factors.

More pointedly, proficiency in the language of the host country is a formidable impediment to migrants' and refugees' employment³⁹ and entrepreneurs' access to information.⁴⁰

In addition, the non-recognition of migrants' and refugees' qualifications and prior learning could obstruct their continued educational pursuits and access to employment opportunities commensurate with their skills.⁴¹ It could also result in the mismatch between their levels of education and their occupations.⁴² Furthermore, validation of qualifications could be lengthy and costly processes, which some migrants are unable to finance.⁴³

Additionally, informal work arrangements undermine meaningful integration efforts and predispose migrant workers to exploitation⁴⁴ and indecent work environments. For instance, Displacement Tracking Matrix (DTM) studies on Venezuelans in the region indicated that underemployment is common, and migrants worked longer hours whilst earning less income than receiving community counterparts.⁴⁵

Further to this, economic integration efforts are challenged with the absence of evidence-based migration policies and therefore linkages with employment policies are difficult to establish.⁴⁶ Additionally, restrictive policies curtail migrants' rights to work and become self-employed.⁴⁷

Moreover, "access to credit through the formal banking sector, owing to both a lack of credit history and a lack of collateral with which to secure loans,"⁴⁸ was identified as another barrier to economic integration encountered by migrants and refugees from less developed countries.

Also, lack of networks in the host country could impact migrants' employment opportunities, as not all recruitment takes place through job listings and similar formal channels.⁴⁹

3.1.3 Education & Health Care

The educational and training levels amongst migrant populations are notable contributors to the successful participation of migrants in the labour market.⁵⁰

Yet, notwithstanding this, migrants' and refugees' access to entrepreneurship programmes in host countries are documented as problematic, primarily because of language and cultural barriers. It was also indicated that vocational programmes are often not focused on the development of business skills and entrepreneurship⁵¹ and teaching materials are not consistently developed in migrant and refugee languages.⁵²

Correspondingly, migrants' access to health care is integral for their continued wellbeing as it

³⁴ (ILO 2021 b); (Tres and Buchbinder 2022)

³⁵ (UNCTAD 2018)

³⁶ This refers to the new skills, competencies and ideas that migrants introduce to host economies which can help to innovate and grow markets (UNCTAD 2018).

³⁷ (UNCTAD 2018)

³⁸ (OECD and ILO 2018)

³⁹ (CSES 2013)

⁴⁰ (UNCTAD 2018)

⁴¹ (CSES 2013); (GEM 2018)

⁴² (OECD and ILO 2018)

⁴³ (Blouin 2019)

⁴⁴ (Chaves-Gonzalez et al 2021)

⁴⁵ (Chaves-Gonzalez et al 2021)

⁴⁶ (ILO 2021 b)

⁴⁷ (UNCTAD 2018)

⁴⁸ (UNCTAD 2018, 19)

⁴⁹ (Drever & Hoffmeister 2008)

⁵⁰ (Entzinger and Biezeveld 2003)

⁵¹ (UNCTAD 2018)

⁵² (UNCTAD 2018)

affects the 'degree and manner' of societal engagement.⁵³

Nevertheless, in some countries in the region, migrants' "access to education and healthcare is either challenging or non-existent."⁵⁴

3.1.4 Social Cohesion

Social security, welfare, and other social policy instruments are regarded as key measures of migrant socioeconomic integration into host countries.⁵⁵

Moreover, social protection is emphasized as a 'human right'⁵⁶ and it is reflected in the ILO's (1952) minimum standards of social security, which includes:

1. Family and child benefits,
2. Maternity and unemployment benefits,
3. Benefits in case of accidents at work and occupational diseases,
4. Sickness,
5. Old age,
6. Disability and survivors benefits, and
7. Health protection.⁵⁷

Additionally, migrants' integration is impacted by their access to major institutions, such as the educational system, healthcare, police, sports etc., within the recipient countries.⁵⁸

Therefore, the host country has a pivotal role in fostering integration.⁵⁹ However, a "global mapping conducted by United Nations High Commissioner for Refugees (UNHCR) in 2018 found that most national social security systems are not accessible to non-nationals."⁶⁰

It was also noted that entrepreneurial and business activities of migrants and refugees

could bridge cultural gaps and engender social inclusion and cohesion.⁶¹

Yet, notwithstanding this, research has shown that xenophobia and fear of competition for available jobs, amongst the host population, inhibit integration efforts.⁶² Added to this, stigma and discrimination undermine migrant entrepreneurial and business initiatives.⁶³

3.2 Developmental Impacts of Labour Migration

An analysis of the developmental impacts of labour migrations provides unique insight for the socioeconomic integration of migrants into host countries.

There are voluminous findings on the developmental impacts of labour migration for host countries. More pointedly, labour migration in the destination country could stimulate economic and welfare gains by supplying existing labour needs, which increases employment, productivity, and the Gross Domestic Product (GDP).⁶⁴

Additionally, migrant labourers perform low-skilled jobs that nationals are usually unwilling to do.⁶⁵

Further to this, migrants are perceived to be entrepreneurial as business ownership is higher among foreign-borns than native-borns in many developed countries such as the United States, United Kingdom, Canada, and Australia.⁶⁶

⁵³ (OECD & EU 2018)

⁵⁴ (R4V 2021,2)

⁵⁵ (Entzinger and Biezeveld 2003)

⁵⁶ (ILO & UNDP 2021)

⁵⁷ C102 - Social Security (Minimum Standards)

Convention, 1952 (No. 102) Available at:

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEX_PUB:12100:0::NO::P12100_ILO_CODE:C102

⁵⁸ (UNCTAD 2018)

⁵⁹ (UNCTAD 2018)

⁶⁰ (ILO & UNDP 2021,32)

⁶¹ (UNCTAD 2018)

⁶² (CSES 2013); (OECD & EU 2018)

⁶³ (OECD & EU 2018)

⁶⁴ (IOM 2004), (Ortega and Peri 2009); (GMG 2010) and (CSES 2013).

⁶⁵ (IPU et al. 2015)

⁶⁶ (Borjas 1986; Lofstrom 2002; Clark and Drinkwater 2000, 2010; Schuetze and Anetecol 2006; and Fairlie et al 2010 cited in Fairlie and Lofstrom 2013)

Yet, it must be noted that in some cases migrant entrepreneurship may be necessity driven⁶⁷ rather than a resolute indicator of migrants' socioeconomic integration.

Nevertheless, it was found that labour migration could increase unemployment rates if migrants compete with the local workforce for a scarce number of jobs, as well as impose increased fiscal costs, associated with the provision of social services to migrants.⁶⁸

Also, although some findings assert that lower skilled migrants reduce labour costs to employers and, in turn, keep down prices for consumers⁶⁹ it could undermine decent work conditions⁷⁰.

Additionally, a lack of proper integration mechanisms could fuel xenophobia and racism.⁷¹

3.3 Trinidad and Tobago Context

Trinidad and Tobago is a twin-island, small, state, which lies, 12 km (7 miles), at its nearest point, northeast of the Bolivarian Republic of Venezuela (henceforth referred to as Venezuela).⁷² From 2016 onwards, given the ongoing humanitarian and political crises in Venezuela, it has encountered steady, escalating inflows of Venezuelan migrants.⁷³

Concomitant with this trend, there was an observed increase in irregular entries and overstayers.⁷⁴

Accordingly, the Government of the Republic of Trinidad and Tobago (GoRTT), in 2019, facilitated a registration exercise through which 16,523

Venezuelan nationals and 2,500 children⁷⁵ were registered. This process authorized successfully screened persons, in irregular circumstances, to work for a period of one year in Trinidad and Tobago.⁷⁶ Furthermore in 2021, a re-registration initiative was conducted for individuals who were previously registered in 2019, to extend their legal status and options for legitimate employment. Thus, a total 13,800 Venezuelan nationals were re-registered.⁷⁷

This country, however, amid these efforts, has encountered formidable economic and health challenges in the wake of plummeting energy commodity prices, and sector contraction, along with the 2020 COVID 19 pandemic, respectively.⁷⁸

In addition to these complexities, it was noted that integration is stymied by finite capacities, within the local job market, and limited economic means of the State to effectively respond to the needs of huge migrant and refugee populations.⁷⁹ Integration efforts are also impacted by xenophobia, discrimination, and the perception that Venezuelan migrants are associated with criminal activities.⁸⁰

Interestingly, the DTM 2021 indicated that 51 per cent of the respondents felt discriminated against primarily because of their nationality.

Apart from this, a lack of a regular status has been highlighted as another hindrance to migrant integration, especially as it relates to access to the formal labour market.⁸¹ Correspondingly, the DTM 2021 discovered that

⁶⁷ (Maritz2004)

⁶⁸ (IOM 2004); (ILO 2005); (Rathna et al. 2011)

⁶⁹ (Koser 2013)

⁷⁰ (Mallett 2018)

⁷¹ (ILO 2005)

⁷² <https://dtm.iom.int/reports/trinidad-and-tobago-%E2%80%94-monitoring-venezuelan-citizens-presence-round-3-december-2020>

⁷³ <https://www.iom.int/venezuelan-refugee-and-migrant-crisis>

⁷⁴ <https://dtm.iom.int/reports/trinidad-and-tobago-%E2%80%94-monitoring-venezuelan-citizens-presence-round-2-september-2019>

⁷⁵ (R4V 2021)

⁷⁶ <https://dtm.iom.int/reports/trinidad-and-tobago-%E2%80%94-monitoring-venezuelan-citizens-presence-round-3-december-2020>

⁷⁷ <https://dtm.iom.int/reports/trinidad-and-tobago-%E2%80%94-monitoring-venezuelan-citizens-presence-round-4-december-2021>

⁷⁸ <https://dtm.iom.int/reports/trinidad-and-tobago-%E2%80%94-monitoring-venezuelan-citizens-presence-round-4-december-2021>

⁷⁹ (R4V 2021)

⁸⁰ (R4V 2021)

⁸¹ (R4V 2021)

60% of the respondents were reportedly registered during the 2019 registration initiative and only 79% of these persons participated in the re-registration exercise in 2021.⁸² Therefore, persons who arrived irregularly in the post-2019 period would be ineligible for registration⁸³ and those who did not re-register, but are still residing in Trinidad and Tobago, would have transitioned into a state of irregularity.

Furthermore, irregular statuses affect the migrants' access to financial services, inclusive of bank accounts and loans.⁸⁴

Other obstacles to integration include the language barrier and inaccessibility to formal, public education and certification for Venezuelan migrant children and youth. These obstacles ultimately undermine social and cultural inclusion, and limit opportunities for professional development.⁸⁵

4 Key Findings

Stakeholder interviews produced rich insights on specific situations, challenges, and prospects associated with the socioeconomic integration of Venezuelan migrants in Trinidad and Tobago.

4.1 Demographic Background

Information from stakeholder interviews indicated that there are generally equal numbers of male and female migrants present in Trinidad and Tobago⁸⁶ and, informed that both sexes typically engage in the same work.⁸⁷

Stakeholders also recognized that the main nationalities of migrants in Trinidad and Tobago,

are Venezuelans, Jamaicans, Guyanese, Vincentians, British, Germans⁸⁸ and Cubans.⁸⁹

In the case of the Venezuelan migrants, one respondent highlighted that many of these persons originate from Tucupita, a city in Venezuela.⁹⁰

Incidentally, this finding concurred with the DTM 2021 data, which showed that most respondents were born in the Venezuelan state of Delta Amacuro, where Tucupita is the capital city.

Additionally, a stakeholder noted that because tertiary education is free in Venezuela "migrants who migrate across here, have up to tertiary level education"⁹¹ and others confirmed that migrants are coming in with qualifications,⁹² useful construction skills, and competencies in fields such as law, health, and technology.⁹³

The DTM 2021, similarly supported these notions, as it revealed that 32.4 per cent of the respondents had attained university level education.

Regarding their areas of residence in Trinidad and Tobago, one stakeholder recognized central Trinidad as a "hub of migrants and refugees,⁹⁴" whilst another interviewee referred to central and south Trinidad and specific communities in Tobago, such as Buccoo and Mt. St. George as popular residential areas for migrants.

4.2 Policy Framework

It was indicated that policy instruments are critical to the effective management of labour migration, especially as it relates to local labour needs and supply.⁹⁵ Yet, Trinidad and Tobago does not have policies that clearly elaborate

⁸² <https://dtm.iom.int/reports/trinidad-and-tobago-%E2%80%94-monitoring-venezuelan-citizens-presence-round-4-december-2021>

⁸³ (R4V 2021)

⁸⁴ (R4V 2021)

⁸⁵ (R4V 2021)

⁸⁶ STI_Ref.6:6; STI_Ref.27:6

⁸⁷ STI_Ref.22:11

⁸⁸ STI_Ref.6:7

⁸⁹ STI_Ref.13:4

⁹⁰ STI_Ref.14:2

⁹¹ STI_Ref.2:2

⁹² STI_Ref.7:4; STI_Ref.9:2; STI_Ref.10:3; STI_Ref.17:2; STI_Ref.24:4; STI_Ref.25:3

⁹³ STI_Ref.17:2

⁹⁴ STI_Ref.2:6

⁹⁵ STI_Ref.25:5-6

national positions on migration or labour migration, inclusive of entrepreneurship.⁹⁶

Interviewees also acknowledged that the lack of policy instruments impacts upon migrants' official integration into the taxation system⁹⁷ and the NIS.⁹⁸

Accordingly, some stakeholders identified these policy gaps as barriers to migrant employment⁹⁹ and their sustained integration.¹⁰⁰ It was further noted that migrant employment within the public sector could be affected by these policy issues, however, private sector engagements seemed to be less challenging.¹⁰¹

Stakeholders additionally expressed concern over the uncertainty of migrants' stay in Trinidad and Tobago and questioned the economic viability of indefinitely supporting and sustaining migrants within the country.

It was highlighted, however, that MoL is finalizing a Draft Labour Migration Policy. Thus, it is anticipated that this would offer a framework for the management of labour migration and, in so doing, promote economic inclusion of labour migrants, maximize the benefits and reduce the negative impacts of labour migration.¹⁰²

Furthermore, the Ministry of Planning and Development (MoPD) is working towards the development of a migration policy for Trinidad and Tobago, through collaborative efforts with key agencies such as the MoL, the Ministry of National Security (MNS), and the Ministry of Social Development and Family Services (MSDFS).¹⁰³

However, one stakeholder asserted that legislative amendments may also be necessary to support policy efforts.¹⁰⁴

4.3 Legal Framework

4.3.1 Migration Status

Stakeholders informed that the laws of Trinidad and Tobago require that non-nationals should be in possession of a work permit, a Caribbean Single Market and Economy (CSME) Skills Certificate, or a Minister's exemption to legally qualify for employment.¹⁰⁵

Therefore, migrants with regular migrant status, and in possession of any one of these provisions would be eligible for work. This would also include persons who were re-registered in the Government's 2021 exercise and obtained a Minister's permit.¹⁰⁶

Venezuelan migrants, however, who were never registered, either because of choice or a post 2019 arrival date, and persons who did not re-register would have an irregular migration status.

Accordingly, the legal status of migrants could produce several challenges and opportunities for Venezuelan migrants in Trinidad and Tobago.

Specifically, one distinctive, positive initiative is that the legal status of migrants who were re-registered in April 2021, was extended to December 31st 2022, and these persons are allowed to work in Trinidad and Tobago until this time.¹⁰⁷ Hence, they would enjoy associated benefits of legitimate employment and wage protections.

Nonetheless, some stakeholders observed that employers may be hesitant to employ and invest in migrants with this conditionality, given the

⁹⁶ STI_Ref.2:8

⁹⁷ STI_Ref.7:8

⁹⁸ STI_Ref.17:3

⁹⁹ STI_Ref.10:12

¹⁰⁰ STI_Ref.1:2,3, & 6

¹⁰¹ STI_Ref.16:5

¹⁰² STI_Ref.28:3

¹⁰³ STI_Ref.15:1

¹⁰⁴ STI_Ref.16:5

¹⁰⁵ STI_Ref.6:4; STI_Ref.28:2

¹⁰⁶ STI_Ref.23:5

¹⁰⁷

https://trinidadexpress.com/newsextra/registered-venezuelans-get-extension-to-stay-in-t-t-safe-for-2022/article_473f7646-aa15-11ec-be32-4b04113b31c1.html

short time frame, the variability of migrants' stay, and the uncertainty of post-2022 provisions. Thus, they viewed the current arrangement as a significant obstacle to the meaningful economic integration and development of these migrants.¹⁰⁸

Conversely, migrants in irregular situations continue to be subjected to informal work which increases their risk of exploitation and abuse.

4.3.1.1 Protection Issues

The legal status of migrants influences their access to rights and entitlements¹⁰⁹ and exacerbates their vulnerability to abuse, exploitation¹¹⁰ and other risks within work and non-work settings.

One stakeholder asserted that, in the context of the local labour market, there is no strict adherence to labour laws. As such, those laws may be unable to provide resolute protection for migrant workers.¹¹¹ Moreover, workers within the informal sector were identified as being even more exposed to labour breaches such as unfair wages.¹¹² Another stakeholder also indicated that labour infractions are perpetuated, as penalties for employers who flout the law are inconsistently applied.¹¹³

Additionally, stakeholders expressed the view that irregular migrants are emotionally exploited within the workplace, and women are susceptible to sexual exploitation.¹¹⁴

4.3.2 Regularization Pathways

The pathways to regularized migrant status in Trinidad and Tobago, such as residency and citizenship, were described by a stakeholder as time-consuming and lengthy processes.¹¹⁵

Furthermore, it was highlighted that applicants are not allowed to work unless they successfully complete the process.¹¹⁶

Apart from this, one stakeholder recognized that flexible migrant regularization options are thwarted by bureaucracy and lack of political will.¹¹⁷

4.4 Economic Systems

4.4.1 Employment Patterns

The main areas of employment for migrants in Trinidad and Tobago, identified by stakeholders, included the following:

- a. Warehousing;
- b. Construction – inclusive of welding, masonry, and plumbing;
- c. Domestic cleaning;
- d. Retail;
- e. Tourism;
- f. Hospitality;
- g. Agriculture and agro-processing;
- h. Food and beverage;
- i. Textiles;
- j. Manufacturing;
- k. Security service;
- l. Supermarkets;
- m. Automotive repairs; and
- n. Music industry.¹¹⁸

It was also noted that migrants are generally absorbed in 'manual labour' and 'less attractive' jobs because of the reduced costs for engagement¹¹⁹ and the reluctance amongst local workers to perform these jobs.¹²⁰

These findings are supported by the DTM 2021 data, which found that a significant proportion of respondents were engaged in domestic work,

¹⁰⁸ STI_Ref.8:3; STI_Ref.22:8,9; STI_Ref.27:10

¹⁰⁹ (Sabates-Wheeler 2009)

¹¹⁰ (Monastiriotes and Markova 2007); (Chaves-Gonzalez et al 2021)

¹¹¹ STI_Ref.22:8

¹¹² STI_Ref.3:4; STI_Ref.17:3

¹¹³ STI_Ref.22:4

¹¹⁴ STI_Ref.17:3

¹¹⁵ STI_Ref.3:6

¹¹⁶ STI_Ref.3:6

¹¹⁷ STI_Ref.22:5

¹¹⁸ STI_Ref.2:6; STI_Ref.3:5; STI_Ref.5:4; STI_Ref.7:2-3,9; STI_Ref.9:2; STI.Ref_16:8

¹¹⁹ STI_Ref.3:5

¹²⁰ STI_Ref.11:3

construction, tourism-hospitality and entertainment.

Further to this, migrants appeared to be engaged in entrepreneurial activities, as one stakeholder stated that “food is definitely the major area we see the most migrant entrepreneurship”¹²¹ and specific references were made to ‘doubles’¹²² vending¹²³ and independent entrepreneurial efforts like empanada and arepa stands,¹²⁴ sewing and selling masks, restaurant ownership, and catering services.¹²⁵ Accordingly, another stakeholder referred to these activities as ‘survival entrepreneurship’ as there are few barriers for migrant engagement.¹²⁶

Additionally, some migrants in regularized circumstances have been integrated into the health sector.¹²⁷

Interestingly though, it was recognized that although Venezuela has operated a vibrant oil and gas industry there was not a significant number of Venezuelan migrants employed in this sector in Trinidad and Tobago.¹²⁸

On the other hand, there was an expressed view that many migrants are involved in informal work¹²⁹ arrangements within bars, food establishments, supermarkets and the ‘underground economy.’¹³⁰

Furthermore, stakeholders opined that migrants in the above-mentioned arrangements, are accepting jobs which are incommensurate with their qualifications.¹³¹ For instance, one

stakeholder stated, “We know of persons who literally, working in supermarket, literally working in little groceries, roti places, who have degrees, who are doctors, who are qualified nurses, who are dentists.”¹³²

Stakeholders also mentioned instances of qualified migrants, such as teachers and lawyers, who are either unemployed or underemployed.¹³³

Coincidentally, these claims were corroborated by existing research which discovered that migrants worked in informal sector¹³⁴ and were overqualified for the jobs they were performing.¹³⁵

In addition, it was indicated that some migrants are pushed into illegitimate ‘under the radar’ work because of prevailing situations¹³⁶ that obstruct them from opening bank accounts,¹³⁷ accessing credit cards or linx machines¹³⁸ and loans,¹³⁹ and legally registering their companies¹⁴⁰/businesses.¹⁴¹

The literature, likewise, highlighted migrants’ limited access to credit and loans.¹⁴²

Correspondingly, many of them do not have start up or ‘seed capital to invest in business ventures.’¹⁴³ These challenges, therefore, undermine migrant entrepreneurship.¹⁴⁴

Notwithstanding this, there was a view that the unpredictability of the migrants’ stay in Trinidad and Tobago,¹⁴⁵ coupled with their status, could

¹²¹ STI_Ref.2:6

¹²² Doubles is a popular street food in Trinidad and Tobago.

¹²³ STI_Ref.23:6

¹²⁴ STI_Ref.2:6; STI_Ref.20:7

¹²⁵ STI_Ref.3:8; STI_Ref.7:2-3,9

¹²⁶ STI_Ref.20:7

¹²⁷ STI_Ref.17:6

¹²⁸ STI_Ref.8:2

¹²⁹ STI_Ref.7:8; STI_Ref.23:4

¹³⁰ STI_Ref.3:5; STI_Ref.7:9

¹³¹ STI_Ref.4:2; STI_Ref.22:6; STI_Ref.25:3

¹³² STI_Ref.9:2

¹³³ STI_Ref.11:3

¹³⁴ (ILO & UNDP 2021)

¹³⁵ (GEM 2018)

¹³⁶ These situations include existing laws, policies and the legal status of migrants.

¹³⁷ STI_Ref.3:8; STI_Ref.10:9; STI_Ref.11:5; STI_Ref.17:6-7; STI_Ref.22:18

¹³⁸ STI_Ref.3:8

¹³⁹ STI_Ref.6:9; STI_Ref.8:5; STI_Ref.10:9; STI_Ref.17:7

¹⁴⁰ STI_Ref.7:7

¹⁴¹ STI_Ref.9:6; STI_Ref.11:7

¹⁴² (Chaves-Gonzalez et al 2021)

¹⁴³ STI_Ref.6:9; STI_Ref.8:5; STI_Ref.10:9; STI_Ref.22:8; STI_Ref.25:8

¹⁴⁴ STI_Ref.7:8

¹⁴⁵ STI_Ref.24:7

affect their suitability for and accessibility to financial services.¹⁴⁶

4.4.1.1 Impact of COVID 19

The COVID 19 pandemic produced unparalleled disruptions for the labour market and employment patterns. It was noted that:

“heightened health and safety protocols to combat the spread of the virus, such as the closure of national borders and non-essential businesses; the introduction of virtual school and work; and the declaration of a state of Emergency in May 2021; inadvertently exacerbated economic issues and migrant vulnerabilities¹⁴⁷.”

Nonetheless, there is limited research on the impacts of the virus on the socioeconomic integration and well-being of migrants residing in Trinidad and Tobago.

Accordingly, several stakeholders agreed that the most profound impact of the pandemic was an uptick in unemployment.¹⁴⁸

This trend was fueled primarily by widespread retrenchments,¹⁴⁹ collapsed business ventures¹⁵⁰ and contracted economic opportunities,¹⁵¹ in the wake of the deleterious impacts of the virus.

More pointedly, stakeholders indicated that the following sectors and work areas were significantly affected by the pandemic:

1. Health sector;¹⁵²
2. Construction;¹⁵³
3. Domestic work;¹⁵⁴

4. Tourism;¹⁵⁵
5. Retail industry;¹⁵⁶
6. Bars, clubs, and casinos;¹⁵⁷
7. Services industry;¹⁵⁸
8. Agriculture¹⁵⁹ and agri-processing,¹⁶⁰ and
9. Food and Beverage.¹⁶¹

Some stakeholders further intimated that the domestic work, tourism, construction, retail, and food and beverage sectors were the most severely affected areas,¹⁶² along with the health sector which had a demonstrable need for supplementary medical professionals.¹⁶³

These findings were consistent with the literature.¹⁶⁴

Nonetheless, there was an acknowledgment that the Government-issued entrepreneurship relief grants to micro and small enterprises offset some of the negative economic and financial fallout of COVID- 19.¹⁶⁵

It is also important to note that some of the most adversely impacted work areas employ substantial numbers of migrants. Hence, stakeholders recognized that migrants were especially vulnerable to the effects of the pandemic.¹⁶⁶

Moreover, migrants had limited options for social support, and no access to official relief benefits.¹⁶⁷ Specifically, one stakeholder indicated, “the sectors that they worked in entertainment, restaurants and bars, they were shut” and “they had no entitlements in terms of

¹⁴⁶ STI_Ref.1:6; STI_Ref.27:15.

¹⁴⁷ (IOM 2021:2) available at:

<https://dtm.iom.int/reports/trinidad-and-tobago-%E2%80%94-monitoring-venezuelan-citizens-presence-round-4-december-2021>

¹⁴⁸ STI_Ref.2:2; STI_Ref.3:1-2; STI_Ref.5:3; STI_Ref.6:2-3; STI_Ref.10:3; STI_Ref.16:3; STI_Ref.17:2; STI_Ref.21:2; STI_Ref.25:3; STI_Ref.26:3.

¹⁴⁹ STI_Ref.3:1-2; STI_Ref.10:3; STI_Ref.26:3

¹⁵⁰ STI_Ref.10:3; STI_Ref.20:1-3

¹⁵¹ STI_Ref.3:1-2; STI_Ref.17:2; STI_Ref.26:3

¹⁵² STI_Ref.1:2; STI_Ref.5:3

¹⁵³ STI_Ref.5:3; STI_Ref.17:2

¹⁵⁴ STI_Ref.6:3; STI_Ref.25:3

¹⁵⁵ Especially in Tobago: STI_Ref.5:3; STI_Ref.6:3

¹⁵⁶ STI_Ref.6:3

¹⁵⁷ STI_Ref.5:3

¹⁵⁸ STI_Ref.6:3

¹⁵⁹ STI_Ref.12:3

¹⁶⁰ STI_Ref.20:1-3

¹⁶¹ STI_Ref.6:3

¹⁶² STI_Ref.6:3; 25:3

¹⁶³ STI_Ref.13:2

¹⁶⁴ (ILO & UNDP 2021)

¹⁶⁵ STI_Ref.20:1-3

¹⁶⁶ STI_Ref.2:2; STI_Ref.5:3; STI_Ref.25:3

¹⁶⁷ STI_Ref.2:2; STI_Ref.25:3

official economic relief by way of National Insurance or any of the other programs.”¹⁶⁸

Stakeholders informed, however, that there are emerging signs of economic recovery which should improve employment prospects.¹⁶⁹

Furthermore, it was highlighted that there were some positive aspects of the pandemic as it catalyzed virtual work,¹⁷⁰ promoted online transactions,¹⁷¹ and prompted reskilling and retooling,¹⁷² inclusive of exposure to a new range of technological skills.¹⁷³

4.4.2 Credential Recognition

The recognition of migrant qualifications, inclusive of equivalence, is considered to be essential for migrants’ economic integration,¹⁷⁴ and their sustained contributions to Trinidad and Tobago,¹⁷⁵ given the existence of qualified and skilled Venezuelan migrants in the country.¹⁷⁶

Nevertheless, some stakeholders were unaware of opportunities for migrant qualification recognition in Trinidad and Tobago¹⁷⁷ and there was ambiguity regarding whether equivalency processes are necessary for engineering jobs.¹⁷⁸

Stakeholders were also unaware of the existence of a national qualifications framework and harmonized systems, or occupational standards to support migrant accreditation efforts.¹⁷⁹

Apart from the reported absence of these structures, one stakeholder informed that some migrants lack definitive proof of their qualification documents¹⁸⁰ and others may not possess identification documents to corroborate

ownership of their qualification documents.¹⁸¹ Additionally, the verification of academic and technical qualifications appeared to be difficult.¹⁸² These issues, therefore, further challenge recognition efforts.

Institutional policies¹⁸³ and language barriers¹⁸⁴ were also identified as other barriers to the recognition of migrant qualifications. More specifically, stakeholders emphasized the importance of language literacy and communication in terms of reading, writing, and expressions within technical fields such as engineering, medicine and air traffic controlling.¹⁸⁵

Additionally, it was acknowledged that the non-recognition of credentials thrusts migrants into informal engagements¹⁸⁶ and predisposes them to unfair wages and abuse.¹⁸⁷

Moreover, there appeared to be an employment continuum whereby some work sectors were easily accessible to migrants, whilst others proved to be impenetrable. For instance, some professions,¹⁸⁸ internationally, are regarded as ‘closed off’ to migrants; others, such as healthcare providers and scientists, required extensive procedures¹⁸⁹ and there were those with entry level positions that could be accessed without recognized qualifications.¹⁹⁰

Additionally, there was an expressed concern about migrants with inauthentic qualification documents.¹⁹¹

Stakeholders, therefore, concurred that the MoL, the MoE, the NTA, and the ACTT all have

¹⁶⁸ STI_Ref.25:3

¹⁶⁹ STI_Ref.6:3

¹⁷⁰ STI_Ref.14:4; STI_Ref.15:2; STI_Ref.16:3

¹⁷¹ STI_Ref.15:2

¹⁷² STI_Ref.6:3; STI_Ref.9:2

¹⁷³ STI_Ref.15:2

¹⁷⁴ STI_Ref.2:3; STI_Ref.20:3

¹⁷⁵ STI_Ref.16:4

¹⁷⁶ STI_Ref.7:4

¹⁷⁷ STI_Ref.11:3; STI_Ref.20:4; STI_Ref.21:3;

STI_Ref.25:3

¹⁷⁸ STI_Ref.22:5; STI_Ref.27:4

¹⁷⁹ STI_Ref.7:4

¹⁸⁰ STI_Ref.2:2; STI_Ref.22:5

¹⁸¹ STI_Ref.2:2

¹⁸² STI_Ref.22:8

¹⁸³ STI_Ref.5:7

¹⁸⁴ STI_Ref.3:3; STI_Ref.22:5

¹⁸⁵ STI_Ref.3:3; STI_ref.8:3

¹⁸⁶ STI_Ref.9:3

¹⁸⁷ STI_Ref.12:4; STI_Ref.20:4

¹⁸⁸ This included legal and medical professions based on responses from STI_Ref.22:4

¹⁸⁹ STI_Ref.13:3; STI_Ref.27:5

¹⁹⁰ STI_Ref.2:2; STI_Ref.24:4

¹⁹¹ STI_Ref.2:2

integral roles in forging the way forward for the recognition of migrant qualifications.¹⁹²

benefits and drawbacks in Trinidad and Tobago, as illustrated in **Box 2**.

Yet, notwithstanding this, it was noted that credential recognition could produce both

Box 2 - Advantages and Disadvantages of Recognition of Migrant Qualifications

| Advantages | Disadvantages |
|---|---|
| Facilitates options for legitimate work amongst migrants ¹⁹³ and their integration into local development streams ¹⁹⁴ | Increases competition for job opportunities and could lead to marginalization and unemployment amongst the local labour force ¹⁹⁵ and CSME migrant workers ¹⁹⁶ |
| Contributes to increased labour market competitiveness, ¹⁹⁷ productivity ¹⁹⁸ and workforce diversity ¹⁹⁹ | Perception of competition for jobs could precipitate conflict ²⁰⁰ and xenophobia ²⁰¹ |
| Assists with national labour sector and skills shortages ²⁰² | Recognition of qualifications will not automatically lead to employment because of limited local, economic absorptive capacity to accommodate large populations of migrants. ²⁰³ Could produce an oversupply of labourers, i.e. more labourers than jobs available ²⁰⁴ and oversaturation of certain sectors ²⁰⁵ |
| Provides labour market access to qualified, certified migrant professionals without training and development investments ²⁰⁶ | Could be a lengthy process in absence of appropriate policy architectures, mechanisms, and international treaties ²⁰⁷ |
| Guarantees some level of competency and work standards ²⁰⁸ | A weak certification process could result in the employment of underqualified or unsuitable candidates ²⁰⁹ |
| Promotes knowledge and skills transfers ²¹⁰ | Language remains a barrier for the economic integration of non-English speaking migrants ²¹¹ and poses a risk to the |

¹⁹² STI_Ref.14:5; STI_Ref.15:3; STI_Ref.16:4; STI_Ref.23:3; STI_Ref.28:1

¹⁹³ STI_Ref.14:5

¹⁹⁴ STI_Ref.22:7

¹⁹⁵ STI_Ref.1:2-3; STI_Ref.3:2,4; STI_Ref.5:4; STI_Ref.10:5; STI_Ref.11:3; STI_Ref.16:4; STI_Ref.18:4

¹⁹⁶ STI_Ref.3:4

¹⁹⁷ STI_Ref.26:4

¹⁹⁸ STI_Ref.10:5

¹⁹⁹ STI_Ref.18:4; STI_Ref.19:2

²⁰⁰ STI_Ref.3:4; STI_Ref.21:4; STI_Ref.27:5

²⁰¹ STI_Ref.5:4; STI_Ref.11:3; STI_Ref.17:3

²⁰² STI_Ref.5:4; STI_Ref.13:3; STI_Ref.21:4; STI_Ref.22:7; STI_Ref.26:3

²⁰³ STI_Ref.21:4

²⁰⁴ STI_Ref.26:4

²⁰⁵ STI_Ref.18:4

²⁰⁶ STI_Ref.25:4

²⁰⁷ STI_Ref.22:6-7

²⁰⁸ STI_Ref.14:6

²⁰⁹ STI_Ref.5:4

²¹⁰ STI_Ref.1:2-3; STI_Ref.5:4; STI_Ref.12:3-4;

STI_Ref.17:3; STI_Ref.18:4; STI_Ref.19:2;

STI_Ref.22:7

²¹¹ STI_Ref.8:3; STI_Ref.11:3

| Advantages | Disadvantages |
|--|---|
| | adherence of Occupational Safety and Health (OSH) procedures ²¹² |
| Increases entrepreneurial development ²¹³ | |
| Reduces risks of workplace exploitation, inclusive of unfair wages ²¹⁴ | |
| Improves administrative data on migrants residing in Trinidad and Tobago. ²¹⁵ | |
| | |

4.4.3 Local Incentives - Migrant Employment

The oil and gas sector was highlighted as the only sector that offers a strong ‘pull’ for migrant workers into Trinidad and Tobago.²¹⁶

Additionally, the Government registration exercises, in 2019 and 2021, were identified as a type of incentive to promote migrant employment since it facilitated legal work opportunities for registered migrants.²¹⁷

Interviewees, however, noted that the short timeframes accorded to registered Venezuelan migrants for legal employment, acts as a disincentive to sustained migrant employment.²¹⁸

Aside from these efforts, stakeholders were unaware of any other official, local incentives for migrant employment.²¹⁹

Moreover, employers seemed to be taking advantage of access to unregulated, uninsured, unprotected, cheap migrant labourers, who are outside of the taxation system²²⁰ and this contributes to abusive and exploitative engagements.²²¹

4.5 Education and Health Systems

4.5.1 Access to Education

Educational access for migrants could be subdivided into options for adults and children, respectively. In terms of children’s options, it was emphasized that migrant children are not officially afforded educational opportunities in Trinidad and Tobago, and this could produce

²¹² STI_Ref.7:6-7
²¹³ STI_Ref.5:4
²¹⁴ STI_Ref.5:4; STI_Ref.14:5
²¹⁵ STI_Ref.18:4
²¹⁶ STI_Ref.15:4
²¹⁷ STI_Ref.22:10; STI_Ref.26:5
²¹⁸ STI_Ref.9:5; STI_Ref.22:8
²¹⁹ STI_Ref.2:4; STI_Ref.4:4; STI_Ref.10:6
²²⁰ STI_Ref.2:4; STI_Ref.3:5; STI_Ref.8:4; STI_Ref.9:4; STI_Ref.16:5
²²¹ STI_Ref.2:4

serious ramifications for their long-term development and life chances.²²²

This is a concerning finding, as 2,500 children were registered during the 2019 Government registration exercise. One stakeholder therefore stressed “almost 2000 kids without education, proper education, you're creating a bomb.”²²³

Moreover, it was indicated that they were also excluded from the social aspect of education.²²⁴

On the other hand, adult educational prospects are reportedly stymied by varied factors. Specifically, stakeholders highlighted the language barrier as the most significant encumbrance to migrants’ access to training opportunities in Trinidad and Tobago.²²⁵

It was also noted that most trainings are available only to nationals or residents,²²⁶ therefore, the legal status of migrants impacts their accessibility to trainings. One stakeholder noted “all the training that YTEPP²²⁷ and MiLAT²²⁸ ... all these training institutions offer, it is basically for citizens and residents. Migrants don’t have a chance.”²²⁹

Added to this, a stakeholder recognized that irregular migrants have very few options.²³⁰

Another notable challenge was the cost factor. Stakeholders informed that migrants are often unable to finance the training fees, some of which are very expensive.²³¹

Additionally, one stakeholder indicated that, “migrants tend to be time poor... spend their time trying to earn money to survive.”²³²Hence, they lack the necessary time to invest in training activities.²³³

Apart from these issues, stakeholders observed that some migrants do not possess the necessary resources, and support, to effectively participate in trainings. Some of the constraints, they cited, included internet access, access to devices, long commutes to training and no access to babysitting services.²³⁴

4.5.2 Access to Health Benefits

It was highlighted that all migrants, irrespective of their legal status, could access limited healthcare in Trinidad and Tobago. This includes emergency medical services, antenatal care, and immunization services, inclusive of the COVID-19 vaccine.²³⁵

One stakeholder, however, stressed that there was a need for pediatric care for migrants with young children and babies.²³⁶

In addition, there was an assertion that migrants are unable to enjoy certain health benefits in Trinidad and Tobago because of their inability to access NIS.²³⁷

²²² STI_Ref.16:2; STI_Ref.17:8; STI_Ref.27:5

²²³ STI_Ref.27:5

²²⁴ STI_Ref.21:4

²²⁵ STI_Ref.5:7; STI_Ref.7:6; STI_Ref.10:7-8;

STI_Ref.13:5; STI_Ref.16:6; STI_Ref.17:6;

STI_Ref.18:6; STI_Ref.25:7; STI_Ref.27:11

²²⁶ STI_Ref.6:8; STI_Ref.9:5; STI_Ref.12:5;

STI_Ref.14:8; STI_Ref.27:11

²²⁷ The Youth Training and Employment Partnership Programme (YTEPP) aims to re-tool and re-skill unemployed, retrenched or displaced citizens between the ages of 25 and 60, to enhance their opportunity to access sustainable employment and self-employment.

²²⁸ The Military-Led Academic Training Programme (MiLAT) is a Social Intervention Programme that is specifically designed to help at-risk young men, aged 16-20 years, transform their lives and achieve academic success

²²⁹ STI_Ref.6:8

²³⁰ STI_Ref.1:5

²³¹ STI_Ref.10:7-8; STI_Ref.11:6; STI_Ref.14:8; STI_Ref.27:11

²³² STI_Ref.22:14

²³³ STI_Ref.10:7-8; STI_Ref.22:14

²³⁴ STI_Ref.2:5; STI_Ref.11:6

²³⁵ STI_Ref.13:1

²³⁶ STI_Ref.16:2

²³⁷ STI_Ref.7:5

4.6 Social Systems

4.6.1 Social Support

The literature revealed that access to social security and welfare are integral to the socioeconomic integration of migrants.²³⁸

Stakeholders informed, however, that social programmes and grants, inclusive of training and entrepreneurship grants provided by government entities²³⁹ are accessible only to nationals²⁴⁰ and therefore migrants are heavily reliant on assistance from NGOs and Faith-Based Organizations (FBOs).²⁴¹

4.6.2 Childcare Services

Accessible options to childcare services are imperative for migrants who are parents, and desire employment.

Accordingly, some stakeholders recognized that, unlike nationals who have access to childcare or educational options, these services are not readily available and accessible to migrants, especially those with young babies,²⁴² and it could therefore limit their employment opportunities.

Furthermore, women appeared to be disproportionately affected by these challenges as one stakeholder stated, "...children not being in school or in formal schooling, puts an additional strain, particularly on women, because of the general divisions of labour."²⁴³

4.6.3 Discrimination and Xenophobia

Interviews with stakeholders²⁴⁴ confirmed the literature findings which indicated that xenophobia²⁴⁵ and stigma and discrimination²⁴⁶

adversely impact migrant integration and economic activities.

Correspondingly, some stakeholders recognized that these sentiments are fueled by a fear amongst nationals that migrants are "coming here to take our jobs."²⁴⁷ This fear is also linked to the perception that "male migrants and refugees, especially from Venezuela, are involved in narcotics"²⁴⁸ and the notion that a few of them have become implicated in local cartels²⁴⁹ or other criminal activity.²⁵⁰

There was also a view that xenophobia could cultivate aggressive behaviours and physical violence against migrants²⁵¹ whilst another noted that it could lead to a deterioration of the relationship between Venezuela and Trinidad and Tobago.²⁵²

4.7 Current Labour and Skills Shortages

A review of the existing literature on labour and skills shortages in Trinidad and Tobago revealed that there is limited quantitative data in these areas.

Therefore, discussions with stakeholders produced valuable data and informed on the current labour skills shortages in Trinidad and Tobago at both the national and organizational levels.

4.7.1 National

The highest number of stakeholders noted that nationally, the agricultural sector (inclusive of agro-manufacturing) is experiencing a serious labour shortage.²⁵³ This was followed by the health sector, as it related to doctors and nurses.²⁵⁴

²³⁸ (Entzinger and Biezeveld 2003)

²³⁹ STI_Ref.17:7

²⁴⁰ STI_Ref.8:5; STI_Ref.9:6

²⁴¹ STI_Ref.17:6-7

²⁴² STI_Ref.16:2; STI_Ref.21:4

²⁴³ STI_Ref.8:3

²⁴⁴ STI_Ref.5:5; STI_Ref.16:5

²⁴⁵ (CSES 2013); (OECD & EU 2018)

²⁴⁶ (OECD & EU 2018)

²⁴⁷ STI_Ref.17:3

²⁴⁸ STI_Ref.2:5

²⁴⁹ STI_Ref.23:11

²⁵⁰ STI_Ref.14:2

²⁵¹ STI_Ref.23:9

²⁵² STI_Ref.8:6-7

²⁵³ STI_Ref.2:1-2,8; STI_Ref.3:1; STI_Ref.5:2;

STI_Ref.6:2-3; STI_Ref.10:3; STI_Ref.12:2;

STI_Ref.19:2

²⁵⁴ STI_Ref.2:1-2; STI_Ref.13:1; STI_Ref.17:2

Apart from these, other skills shortages included:

1. Information Technology, inclusive of digital transformation experts,²⁵⁵
2. Marketing,²⁵⁶
3. Construction, specifically masons and carpenters,²⁵⁷
4. Monitoring and Evaluation Specialists,²⁵⁸
5. Auto mechanics,²⁵⁹
6. Manufacturing,²⁶⁰ and
7. Culinary Arts.²⁶¹

Correspondingly, the IOM labour consultations with stakeholders in December 2019, mirrored some of these findings and highlighted shortages in the areas of agriculture, the food and beverage industry, retail, private security, landscaping, and domestic work, inclusive of housekeeping.

One stakeholder, however, underscored that there is a mismatch between available skills and current demands.²⁶²

Stakeholders additionally advised of ongoing and upcoming initiatives²⁶³ which should provide more informed positions on labour and skills shortages such as:

- The MoPD's Manpower Study, and
- The MoL's Vacancy Survey.

4.7.2 Organizational

Conversely, at the organizational level, shortages were highlighted in the following areas:

1. Counselling,²⁶⁴
2. Farm labour,²⁶⁵
3. Labour inspection,²⁶⁶
4. Legal Aid,²⁶⁷
5. Midwifery (licensed midwives),²⁶⁸
6. Transportation (lorry workers),²⁶⁹
7. Mediation,²⁷⁰
8. Packaging,²⁷¹
9. Psychologists,²⁷²
10. Nursing (registered nurses),²⁷³
11. Research,²⁷⁴
12. Security,²⁷⁵
13. Social work,²⁷⁶
14. Translation and Interpretation,²⁷⁷ and
15. Warehousing.²⁷⁸

4.8 Integration Prospects

Despite the previously indicated challenges, there are several possibilities and avenues which could facilitate the socioeconomic integration of migrants.

4.8.1 Socioeconomic Integration Efforts

Stakeholders advised of numerous initiatives in Trinidad and Tobago that were previously conducted, or currently underway, to facilitate the socioeconomic integration of Venezuelan migrants in Trinidad and Tobago.

Box 3 specifically details these efforts.

²⁵⁵ STI_Ref.1:1; STI_Ref.18:2-3

²⁵⁶ STI_Ref.18:2-3

²⁵⁷ STI_Ref.5:2; STI_Ref.6:2-3

²⁵⁸ STI_Ref.9:2

²⁵⁹ STI_Ref.6:2-3

²⁶⁰ STI_Ref.11:2

²⁶¹ STI_Ref.21:1

²⁶² STI_Ref.7:2-3

²⁶³ STI_Ref.15:2 STI_Ref.21:1; STI_Ref.28:1

²⁶⁴ STI_Ref.10:2

²⁶⁵ STI_Ref.5:2

²⁶⁶ STI_Ref.6:2

²⁶⁷ STI_Ref.2:1

²⁶⁸ STI_Ref.7:2

²⁶⁹ STI_Ref.23:1

²⁷⁰ STI_Ref.18:2

²⁷¹ STI_Ref.23:1

²⁷² STI_Ref.18:2

²⁷³ STI_Ref.7:2

²⁷⁴ STI_Ref.6:2

²⁷⁵ STI_Ref.23:1

²⁷⁶ STI_Ref.18:2

²⁷⁷ STI_Ref.2:1

²⁷⁸ STI_Ref.23:1

Box 3 – Local Socioeconomic Integration Efforts

| Key Area | Agency/Organization | Type of Engagement |
|---|--|---|
| | | Current |
| Labour Integration | GORTT ²⁷⁹ | Venezuelan registration and re-registration exercises offered registered Venezuelan migrants legal employment options. |
| | | Captured skills of registered persons which should support skill matching efforts. |
| Labour Support | MoL ²⁸⁰ | Provides dispute resolution and advisory services to migrants through the Conciliation, Advisory and Advocacy Division of the Ministry of Labour. |
| Commerce | AMMR ²⁸¹ | Extends migrants' opportunities to market their products at migrant fairs. |
| Health | MoH ²⁸² | Offers emergency health services to migrants, irrespective of their legal status. |
| Technical, Vocational & Skills Training | IOM POS ²⁸³ | Facilitates skills training for migrants inclusive of sewing, party decorations and make-up courses. |
| | PADF ²⁸⁴ | Facilitates skills and entrepreneurship trainings, inclusive of anti-discrimination and anti-xenophobia dimensions. |
| Livelihood Support | IOM POS | Extends food, non-food and rental support to migrants and rental support. |
| | PADF | Offers rental support to migrants |
| Language Skills | IOM POS, PADF, LWC ²⁸⁵ , US Embassy | Facilitates courses on English as a second language. |
| | NCRHA ²⁸⁶ | Provided medical English language training to the staff who were non-nationals. |

²⁷⁹ Government of the Republic of Trinidad and Tobago

²⁸⁰ Ministry of Labour

²⁸¹ Archdiocesan Ministry for Migrants and Refugees

²⁸² Ministry of Health

²⁸³ International Organization for Migration (IOM), Port of Spain (POS)

²⁸⁴ Pan American Development Foundation

²⁸⁵ Living Water Community

²⁸⁶ North Central Regional Health Authority

| Key Area | Agency/Organization | Type of Engagement |
|---------------------------|---------------------|--|
| Awareness & Sensitization | TTMA ²⁸⁷ | Facilitates seminars with migrants to discuss their work challenges and opportunities. |
| Research | IOM POS | Displacement Tracking Matrix (DTM)- investigates migrant needs, challenges, and vulnerabilities, and provides data to inform policy and programmatic efforts. |
| | | Beneficiary Needs Assessments (BNA) – explores the main needs of migrants. |
| | | Vocational Training Assessments (VTA) – examines the vocational training needs and interests of migrants. |
| | | Pathways to Progress Project – analyzes challenges and opportunities for socioeconomic integration of Venezuelan migrants in Trinidad and Tobago. |
| | | Fostering Local communities of Solidarity for Migrants and Refugees from Venezuela Project- seeks to strengthen host communities’ acceptance of migrants and improve economic and social inclusion for vulnerable migrant and refugee populations in transition and host communities. This is being jointly implemented with UN-Habitat and UNHCR. |

²⁸⁷ Trinidad and Tobago Manufacturers Association

| Key Area | Agency/Organization | Type of Engagement |
|-----------------|--------------------------------|---|
| | SURE Foundation ²⁸⁸ | Analyzes the relationship between migrants and labour in Trinidad and Tobago. |
| | | Upcoming |
| Life Skills | FIA ²⁸⁹ | Working towards offering life skills trainings. |
| Language Skills | FIA | Working towards offering English courses. |
| Social Cohesion | IOM POS | Scarlet Ibis Census Project – IOM POS will partner with the Ministry of Agriculture. This project will be conducted by migrants and locals and geared towards bringing the two populations together. ²⁹⁰ |

4.8.2 Migrant Employment and Entrepreneurship Opportunities

The following were identified by stakeholders as sectors and areas with notable opportunities to support the socioeconomic integration of Venezuelan migrants in Trinidad and Tobago, given reported labour market shortages and needs:

- Agriculture²⁹¹
- Construction²⁹²
- Health²⁹³
- Food and Beverage²⁹⁴
- Manufacturing²⁹⁵
- Tourism²⁹⁶
- Cultural sector²⁹⁷
- Entertainment²⁹⁸
- Energy²⁹⁹
- Hospitality and Hotels³⁰⁰
- Service Industry³⁰¹
- Technology³⁰²
- Industry³⁰³
- Creative sector³⁰⁴
- Micro and small business³⁰⁵

²⁸⁸ Sustainable Unemployment Reduction Efforts Foundation

²⁸⁹ Families in Action

²⁹⁰ STI_Ref.2:1; STI_Ref.11:1,8; STI_Ref.13:1;16; STI_Ref.14:2,6; STI_Ref.22:1-2; STI_Ref.25:1; STI_Ref.26:2; STI_Ref.27:14; STI_Ref.28:1

²⁹¹ STI_Ref.5:3; STI_Ref.7:8-9; STI_Ref.10:3; STI_Ref.11:4; STI_Ref.16:5; STI_Ref.22:4; STI_Ref.23:2

²⁹² STI_Ref.5:3; STI_Ref.7:9; STI_Ref.16:5; STI_Ref.22:4; STI_Ref.26:3

²⁹³ STI_Ref.10:3; STI_Ref.13:8; STI_Ref.17:2

²⁹⁴ STI_Ref.2:2; STI_Ref.4:2; STI_Ref.9:2; STI_Ref.16:5; STI_Ref.26:3

²⁹⁵ STI_Ref.7:8-9; STI_Ref.22:4; STI_Ref.26:3

²⁹⁶ STI_Ref.5:3; STI_Ref.11:2; STI_Ref.19:5-6

²⁹⁷ STI_Ref.18:10; STI_Ref.19:6; STI_Ref.21:1

²⁹⁸ STI_Ref.5:3; STI_Ref.16:4

²⁹⁹ STI_Ref.10:3

³⁰⁰ STI_Ref.2:2; STI_Ref.5:3

³⁰¹ STI_Ref.4:2; STI_Ref.13:6

³⁰² STI_Ref.13:6

³⁰³ STI_Ref.7:9

³⁰⁴ STI_Ref.19:2

³⁰⁵ STI_Ref.9:2

- Legal sector³⁰⁶
- Retail.³⁰⁷

Interestingly, many of these suggestions coincided within the national sector needs and gaps.

4.8.3 Employability and Skills Training

Stakeholders, furthermore, provided insight on key trainings which could enhance the employability of migrants.

More pointedly, stakeholders frequently referred to English language skills³⁰⁸ and by extension, communication skills,³⁰⁹ along with agricultural skills³¹⁰ as the pertinent skills which could improve migrants' employment options. Apart from these, skills in the following areas were included:

- Construction³¹¹
- Customer service ³¹²
- Food and beverage³¹³
- Plant and machinery operation³¹⁴
- Life skills³¹⁵
- Hospitality³¹⁶
- Entertainment³¹⁷
- Home care³¹⁸
- Geriatric care³¹⁹
- Engineering³²⁰
- Digital marketing³²¹
- Service industry³²²
- Sales³²³
- Warehousing³²⁴
- Auto mechanics³²⁵

³⁰⁶ STI_Ref.17:2

³⁰⁷ STI_Ref.4:7

³⁰⁸ STI_Ref.3:7; STI_Ref.4:4; STI_Ref.5:8; STI_Ref.6:9; STI_Ref.9:6; STI_Ref.10:9; STI_Ref.13:6; STI_Ref.16:7; STI_Ref.19:5; STI_Ref.22:17; STI_Ref.25:7; STI_Ref.27:14; STI_Ref.28:3

³⁰⁹ STI_Ref.7:7; STI_Ref.18:7

³¹⁰ STI_Ref.5:8; STI_Ref.12:6; STI_Ref.22:18; STI_Ref.25:7

³¹¹ STI_Ref.2:6; STI_Ref.5:8; STI_Ref.22:18; STI_Ref.25:7

³¹² STI_Ref.19:5

³¹³ STI_Ref.5:8; STI_Ref.19:5; STI_Ref.25:7

³¹⁴ STI_Ref.5:8; STI_Ref.12:6

- Health care³²⁶
- Micro entrepreneurship³²⁷
- Mental health.³²⁸

5 Conclusion

The socioeconomic integration of Venezuelan migrants has been challenged with significant barriers, yet there are many promising opportunities.

For instance, current and planned initiatives, such as policy and programmatic efforts, together with stakeholder enthusiasm, offer useful context for the advancement of integration.

There is, however, a need for greater dialogue amongst stakeholders to engender collaborative work; and integration efforts should be rationalized and harmonized.

Moreover, there are a number of policy gaps that require urgent redress in order to provide an overarching framework for migration governance and management, direct ongoing and new integration programmes, and support concerted, sustained integration activities.

Additionally, migrant status was a recurrent theme that evidently impacted migrants' employment, entrepreneurship, training prospects, access to services, rights, and protection.

³¹⁵ STI_Ref.10:9; STI_Ref.18:7

³¹⁶ STI_Ref.25:7

³¹⁷ STI_Ref.25:7

³¹⁸ STI_Ref.25:7

³¹⁹ STI_Ref.25:7

³²⁰ STI_Ref.26:6

³²¹ STI_Ref.27:14

³²² STI_Ref.22:18

³²³ STI_Ref.22:18

³²⁴ STI_Ref.22:18

³²⁵ STI_Ref.5:8

³²⁶ STI_Ref.5:8

³²⁷ STI_Ref.10:9

³²⁸ STI_Ref.10:9

Therefore, given its pre-eminence, registration efforts are commendable legitimization strategies, which could ultimately improve migrants' integration options and overall well-being.

Concomitant with this approach, the recognition of migrants' credentials and equivalence schemes could augment opportunities for registered migrants and address skills and sector shortages.

It must be noted, though, that there are migrants residing in Trinidad and Tobago who entered during the post-2019 registration period. Hence, strategies to support and protect these persons should be considered, to avoid negative fallout such as inaccessibility to key services, violations of basic human rights, exploitation, and abuse.

Furthermore, educational access for migrant children is critically important to ensure that they are properly prepared and equipped for productive economic engagement and inclusion.

In addition, national research on migrants and migration should be conducted since it offers invaluable data to inform evidence-based policies and programmatic efforts.

6 Key Recommendations

Trinidad and Tobago has achieved significant gains towards the socioeconomic integration of Venezuelan migrants into the local context.

Building on this momentum, therefore, numerous initiatives, within varied thematic areas, could be harnessed to effectively promote, manage, and monitor socioeconomic integration efforts.

6.1 Policy Framework

The importance of developing relevant migration and labour migration policies was asserted both within the available literature and by stakeholders.³²⁹ It was also emphasized that policy instruments should be harmonized with existing policy and institutional frameworks,³³⁰ supported by legal instruments,³³¹ and be sustainable³³² and non-discriminatory in nature.³³³

In addition, organizations involved in the implementation of integration efforts and other key functions should be aware of their roles and functions,³³⁴ and evaluations mechanisms should be incorporated into new and ongoing arrangements.³³⁵

Moreover, cognizant of ongoing thrusts towards the development of a migration policy and the finalization of a National Labour Policy, it is recommended that these efforts should:

1. Consider the intended policy approaches, i.e., whether policies should be geared towards incorporating migrants into the labour market or focused on 'mainstreaming,'³³⁶ which addresses problems for the general population, with the hope that migrants will benefit from outcomes;³³⁷
2. Rely on a "whole-of-government" approach, whereby all sectors of government collaborate to ensure a coherent and multidimensional response;³³⁸
3. Demonstrate a "whole-of community" approach³³⁹ and a genuine 'bottom-up' approach that reflects the local level and

³²⁹ STI_Ref.1:6-7; STI_Ref.10:12; STI_Ref.17:3; STI_Ref.22:14-15; STI_Ref.25:8; STI_Ref.27:15

³³⁰ (OECD 2018); (UNCTAD 2018)

³³¹ STI_Ref.16:5; STI_Ref.25:8

³³² STI_Ref.22:14

³³³ STI_Ref.22:9

³³⁴ STI_Ref.22:14; (OECD 2018)

³³⁵ (OECD 2018); (OECD & ILO 2018); (UNCTAD 2018)

³³⁶ Mainstreaming reduces stigmatization of migrants and could prevent negative feelings amongst the host population that migrants are being treated more favourably than locals (Entzinger and Biezeveld 2003).

³³⁷ (Entzinger and Biezeveld 2003)

³³⁸ (UNCTAD 2018)

³³⁹ (IOM 2017); (Welcoming Spaces 2022)

- community needs,³⁴⁰ inclusive of the migrant population;³⁴¹
4. Be informed by multi-stakeholder, multi-sectoral dialogues on national policy positions,³⁴² as it relates to migration management approaches:
 - a. Institutional Mapping could assist with the identification of relevant actors within governmental and non-governmental sectors and inform on relevant roles and functions.³⁴³
 5. Ensure policy coherence to address the multi-dimensional needs of and opportunities for migrants, which should include consultations with migrant communities;³⁴⁴
 6. Consider the changes in migrant status over time throughout the migration cycle³⁴⁵ and the transient nature of migrant populations;³⁴⁶
 7. Maximize the fiscal contributions of migrants and expand the tax base;³⁴⁷
 8. Facilitate migrants' access to health care, education, employment, and inclusion;³⁴⁸
 9. Provide good coordination and cooperation mechanisms in the implementation of integration policy,³⁴⁹ and promote multi-sectoral partnerships;³⁵⁰
 10. Establish a robust Monitoring & Evaluation (M&E) framework to measure integration outcomes for migrants and the effectiveness of integration programmes;³⁵¹

11. Adopt a gender sensitive approach;³⁵²
12. Advance the protection of migrant rights and fight discrimination.³⁵³
13. Develop and strengthen the linkage between displacement, migration, and sustainable development.³⁵⁴

6.2 Legal Framework

Recommendations under the legal framework consist generally of regularization considerations, as the legal status of non-nationals in the host country is a primary factor in their socioeconomic integration, access to services, rights and protection mechanisms, and overall quality of life.

6.2.1 Regularization

The literature and stakeholder findings coincided with the acknowledgement that regularization and other similar efforts, such as naturalization and citizenship programmes, could improve the social and economic opportunities available to migrants.³⁵⁵

Moreover, it was noted that increased legal pathways to labour migration could generate extensive benefits, such as decreased likelihood for migrant exploitation,³⁵⁶ increased state revenue, and reduced migrant engagements in the informal economy.³⁵⁷

Accordingly, some flexible regularization strategies which could be explored to support migrants' access to services and their insertion into formal labour markets include:

- Issuing of temporary, special residence permits or humanitarian visas;

³⁴⁰ (CSES 2013)

³⁴¹ (OECD 2018)

³⁴² STI_Ref.2:8, STI_Ref.25:4, STI_Ref.28:3, STI_Ref.7:10

³⁴³ STI_Ref.22:14-15; (OECD 2018)

³⁴⁴ (OECD 2018); (OECD and ILO 2018); (OECD, ILO, World Bank and IMF 2016)

³⁴⁵ Ibid

³⁴⁶ STI_Ref.1:2-3

³⁴⁷ (OECD & ILO 2018)

³⁴⁸ (IOM 2017)

³⁴⁹ Ibid

³⁵⁰ Ibid

³⁵¹ STI_Ref.1:2-3

³⁵² (ILO & UNDP 2021)

³⁵³ STI_Ref.27:3; (OECD & ILO 2018)

³⁵⁴ (Bisong and Knoll 2020)

³⁵⁵ STI_Ref. 8:3; STI_Ref.17:3; STI.Ref.18:5; STI.Ref.22:10;19

³⁵⁶ (Freier & Zubrzycki 2019)

³⁵⁷ (Papadoupoulou 2005)

- Reducing the costs of visas and residence permits, if necessary, or applying special rates for vulnerable populations;
- Creating regularization mechanisms for migrants in irregular situations who obtain formal employment contracts;
- Adopting more flexible, expeditious regularization mechanisms to simplify the incorporation of migrants into the labour market in a context where the need for foreign labour is evident;
- Improving the information and guidance mechanisms for regularization processes, with special emphasis on employers and employers' and workers' organizations.³⁵⁸

6.3 Economic Systems

Economic integration of migrants into the host country is largely contingent upon employment opportunities and activities.

6.3.1 Labour Market Access

Stakeholders reiterated that the most effective approach to accessing the local labour market is to enter the country through legal means³⁵⁹ to gain legal status.³⁶⁰

Nonetheless, these possibilities are not always available to migrants. The literature, and interviewed stakeholders, therefore highlighted the following options, which could be considered to mitigate policy and legal barriers encountered by migrants, who are desirous of formal employment:

1. Permanent residency is a viable option for the facilitation of legal employment

2. Additional legal pathways for labour migration could be explored³⁶² along with options for legitimizing migrants' legal status.³⁶³
3. A migrant worker database could be established to assist with labour matching exercises, based on existing skill gaps and labour market shortages.³⁶⁴
4. An employment services office or desk could be considered to assist migrants with job placements, referrals, and labour market integration.³⁶⁵
5. Apprenticeships and internship programmes, similar to the Canada Farm Programme, could also be explored.³⁶⁶
6. Migrant orientations or trainings could impart useful information on institutional specificities, such as administrative procedures, financial regulation, and labour market rules, and thereby foster a better understanding of the local business culture and environment.³⁶⁷
7. Sensitization on the legal aspects of employing migrants should be facilitated,³⁶⁸ inclusive of status regularization information for employers, to outline the implications of short-term versus long term registration status and employment.³⁶⁹
 - a. These sessions could also support cultural tolerance and anti-discrimination efforts.³⁷⁰
8. Workplace policies could be developed to facilitate social integration of migrant workers.³⁷¹

³⁵⁸ STI_Ref.18:5; ILO & UNDP 2021

³⁵⁹ STI_Ref.14:6

³⁶⁰ STI_Ref.3:8

³⁶¹ STI_Ref.25:4

³⁶² (OECD & ILO 2018)

³⁶³ STI_Ref.8:3, STI_Ref.10:12, STI_Ref.22:8, STI_Ref.22:9

³⁶⁴ STI_Ref.5:12; STI_Ref.10:10; OECD 2014

³⁶⁵ (ILO & UNDP 2021)

³⁶⁶ STI_Ref.12:1; 4,

³⁶⁷ (OECD & ILO 2018)

³⁶⁸ (Labour Int 2017)

³⁶⁹ STI_Ref.8:4

³⁷⁰ STI_Ref.11:4

³⁷¹ STI_Ref.5:6

9. Consideration should be given to the ratification of the ILO Convention 190 and the Recommendation No. 206 to augment efforts for the prevention and elimination of violence and harassment in the workplace.
 - a. The Labour Inspectorate, where relevant, should be trained on ILO Convention 190 and the Recommendation No. 206.³⁷²

6.3.2 Qualifications and Skills Recognition

Based on the literature and feedback from stakeholders, several strategies could support the accreditation and recognition of migrants' skills and qualifications, which they acquired prior to entry into Trinidad and Tobago. These include:

1. National accreditation bodies – options for official, local accreditation bodies, such as ACTT and the Medical Professionals Association of Trinidad and Tobago (MPATT), to accredit migrants' qualifications and certificates should be considered.³⁷³
2. Sensitization on the accreditation and recognition process through various modalities – this will impart knowledge of the accreditation/certification process for persons holding internationally gained qualifications or foreign credentials, as both employers and employees may be unaware of the processes involved or may view it as a hassle and opt to ignore this step.³⁷⁴
 - a. This could involve the development of easy-to-read brochures, apps, social media etc., in relevant languages, to

inform both employers and migrants about access to available services.³⁷⁵

3. Validation support services – refers to sufficient human and financial resources to support validation efforts.³⁷⁶
4. Bilateral agreements on recognition of tertiary/vocational qualifications - entails official agreements between tertiary learning institutions in Venezuela and Trinidad and Tobago, to support access to legitimate academic transcripts of Venezuelan migrants for the validation of qualifications process.³⁷⁷
5. Equivalence systems – involves a mutual recognition of skills and qualifications to simplify the validation procedures and enable faster processing. Tertiary education institutions and the MoE could be engaged to support equivalency tests for migrants.³⁷⁸
6. Mechanism for Recognition of Prior Learning (RPL) ³⁷⁹ – options for integrating migrants into Trinidad and Tobago's Prior Learning Assessment (PLA) could be examined³⁸⁰ and, where possible, an On-the-Job Training (OJT) programme for migrants could be developed to offer training, demonstrate their job competency skills, and provide alternative employment pathways for individuals without validated qualifications and skills.³⁸¹

6.3.3 Entrepreneurship

Cognizant of the important role of entrepreneurship in migrant economic integration, the following are recommended to support ongoing and new initiatives:

³⁷² (ILO & UNDP 2021)

³⁷³ STI_Ref.5:7; STI_Ref.12:4; STI_Ref.19:2

³⁷⁴ STI_Ref.20:3-4

³⁷⁵ (GEM 2018)

³⁷⁶ (ILO & UNDP 2021)

³⁷⁷ STI_Ref.2:3; STI_Ref.7:3; STI_Ref.10:4

³⁷⁸ STI_Ref.25:3

³⁷⁹ RPL is a process of identifying, documenting, assessing and certifying formal, informal and non-formal learning outcomes against standards used in formal education and training (ILO 2017).

³⁸⁰ STI_Ref.23:3

³⁸¹ STI_Ref.8:4; STI_Ref.10:5; (ILO & UNDP 2021)

1. Explore migrant inclusion within broader national entrepreneurship initiatives;
2. Ensure alignment and coherence between national strategies for entrepreneurship, and migrant management and integration strategies;
3. Encourage migrant investment by reducing barriers and facilitating an enabling environment for migrants to create and invest in businesses:
 - a. Consider loans/grants to facilitate migrant start-up businesses, following exposure to various training initiatives related to business development, such as small and micro-development programmes and policies to support migrant entrepreneurial development and enhance the overall entrepreneurship ecosystem;
4. Identify industries and sectors that can provide potential opportunities for migrant entrepreneurship and determine local stakeholders that can support migrant entrepreneurship:
 - a. Ensure public sector support and government intervention, through institutions and private sector sponsorships and partnerships;
5. Implement mentorship programmes to connect migrants with short-term or long-term mentors;
6. Establish strategic linkages between entrepreneurship programmes and other programmes supporting migrants;
7. Promote awareness within the migrant community of entrepreneurship support initiatives, e.g., identifying start-up services and available resources,

- through information booklets, social media, websites, etc.;
8. Create and support networking opportunities for migrants such as networking events, investment forums, cultural events for introducing novel products and services:
 - a. Introduce migrant marketplaces to showcase and monetize migrants' talents and abilities;
9. Reduce stigma and negative perceptions by showcasing successful migrant entrepreneurs, highlighting the contribution of migrant entrepreneurship to diversity and innovation, job creation and economic growth, as well as informing stakeholders in the entrepreneurship ecosystem about migrants' rights to work and start businesses;
10. Evaluate and measure migrant entrepreneurship initiatives to facilitate learning and impacts.³⁸²

6.3.4 Partnership with Private Sector

The role of the private sector has evolved from one of solely a source of funding to an active contributor to improving the lives of migrants and widening the range of choices available to them.³⁸³

Hence, private sector engagements could:

1. Facilitate migrant employment³⁸⁴
2. Lobby for a migrant policy and the financial inclusion of migrants, as well as contribute to labour market data on migrants;³⁸⁵
3. Enforce legal obligations regarding the protection of migrants' human and labour rights and forge greater adherence to international labour standards;³⁸⁶

³⁸² STI_Ref.2:7-8; STI_Ref.5:1-2; STI_Ref.7:8; STI_Ref.10:10; STI_Ref.16:8-9; STI_Ref.17:6-7; STI_Ref.20:10; STI_Ref.23:7; STI_Ref.27:7; UNCTAD 2018 and (OECD & ILO 2018)

³⁸³ (WEF 2013); (OECD 2019)

³⁸⁴ (Bisong and Knoll 2020)

³⁸⁵ STI_Ref.27:7 & 15

³⁸⁶ (ILO 2016).

6.4 Training, Education, and Health

Limited and inaccessible educational and training options were identified, both within the literature and interviews, as major barriers to the socioeconomic integration of migrants.

Therefore, it is recommended that:

1. Access to education, at all levels, as well as to healthcare should be extended to migrant children, and youth.³⁸⁷
2. At the adult level, the situation of migrant women i.e. their maternity health needs and the medical needs of their children, should be reviewed and addressed.³⁸⁸
3. Access to English language classes should be offered to migrants to improve their literacy, fluency, and communication skills:³⁸⁹
 - a. Functional English classes could also be provided to migrants in advance of training courses and employment.³⁹⁰
 - b. Employers could also support their migrant employees by assisting them in learning the language through internal training programmes or on-the-job transfer of the language or peer learning.³⁹¹
4. Comprehensive, inclusive programmes for training,³⁹² job promotion and financial support for entrepreneurship could be explored for both migrants and host communities, especially for vulnerable persons,³⁹³ to support

upskilling and access to legitimate work options.³⁹⁴

- a. Trainings should include professional, technical, and vocational skills, and would require translation services.³⁹⁵
 - b. Programmes should also target female migrants and be geared towards improving their financial and business skills.³⁹⁶
5. Vocational and skills training could be aligned with sectors of the economy with the greatest market demand.³⁹⁷

6.5 Integration into Society

From the perspective of social integration, migrants' access to services is critical for their sustained incorporation into host societies. Thus, the following suggestions are proposed:

1. Financial Services
 - a. Access to finance and support services³⁹⁸ should be extended to migrants to promote migrant entrepreneurship and employment.³⁹⁹
 - i. Financial institutions could also host financial education workshops for migrants on banking operations within the host country.
 - ii. Cooperation between financial institutions, within the region, could enable information sharing mechanisms on

³⁸⁷ STI_Ref.5:1; STI_Ref.8:4; STI_Ref.16:2;

STI_Ref.22:9

³⁸⁸ (ILO & UNDP 2021)

³⁸⁹ STI_Ref.3:6-7; STI_Ref.5:8; STI_Ref.22:17;

STI_Ref.27:14, STI_Ref.28:3

³⁹⁰ STI_Ref.5:7

³⁹¹ STI_Ref.23:6

³⁹² STI_Ref.5:1-2

³⁹³ (ILO & UNDP 2021); STI_Ref.7:4; STI_Ref.16:7;

STI_Ref.17:17

³⁹⁴ STI_Ref.7:4, STI_Ref.16:7

³⁹⁵ STI_Ref.18:6

³⁹⁶ (OECD & ILO 2018)

³⁹⁷ (ILO & UNDP 2021)

³⁹⁸ This includes financial education and literacy, adapting financial products and services to migrant needs, providing greater access to credit mechanisms, and eliminating regulatory and administrative barriers (ILO & UNDP 2021)

³⁹⁹ STI_Ref.22:19; (OECD, ILO, World Bank, and IMF 2016)

credit histories and support migrants' access to loans.⁴⁰⁰

2. Social Protection

- a. A mechanism to advance social protection for migrant workers and their families, informed by ILO Recommendation 2012, No. 202 of the ILO on national social protection floors, could be considered. This could include micro insurance schemes and options for integrating medical support for migrant children and maternity care systems for women.⁴⁰¹
 - b. Childcare services could be considered to assist mothers who would like to work.⁴⁰²
3. Social Cohesion – avenues to promote social cohesion between migrant and local populations, such as intercultural activities and food fairs⁴⁰³ could be explored.
- ## 4. Anti-Xenophobia and Discrimination
- a. Protection measures for migrant workers and associated public sensitization and training should be established and incorporated into the proposed migration policy.⁴⁰⁴
 - b. Institutional strengthening programs and awareness campaigns to combat discrimination and xenophobia should be developed⁴⁰⁵ and host communities should be

educated about the integration process, through capacity building programmes, information, and training sessions on migrants.⁴⁰⁶

- i. Multi-stakeholder trainings⁴⁰⁷ should be undertaken, with focused sessions on prevention of workplace abuse and discrimination.⁴⁰⁸
- c. Migrants should be provided with orientation programmes to facilitate their integration into host communities, by managing their expectations and providing information about their rights and responsibilities, the country's culture, and customs, as well as information about education, health care and employment.⁴⁰⁹
- i. These efforts should be gender sensitive.⁴¹⁰
- d. All aspects of migration should be reported in the media, inclusive of migrant contributions, through factual reporting.
- i. Migrants could also be provided with an opportunity to tell their stories⁴¹¹.

6.6 Research and Data

The literature and interviews elaborated on the vital role of research and data in the

⁴⁰⁰ (ILO & UNDP 2021)

⁴⁰¹ (ILO & UNDP 2021)

⁴⁰² STI_Ref.22:9, STI_Ref.8:4, STI_Ref.5:1, STI_Ref.16:2

⁴⁰³ (ECA 2018); (ILO & UNDP 2021)

⁴⁰⁴ STI_Ref.2.4:5, STI_Ref.5:6, STI_Ref.6:4, 7-8; STI_Ref.22:9; STI_Ref.23:9 & 11; STI_Ref.27:10

⁴⁰⁵ STI_Ref.11:4; (ILO & UNDP 2021)

⁴⁰⁶ (OECD 2018).

⁴⁰⁷ Inclusive of teachers, students, employers, and businesses.

⁴⁰⁸ (ILO & UNDP 2021)

⁴⁰⁹ (BSR 2010)

⁴¹⁰ (ILO & UNDP 2021)

⁴¹¹ STI_Ref.2:4; (ILO & UNDP 2021);

development and enhancement of evidence-based integration policies and programmes.⁴¹²

Additionally, improved data systems could assist with the matching of immigrant flows to labour market needs⁴¹³ and support monitoring and evaluation efforts.

It is therefore recommended that:

1. Studies to assess the living conditions of migrant populations should be conducted with particular focus on:
 - a. Household composition;
 - b. Level of education and professional skills;
 - c. Work and business experience, as well as vocational profile;

- d. Current economic activity and working conditions;
 - e. Access to health, education, and childcare services;
 - f. Cases of vulnerability, discrimination, and labour exploitation;
 - g. Situation of migrant women and the specific obstacles they face;
 - h. Ethnic minorities.⁴¹⁴
2. A national labour market assessment should be commissioned to determine the labour needs and skills shortages at the technical and professional levels.⁴¹⁵

⁴¹² STI_Ref.20:10; (Papadopoulou 2005)

⁴¹³ (OECD & ILO 2018)

⁴¹⁴ (ILO & UNDP 2021)

⁴¹⁵ STI_Ref.5:6

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8 Appendices

Appendix A – Key Stakeholders

| Type of Organization | Name of Organization |
|--------------------------------|---|
| Government | 1. Administration, Planning and Labour, Tobago House of Assembly (THA) |
| | 2. Community Mediation Services Division, Ministry of Sport and Community Development (MSCD) |
| | 3. Enterprise Development, Ministry of Youth Development and National Service |
| | 4. Food Security, Natural Resources, the Environment and Sustainable Development, Tobago House of Assembly (THA) |
| | 5. Ministry of Agriculture, Land and Fisheries (MALF) |
| | 6. Ministry of Health (MoH) |
| | 7. Ministry of Labour (MoL) |
| | 8. Ministry of National Security (MNS) |
| | 9. Ministry of Planning and Development (MoPD) |
| | 10. Ministry of Rural Development and Local Government (MRDLG) |
| | 11. Ministry of Sport and Community Development (MSCD) |
| | 12. Ministry of Tourism, Culture and the Arts (MTCA) |
| | 13. National Training Agency (NTA) |
| | 14. National Entrepreneurship Development Company Limited (NEDCO), Ministry of Youth Development and National Service |
| Private Sector | 1. American Chamber of Commerce and Industry (AMCHAM) |
| | 2. Confederation of Regional Business Chambers |
| | 3. Contractor's Warehouse Limited (CWL) |
| | 4. Employers' Consultative Association (ECA) |
| | 5. Energy Chamber of Trinidad and Tobago |
| | 6. Supermarket Association of Trinidad and Tobago (SATT) |
| | 7. Tobago Division of the Trinidad and Tobago Industry and Commerce |
| | 8. Trinidad and Tobago Chamber of Industry and Commerce (TTCIC) |
| | 9. Trinidad and Tobago Manufacturers' Association (TTMA) |
| Non-governmental organizations | 1. Archdiocesan Ministry of Migrants and Refugees (AMMR) |
| | 2. Families in Action (FIA) |
| | 3. TTV Solnet |
| International Organizations | 1. International Organization for Migration (IOM) |
| | 2. Pan American Development Foundation (PADF) |

Appendix B – Training on Developmental Potential of Migration: Interested Stakeholders

| Name of Organization |
|---|
| 1. Community Mediation Services Division, Ministry of Sport and Community Development (MSCD) |
| 2. Confederation of Regional Business Chambers |
| 3. Contractors' Warehouse Limited |
| 4. Department of Agriculture, Tobago House of Assembly (THA) |
| 5. Energy Chamber of Trinidad and Tobago |
| 6. Enterprise Development, Ministry of Youth Development and National Service |
| 7. Families in Action (FIA) |
| 8. Food Security, Natural Resources, the Environment and Sustainable Development, Tobago House of Assembly (THA) |
| 9. Ministry of Agriculture, Land and Fisheries |
| 10. Ministry of Health (MoH) |
| 11. Ministry of National Security (MNS) |
| 12. Ministry of Rural Development and Local Government |
| 13. Ministry of Sport and Community Development (MSCD) |
| 14. Ministry of Tourism, Culture and the Arts |
| 15. National Entrepreneurship Development Company Limited (NEDCO), Ministry of Youth Development and National Service |
| 16. National Training Agency (NTA) |
| 17. Pan American Development Foundation (PADF) |
| 18. Trinidad and Tobago Chamber of Industry and Commerce (TTCIC) |

