

Annexure 1

Recommendations from Literature Review
For the State and other organizations working with migrant women:

No	Document	Recommendations
1	<p>HIV Vulnerabilities of Migrant Women: from Asia to the Arab States- Published by the UNDP Regional Centre in Colombo-2009</p>	<ul style="list-style-type: none"> • Policies banning migration must be critically reviewed in light of the evidence that such restrictions on mobility deepen the potential for abuse of women migrant workers and enhance their vulnerability. • The embassies of countries of origin must proactively protect the rights, and promote the well-being, of their migrant workers in the host countries. Embassy staff, labour attaches, and social affairs officers must be trained to be sensitive to the needs of women migrant workers, especially those who test positive for HIV. • Training and outreach to embassy staff should occur collectively, with representatives from as many migrant countries of origin as possible. Embassy officials are apt to respond more positively and effectively to a common standard. • Countries of origin must lobby for bilateral or multilateral agreements with host countries for the standardization of contracts for their migrant workers, especially for those working as domestic help. • HIV awareness and prevention programmes must be scaled- up during the pre-departure orientation of potential migrant workers. It is also imperative that the rates of attendance at these orientation sessions be boosted beyond existing levels. • Initiatives must be undertaken to promote safe and informed migration, and greater advocacy is needed to promote better social acceptance of migrant women workers. • Pre-departure programmes should include information on migrant workers' rights and responsibilities, country specific information, and adequate host language instruction in order to facilitate better communication and understanding between employers and employees.

	<ul style="list-style-type: none"> • Recruitment agents must be monitored more comprehensively, and there must be stricter enforcement of existing laws to prevent economic and physical exploitation of prospective migrant workers. Placement fees need to be standardized, and knowledge of what these fees are must be effectively disseminated among the potential migrant population. • Government agencies and CSOs must urgently address the need for effective reintegration mechanisms for returning migrant workers. Such reintegration programmes need to be holistic, encompassing the economic, social, and psychological concerns that returning migrants face. • Migrant workers should be allowed to form their own associations, and to become members of trade unions. Upon arrival in the host country, migrants should be given information on their rights and responsibilities, country-specific sensitization training, and information on available public and health services, inclusive of sexual and reproductive health. Embassies, government bodies, and NGOs should share the responsibility of disseminating such information. • Inter-regional dialogue and coordination for the promotion and protection of the rights, health, and well-being of women migrant workers must be initiated jointly by the ministries of health, labour, foreign affairs, and social welfare in origin and host countries. • Migrants who have a medical condition that does not impair their ability to work, such as living with HIV, should not be denied the right to work. • Health insurance schemes for migrant workers should cover all aspects of health, including HIV. In addition, insurance schemes should ensure affordable health care.
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		<ul style="list-style-type: none"> • A migration ranking system should be developed, similar to the US trafficking tier 1-3 ranking system. Such a system would 1) assist authorities in the country to know what measures need to be taken to improve the situation, and 2) inform workers of migrant safe practices within a given country. 6. Hiring agent and employer blacklists need to be created, monitored, and shared with all migrants, hiring agents, embassies, and both origin and host country governments. • Ensure safe and informed migration and advocate better social acceptance of migrant women workers. • Monitor recruitment agents to ensure overcharging and exploitation of women does not occur. • Establish effective reintegration programmes for returning migrants that are responsive to the health and social and economic needs of migrants and their families.
2	<p>Walls at Every Turn Abuse of Migrant Domestic Workers through Kuwait's Sponsorship System - October 2010</p>	<ul style="list-style-type: none"> • Strictly monitor recruitment practices in workers' home countries. • Prosecute and punish agents or recruiting personnel who charge recruitment fees that contravene national laws or violate international standards. • Increasing trained staff able to address psychosocial needs of shelter residents and who provide them with information about their rights and updates on their cases. • Facilitating speedy provision of temporary travel documents when domestic workers cannot recover their passports. • ? Prioritize protection of domestic workers abroad in budget allocations and political dialogue. • Support domestic worker reintegration into local job markets and society.

		<ul style="list-style-type: none"> • Every worker in the country should be informed that he or she is entitled to social security. • Workers should retain their passports.
3	<p>Report to the Secretary General United Nations, General Assembly on Violence against migrant Women Workers- July 2009</p>	<ul style="list-style-type: none"> • States should ensure that migration policies are gender-sensitive, rights based and promote safe migration, and that all relevant policies and strategies ensure the protection of the human rights of all women migrant workers and comprehensively address violence against women migrant workers, including measures to prevent violence, prosecute perpetrators and protect and support victims. Such policies should incorporate measurable goals and timetables, as well as monitoring and accountability measures, provide for impact assessments and ensure coordination of action among all stakeholders through appropriate mechanisms. States should continue to conclude and implement bilateral and multilateral arrangements to ensure the protection of the rights of all women migrant workers and facilitate effective action in law enforcement and prosecution, prevention and capacity-building and victim protection and support, and to exchange information and good practices in combating violence against women migrant workers. • Awareness-raising and other prevention efforts should continue and be reinforced. Education programmes and awareness-raising campaigns should be conducted in sending and receiving countries and directed at migrant women, recruiting and employment agencies, the media, as well as the population as a whole. Such programmes should include the promotion of the human rights of women migrant workers and safe migration, draw attention to existing laws and support for migrant women, and highlight the risks, dangers and opportunities of migration. Such programmes should be multilingual, where appropriate. Pre-departure orientation and training for potential migrants should be gender-sensitive, rights-based and standardized in sending countries. Training programmes for police, immigration

		<p>officials, judicial personnel, social and health workers and others should be strengthened so that they are systematic and so that all persons responding to violence against women migrant workers have the capacity to do so effectively with full respect for the human rights of the victims.</p> <ul style="list-style-type: none"> • Many States have made efforts to strengthen support systems for victims of violence. States should continue to reinforce such efforts and should ensure that women migrant victims of violence are given the support and protection to which they are entitled in accordance with human rights standards, irrespective of their immigration status. Such support should be linguistically and culturally appropriate. Victims should be provided with information about their rights and empowered to claim those rights. They should be given support and protection, including legal, psychological, medical and social assistance; access to shelters and compensation for damages. Efforts to assess the impact of measures taken should be enhanced. • While States are making some efforts to collect data on gender and migration and to improve the knowledge base on violence against women in general, specific data on violence against women migrant workers is needed including on the different forms of violence, perpetrators and the context in which the violence takes place, and be it the home, workplace or detention facility. Such data would facilitate the development of national policies and programmes, monitor their impact and assess progress in addressing violence against women migrant workers. Data collection and analysis should therefore be accelerated and qualitative research intensified to facilitate improved understanding and more effective responses to violence against women migrant workers.
4	<p>Sri Lanka NGO shadow report on the International Convention on the Protection of the Rights of all Migrant Workers' and their Families June 2008</p>	<p>Take measures to amend the Sri Lanka Bureau of Foreign Employment Act to comply with the</p> <ul style="list-style-type: none"> • Convention on the Protection of the Rights of All Migrant Workers and Their Families (hereafter referred to as the MW Convention).

	<ul style="list-style-type: none"> • Take steps to ensure the effective implementation of the Sri Lanka Bureau of Foreign Employment Act through the appointment of a monitoring body. • The Ministry of Foreign Employment must establish an advisory body consisting of NGO representatives. • NGO representatives working on behalf of migrant workers should be represented on the Board of Directors of the SLBFE in order to ensure impartiality. • Ensure a substantial increase in the fines imposed for various offences under the Act and also take measures to impose fines for offences committed under the Act. • SLBFE representatives should be held accountable to the Bureau in safeguarding the welfare and interests of migrant workers. • Stringent conditions on safe migration procedures should be laid down in the Act for the granting of licenses by the SLBFE to foreign employment agencies and revocation of license upon contravention. • The proposed amendment to the Act requires the data to be accessible to the public and also for the establishment of a comprehensive gender disaggregated data base on international labour migration from Sri Lanka. • To entrust the Board with the safety of migrant workers and the welfare of their families and to appoint a monitoring committee to monitor the efficient implementation of such measures. <p><u>SLBFE services:</u></p> <ul style="list-style-type: none"> • Welfare officers in the Sri Lankan missions overseas must proactively engage in monitoring conditions of employment of migrant workers employed in households as domestics and in factories.
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- All complaints of violence and abuse to the SLBFE by both documented and undocumented workers must be investigated and dealt with.
- The SLBFE must appoint more officials at the international airport to oversee the safety of migrant workers prior to their departure from Sri Lanka
- The provision of safe transport facilities for returnees to return to their homes. These vehicles and their drivers should be registered by the state for this purpose.

Handling grievances in receiving countries:

- Establish well resourced Migrant Worker Resource Centres within Sri Lankan embassies in host countries which have a high concentration of workers. These centres should provide welfare assistance, counseling and legal aid services, health services, registration of undocumented workers, information; follow up on migrant complaints, mediation of employer employee disputes and social interaction for Sri Lankan migrant workers in an efficient and adequate manner.
- Increase the number of welfare officers especially in countries which have a high percentage of Sri Lankan workers to one officer per 50,000 migrant workers.
A merit based service of labour attaches should be set up so that competent persons are appointed to these posts.
- Appointments should not be politicized and the appointments should be based on the capacity of the personnel.
- Ensure that there is no overlap in the functions of labour attaches, labour welfare officers and counselors. A delineation of job functions is necessary in order that these officers perform their mandate efficiently.

	<ul style="list-style-type: none"> • Ensure that sections in embassies that deal with migrant workers remain open 24-hours on a daily basis, including holidays, so that workers have access at all times to the available services. • Ensure that monitoring of workers in the receiving countries take place through telephone calls and unannounced visits, especially during the initial months of employment. • Ensure that embassies and missions adopt a process by which it remains in contact with workers in the host country by enlisting the support of expatriate self help groups. These groups could also act as a monitoring group to ensure that model employment contracts are enforced in the absence of binding bilateral agreements. • Ensure that embassies maintain a register of migrant workers. <p><u>Camps, Jails, Welfare centres:</u></p> <ul style="list-style-type: none"> • Take measures to come to an agreement with Lebanese authorities that they will not harbour migrant workers at this jail and urge authorities to locate migrant workers in suitable alternate accommodation prior to deportation. • Undertake an independent investigation of these shelter facilities and urge state concerned to ensure that migrant workers' rights under the MW Convention are not violated. <p><u>Training:</u></p> <ul style="list-style-type: none"> • Take measures to improve training programmes for migrant workers by recruiting well trained trainers • Improve the course modules currently being taught after evaluating the needs of the workers. For example, it would be useful to categorize workers based on competence, educational qualifications etc so that maximum benefit will be gained from the training.
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	<ul style="list-style-type: none"> • Take measures to assess, monitor and evaluate current training programmes for programme content and effectiveness. • Establish more training centres in areas which have heavy out migration populations • Take immediate steps to extend the training programme to one month. • Award different categories of certificates to migrant workers who complete the training programme in order to improve the quality of workers. • Training of skills of workers should focus on the demands of the global labour market so that high demand categories are catered to. • A sum of Rs. 350,000 is given as compensation to the family upon the death of a migrant worker. Migrants workers and their families must be informed of this payment as many are unaware of this payment and do not claim the compensation <p><u>Contractual agreement:</u></p> <ul style="list-style-type: none"> • The contract of employment should be registered with the SLBFE and the Sri Lankan mission overseas. • The contract of employment should be in all three languages, Sinhala, Tamil and English. • The contract of employment should contain details such as the name of sponsor and worker, monthly wages, terms and conditions of employment, hours of work, leave and holidays, health care, food, lodging and termination of contract. <p><u>Returning Migrants</u></p> <ul style="list-style-type: none"> • Establish a register at the airport for the registration of returning migrants.
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	<ul style="list-style-type: none"> • Conduct periodic studies and surveys to ascertain the status of returnee migrants to inform policy development at all levels • Returning migrants to be made aware of reintegration schemes available such as employment services, business development service, credit, training, loan facilities etc. • Returning migrants to also be made aware of available legal actions, social programmes that focus on issues relating to reintegration. • A community based approach should be adapted to disseminating information on the migration process by fostering focus group discussions consisting of potential, outgoing and returning migrants to inform each other. • Qualified migrants must be encouraged by the state to return to the country and contribute their services to the development process by offering incentives. • Establish a social protection scheme paid for by the state or by recruitment agencies to compensate migrants for non payment of remuneration, other benefits and financial losses <p><u>Voting rights:</u></p> <ul style="list-style-type: none"> • Take immediate steps to ensure that migrant workers are able to exercise their right to vote from their country of employment at national, provincial and local government elections. • The State must work out a scheme to permit migrant workers the right to vote. • Models used in other countries which also have a large numbers of migrant worker populations working overseas need to be examined. (eg. The Philippines) • The SLBFE should maintain statistics of migrant worker movement for voting rights purposes.
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Withholding passports:

- Ensure that prospective employers are made aware that withholding of passports is a violation of the rights of migrant workers to freedom of movement through the embassies and consular offices
- Ensure that migrant workers are educated on their right to freedom of movement and that they should not hand over their passports to their employers, agents or any other person.
- Ensure that steps are taken in the host country to prosecute any person who removes the passport of a migrant worker as it is a grave violation of a person's rights.
- Workers whose passports have been confiscated by their sponsors should not be asked to pay a fine by the Ministry in Charge for loss of passport, upon reasonable justification.

Support structures:

- Take steps to establish links with potential migrant workers through outreach programmes. The state must reach out to potential migrant workers, rather than wait for them to access state structures such as the SLBFE and its branches set up around the country. The migrant workers maybe unable to easily access information on safe migration due to problems of distance and lack of transport facilities and also due to family commitments which do not allow them to leave the home environment to access information.
- To establish a task force consisting of returnee migrant workers, prospective migrants, NGOs working with migrants in order to ascertain and deal with problems of migrants,
- To establish a network/ committees in the countries of employment consisting of labour officers/ welfare officers/ migrant workers to ascertain and

	<p>gather information on the needs/ grievances/ problems encountered of migrant workers while in employment</p> <ul style="list-style-type: none"> • Liaise with NGOs in home country and in host country to ensure support and assistance for migrant workers. • Facilitate the establishment of community support networks in the host countries • Establish decentralized medical services at the district level to ensure easy access for potential migrants. <p><u>Trafficking:</u></p> <ul style="list-style-type: none"> • That all avenues are geared to ensuring that migration is safe and undertaken through legal means to deter the incidence of trafficking • That the 1996 Amendment to the Penal Code is effectively enforced through awareness building programmes for civil society, police officers, and potential migrants. • These programmes must also be conducted among NGOs dealing with migrant workers and other women's organizations, officials of the SLBFE, lawyers and the judiciary. <p><u>Employment agents and sub agents</u></p> <ul style="list-style-type: none"> • Employment agencies that flout the law and individuals guilty of malpractices must be blacklisted and should not be permitted to re-register. It is important that the name of the organization and the name of the individuals are blacklisted. • Suitable deterrents such as imprisonment for charging of excessive fees by employment agencies must be put in place. Surety bonds issued to foreign employment agencies should be increased so as to act as a deterrent to unscrupulous agents.
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- Monitoring of recruitment sub agents by foreign employment agencies must be carried out and if this is not possible, then the appointment of sub agents must be prohibited as most illegal activities are carried out by these sub agents who are not accountable to any person or institution.
- Sub agents must be registered and agents must be held accountable for the acts of sub agents appointed by them.
- Another option would be to appoint two or more sub agents per district per registered employment agent. This would enable proper monitoring of sub agent and reduce unlawful practices

Insurance:

- Ensure that workers are aware prior to their departure from Sri Lanka that they need to extend their insurance after two years of employment.
- Take steps to monitor the insurance covers taken by workers and the location of these workers in the country of employment so that they can be informed by the missions concerned that their insurance covers are due to lapse.
The time period for insurance claims should be increased to at least one month or up to three months for reasonable cause.

MOU s and bilateral agreements

- Article 12 of the MOU signed with Malaysia referred to above, states that parties may meet from time to time to discuss matters pertaining to the implementation of the MOU. The Sri Lankan government and the Malaysian government should take measures to amend the provisions of the MOU which violate the MW Convention.
- Ensure that all MOU's are worded in a manner that does not violate any of the articles in the Convention.

	<ul style="list-style-type: none"> • Ensure that all MOU's are worded in a manner that does not violate any of the articles in the Convention. • MOU's have the potential to become bilateral agreements. The state should ensure that pressure is exerted at the highest level to convert MOU's into bilateral agreements at the earliest. • Urge labour receiving counties to sign bilateral agreements and not MOUs. Engage in aggressive media campaigns to provide information on the migration process. <p><u>General:</u></p> <p>(a) Blacklisting of Employers</p> <ul style="list-style-type: none"> • Ensure that domestic workers are not placed with an employer already accused of some form of abuse. • The State must ensure that a sponsor found guilty of unlawful practices is blacklisted and that no worker is sent for employment to such sponsors <p>(b) Use of the media</p> <ul style="list-style-type: none"> • Engage in effective media campaigns to provide information on the migration process and its dangers. • That State as well as private media should report on positive features of migration and deal not only with the negative aspects of migration. <p>(c) General</p> <ul style="list-style-type: none"> • Take steps to ensure that a declaration is made under Article 77 of the MW Convention, under which a state party recognizes the competence of the Migrant Rights Committee to receive and consider communications from or on behalf of persons living within its jurisdiction. • Ensure that the Sri Lankan Ministry of Foreign
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		<p>Affairs is more involved in the welfare and safety of migrant workers.</p> <ul style="list-style-type: none"> • Take immediate steps to formulate a comprehensive national labour migration policy in consultation with civil society. • Ensure that migration is mainstreamed into the national development policy.
5	<p>Integrity in Foreign Employment-An analysis of corruption risks in recruitment-Transparency International -2010</p>	<p>Law enforcement: The law should be enforced more effectively and penal sanctions brought against those found guilty of illegal recruitment, fraud, deceit, bribery and corruptions, as prescribed in the amendment to the Act.</p> <p>Governance of SLBFE: The state need to review the provision in the Act which allows representation of licensed agencies on the Board of Directors of the SLBFE. Measures must be taken to enforce the disclosure of conflict of interest and ensure that Directors do not participate in decision that could affect the agency they represent.</p> <p>Appointments on merit: The appointment of Welfare Officers to diplomatic missions in countries where there are migrant workers should be on approved selection criteria. Once selected these officers should serve as the SLBFE for a specified period to become familiar with the issues faced by migrant workers before taking up their appointments.</p> <p>Access to information: As the regulator of the migration process, the SLBFE should be transparent in all its activities while also detailing the processes of migration clearly. Both conventional methods and information technology should be used for maximum awareness, the key to preventing corruption and exploitation. The annual report and website should contain the names of local and foreign agencies and employers who have been blacklisted. Such information should also be made available to the public at regular intervals through the media. The annual report should also review</p>

the issues and challenges faced by the sector and define what steps have been taken to overcome them. Information should also be disseminated through the SLBFE's hotline/s and outreach programmes, with basic information such as the list of licensed agencies being displayed at the offices of the Grama Niladharis and the Divisional Secretaries. The network of family health workers could be mobilized through the Ministry of Health to disseminate information as also an SMS service in collaboration with the Sri Lanka Telecommunication Regulatory Authority. Labour practices, recruitment of migrant workers, labour laws and redressal mechanisms in the destination countries should be studied and information disseminated among officials and other stakeholders.

Regulation of licensed agencies: The criteria for issuance of licenses to recruitment agencies should be more stringent. As there are numerous licensed agencies, the granting of licenses should be based on additional criteria such as proven management skills, ability to find new labour-seeking countries or send out more skilled migrant workers. The term 'a person of good repute' in Section 27 (b) of the Act should be elaborated. Sub-agents should be brought within the regulatory framework and a system of licensing devised, with job agencies being held accountable for the actions of their sub-agents and brokers. Renewals of licenses should be based strictly on performance not only on the numbers they recruit but also on the ethical standards they maintain. The criteria for assessing performance, based on legal requirements and ethical standards should be developed. The submission of audited accounts to the SLBFE should be made mandatory, as also the opening of NRFC accounts.

Consultation / Liaison: A regular consultative process between ALFEA and the SLBFE should be set up to ensure that both institutions work towards the common goal of protecting migrant worker. The State should explore networking with other labour-sending countries in the region to press for stricter regulation of recruiters in labour-importing countries.

The SLBFE should liaise with the Ministry of Health to ensure that fees for medical tests that migrant workers should undergo are in accordance with the Private Medical Institutions Act. The GCC-approved medical centres should be monitored to ensure ethical standards are maintained.

Complaints mechanism: Considering the number of workers who migrate, the critical importance of this group and their vulnerability, the state should set up an Ombudsman. All complaints should be classified to indicate the different types of problems and reflect which source of recruitment caused a majority of grievances.

Recommendations to licensed agencies

Management: The agency manager should have minimum educational qualifications and experience in running a business. Computer literacy should be a requirement for those seeking licensing on new agencies, while personnel of existing agencies should be required to acquire competency.

Financial accountability: The licensed agencies should be limited liability companies and required to register with other government authorities such as the Inland Revenue Department and the relevant Provincial Council.

Enforcement of ethical standards: ALFEA should do more to promote its Code of Conduct and develop a compliance mechanism.

Recommendations to migrant workers

Migrant workers should pro-actively seek information and act in a responsible manner. They should check the costs to be borne by them, while reporting exploitation and abuse.

Annexure 2 - Key Informants

List of Key informants

No	Name	sex	Designation	Organisation	District
1	L.K. Ruhunnuge	M	Additional General Manager	Foreign Employment Bureau	Colombo
2	Manage Sandya	F	Manager , Research Division	Foreign Employment Bureau	Colombo
3	Sugathadasa K.D	M	Manager Training,	Foreign Employment Bureau	Colombo
4	S. Ekanayake	F	Legal Officer	Foreign Employment Bureau	Colombo
5	R. Gunathilake	M	Officer in Charge	Training Centre SLFEB, Ratmalana	Colombo
6	Lakrani	F	Instructress	Training Centre SLFEB, Ratmalana	Colombo
7	F. Mackeen	M	Secretary	Association of Licensed Foreign Agents	Colombo
8	Shantha Kulasekara	M	Head Migration Management	International Organisation on Migration (IOM)	Colombo
9	Viola Perera	F	Coordinator	Actform	Colombo
10	Menike	F	Coordinator	Migrant Services Centre	Colombo
11	A K Erangi	F	Assistant Director of Planning	Divisional Secretary's Office Colombo	Colombo
12	K.K. Kumarasinghe	M	Headquarters' Samurdhi Manager	Divisional Secretary's Office Colombo	Colombo
13	A Jayaweera	M	Social Service Officer	Divisional Secretary's Office Colombo	Colombo
14	N. Gamage	M	General Manager	SL Women's Development Cooperative Services Ltd	Colombo
15	M Vitharana	F	Programme Officer	American Center For International labour Solidarity	Colombo
16	A. Hettartchchi	M	Divisional Secretary Kekirawa	Divisional Secretary's Office Kekirawa	Anuradhapura
17	T. Padmakumara	M	Human Resource Assistant	Divisional Secretary's Office Kekirawa	Anuradhapura
18	M Dissanayake	F	Women's Development Officer	Divisional Secretary's Office Kekirawa	Anuradhapura

19	G. K. Udagedara	M	Headquarters' Samurdhi Manager	Divisional Secretary's Office kekirawa	Anuradhapura
20	P.S. Kumari	F	Social service Officer	Divisional Secretary's Office kekirawa	Anuradhapura
21	Damayanthi Lakrani	F	Officer In Charge	SLFEB Anuradhapura	Anuradhapura
22	H. Senapathirana	F	Training Assistant	SLFEB Anuradhapura	Anuradhapura
23	Sunethra	F	Instructress	SLFEB Anuradhapura	Anuradhapura
24	Priyangika		Instructress	SLFEB Anuradhapura	Anuradhapura
25	Sheela	F	Chairperson	Rajarata Kantha Development Forum	Anuradhapura
26	A. Yameen	M	Manager	ARM Employment Agency	Anuradhapura
27	S Perera	F	Asst. Divisional	Divisional Secretary's Office	Nuwara Eliya

Annexure 3 - Research Tools

Research Tools

Focus Group Discussion Guide

Causes of migration of Sri Lanka women and analysis of Post-arrival Assistance provided to affected migrants.

Date of FGD: Location of FGD:

Name of FGD Facilitator:

Institution/CBO:

1. Causes of migration

What were the reasons that made you decide to go to work abroad?

- Financial
- Family
- Spouse and children
- Personal
- Any other
- Out of the reasons given by you, which one influenced you most?
- What factors in those countries attracted you to migrate?

2. Pre-Migration Experience

- With Sub-agent
- With Agent
- Payment made by agent or (sub Agent)/payment paid to agent(sub Agent)
- With SLFBE – signing agreement

3. Experiences related to training

- Duration of Training, its applicability

4. Workplace experience
 - Type of experiences at workplace in terms of type of work,
 - Workplace issues
 - If problems were encountered, how was the situation handled?
 - Did you seek assistance? From whom, where and how, experiences with Embassy, Agents, BFE, 'Safe Houses' etc.
5. Post-Arrival Assistance / Re-Integration
 - Status of returnees with regard to contrac. Did you have to leave early and if so, why? Status of health and psychosocial make-up
 - Problems/issues at the Airport?
 - Type of assistance received and from whom? How would you assess the service received?
 - Changes occurred to you personally as a result of working abroad?
 - Ability to achieve personal aims after working abroad, If "yes", after how many years of work?
 - Status of family on return (family relationships with spouse, children, extended family)
 - Present socio-economic situation in terms of assets, skills, employability
6. Policies and Services:
 - Type of assistance received/accessed after returning for self, children, other members of the family
7. If you plan to go abroad, your suggestions/recommendation to make your job meaningful

Annexure 4

Referances

- 1 Human Rights Watch; Without Protection: How the Lebanese Justice System Fails Migrant Domestic Workers: Sep. 2010, ISBN – 56432 – 6845
- 2 Ministry of Foreign Employment; National Labour Migration Policy for Sri Lanka: Promotion and Welfare, October 2008
- 3 GTZ; Trafficking in Women, Forced Labour and Domestic Work in the Context of the Middle East and Gulf Region: Anti Slavery – today's fight for tomorrow's freedom
- 4 UFDWRS ; United Foreign Domestic Worker Rights
- 5 Human Rights Watch; Slow Reform - Protection of Migrant Domestic Workers in Asia and the Middle East-April 2010, ISBN 1-56432 – 625 – X
- 6 'As if I am Not Human' ; Abuse Against Asian Domestic Workers in Saudi Arabia – July 2008, ISBN – 1-56432-351-X
- 7 Migrant News in Sri Lanka; Asian Female Migrant Workers Require Protection, says ILO - August 2009
- 8 The Situation of Women Migrant Domestic Workers in Bahrain ; Report submitted to the 42nd Series of the CEDAW Committee, October 2008
- 9 Humanitarian Policy Group; Remittance in Crisis;; Background Paper – Sri Lanka after tsunami

- 10 UNICEF; Children and Women Left Behind in Labour Sending countries: An Appraisal of Social Risks.-Division of Policy and Practice, August 2006
- 11 Human Rights Watch; Exported, Exposed and Abused: Abuses against Sri Lankan Domestic Workers in Saudi Arabia, Kuwait, Lebanon and UAE – Volume 19, (No.16, C) Nov. 2009
- 12 UNESCO; Global Migrant Perspective : Migration, Human Rights and the United Nations – An Investigation into the low ratification record on the UN Convention, No. 3, October 2004
- 13 UNDP; Migration and Gender Empowerment. Recent Issues and Trends and Emerging Issues, Human Development Research Paper 2009/ 4, Jayati Ghosh
- 14 Shyamali Ranaraja: Road Map on the Development of a National Labour Migration Policy in Sri Lanka: Review of National Legislation and Regulations
- 15 Human Rights Watch; Exported and Exposed: Abuses against Sri Lankan Domestic Workers in Saudi Arabia, Kuwait, Lebanon, and the United Arab Emirates
- 16 Transparency International: Integrity in Foreign Employment: Analysis of corruption risks in recruitment-2010
- 17 BRIDGING MULTIPLE DIVIDES; Hilton San Francisco, SAN FRANCISCO, CA, USA, March 26, 2008. 2010-12-05
- 18 ACTFORM; Sri Lanka NGO shadow report on the International Convention on the Protection of the Rights of all Migrant Workers and their Families – June 2008

- 19 Marcia Angela "Mayan" C, Villalba; GENPROM Working Paper No 08, Series On Women and Migration – Philippines: GOOD PRACTICES FOR THE MIGRANT WORKERS INVULNERABLE JOBS
- 20 Arab Regional Office; Middle East and North Africa initiatives – Strategy Meeting : Migrant Workers' Rights in Lebanon and Jordan, Summary Report, May 20-21: 2009
- 21 UNDP; HIV Vulnerabilities of Migrant Women: from Asia to the Arab States - Published by the Regional Centre in Colombo-2009, Shifting from silence, stigma and shame to safe mobility with dignity, equity and justice
- 22 General Assembly on Violence Against Migrant Women Workers; Report to the Secretary General of United Nations, July 2009
- 23 Walls at Every Turn, Abuse of Migrant Domestic Workers through Kuwait's Sponsorship System - October 2010
- 24 HRW; Swept Under the Rug, Abuses Against Domestic Workers Around the World- , Volume 18, Number 7 (C)