

Final Program Report

December 2015 - December 2016

MIGRANT FORUM



in ASIA



Bangladesh Capacity Building Program for Advocacy for Migrant Workers and Safe Migration 2015/16



DIPLOMACY TRAINING PROGRAM

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Executive Summary

This is the final report of the Special Program – *Bangladesh Capacity Building for Advocacy for Migrant Workers and Safe Migration*. The program was organised in Dhaka, Bangladesh in 2015/16. The Diplomacy Training Program (DTP) organised the capacity building program in partnership with its regional partner, Migrant Forum in Asia (MFA), and local partners WARBE Development Foundation and RMMRU, University of Dhaka¹.

The program consisting of five modules began in December 2015 and concluded in December 2016 immediately prior to the Global Forum on Migration and Development (GFMD)-2016 in Dhaka under the chairmanship of Bangladesh. One of the key purposes of the program was to enable the voices of migrant workers to be heard in such forums, where policies on migrant workers are discussed and decided.

Bangladesh, like other South Asian countries, is a country of origin for migrant workers. This program follows similar country-level programs in Nepal and Sri Lanka in 2013/14 and 2014/15 respectively. The focuses of the country-level programs are strengthening advocacy capacity of civil society, and building a more effective and collaborative networks among advocates to influence government and the private sector. The key underlying assumption for this capacity building program for advocates was that considerable improvements can be made in the lives of Bangladesh's migrant workers if civil society and government can work together more effectively to promote the implementation of agreed international human rights and labour standards. Effective advocacy requires knowledge, skills and planning. It requires people committed to making change working together to effectively influence law and practice. The program was developed to meet these needs.

DTP and MFA have collaborated on capacity building training programs for migrants' rights advocates across South and Southeast Asia and the Middle East since 2004. Their first program in Bangladesh was with WARBE and RMMRU in 2005 – and since then Bangladesh

¹ Refugee and Migratory Movements Research Unit (RMMRU), and Welfare Association of Repatriated Bangladeshi Employees (WARBE).

has ratified the UN Convention on the Rights of Migrant Workers and adopted a new legal framework on labour migration. Implementation of both is the key challenge.

Over 30 civil society advocates working with and for migrant workers from Bangladesh participated in the year-long capacity building program. The participants came from migrant workers' NGOs, trade unions and women's organisations. They were engaged in dealing with the neglected human costs of the large movements of Bangladeshi migrant workers to Malaysia, the Middle-East and beyond.

The content of the course in Bangladesh balanced developing knowledge of standards with developing skills in strategic advocacy. Each module had a focus on issues, challenges faced by migrant workers, and knowledge and skills building of advocates. All the modules also aimed to build collaborative working relationships among the organisations represented. Some of the sessions in the program included - international human rights and labour standards and mechanisms, intergovernmental processes, the role of missions and labour attaches, advocacy strategies to address rights abuses in countries of destination, building skills in case documentation, practical exercises on NGO parallel reporting to UN bodies, strengthening of advocacy and lobbying skills, media skills, and practical exercises on engagement with the government and private sector.

“I have been able to get an overarching understanding of the concepts, legal instruments, opportunities, challenges and strategies to overcome challenges concerning the rights of the migrant workers and their families. This has enabled me to be more strategic in my approach” - Nayela Akter²

This final report describes the program and reflects on its outcomes and lessons learned. It provides some reflections on program objectives, methodology, reflections from the program

² Nayela Akter was participant in the Bangladesh Capacity Building Program 2015/16 (Read Nayela's Profile - <http://www.dtp.unsw.edu.au/nayela-akter>)

participants, particularly those gathered in the anonymous end of training written evaluation, and some module highlights.

Acknowledgement

DTP would like to acknowledge the many trainers³ who donated their time, knowledge and expertise in the delivery of this program, and most donated their time and their expertise, sharing freely with participants out of a shared commitment to the rights of migrant workers. DTP, MFA, WARBE and RMMRU extend their appreciations to them. DTP would like to thank MFA team and, in particular, William Gois, MFA's Regional Coordinator, for his commitment to the program, his guidance and valuable insights.

DTP would like to extend its gratitude to the local partners WARBE and RMMRU for providing strong support and guidance throughout the course of the program. We acknowledge their important work towards the protection of the rights of migrant workers and their families in Bangladesh, and bringing that experience and knowledge to the program to share with the participants.

This program was a significant investment in individuals and commitment to building the capacity of the migrant worker's movement in Bangladesh. It should be acknowledged that the commitment to supporting and investing in civil society was made possible by SDC South Asia.

³ See appendix listing the trainers and providing the bios of most

Finally, DTP and MFA would like to acknowledge and thank the program participants for their generosity to each other and to all of us as trainers and facilitators. They created a very positive and collaborative environment for the sharing of knowledge and expertise and made for a rich learning experience. Their work is vital to Bangladesh’s migrant workers and it is in their successes that the impact of this program will hopefully be realized in future.



Program Objectives

The objective of the country-level program in Bangladesh was to build the knowledge, skills and networks of individuals and organisations committed to advancing the rights of migrant workers. This strategy forms part of a broader theory of change, whereby the direct benefits of the training programs are expected to translate into more effective and strategic engagement with the international human rights system and national governments, and into more systematic participation in policy dialogues and in regional fora such as the Abu Dhabi Dialogue, the Colombo Process, SAARC, and ASEAN.

The resulting policy reform – coupled with improved, rights-based service provision – will ultimately lead to better protection of migrant workers. This process is depicted in the diagram alongside.

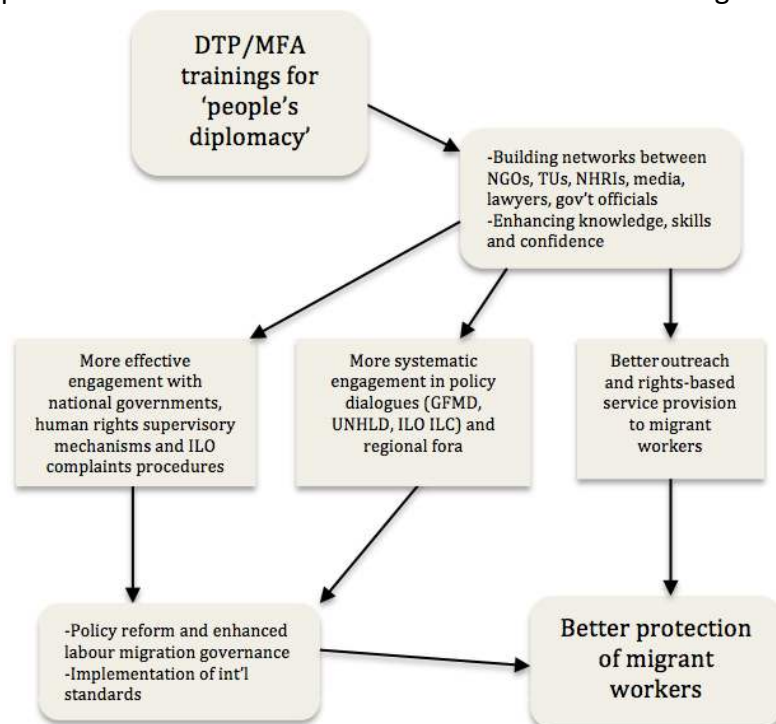


Figure 1: DTP/MFA’s Theory of Change

The immediate objectives of the program were,

- To build and deepen the capacity of participants to be more effective in their advocacy for the rights of migrant workers and in their engagement with UN mechanisms.
- To strengthen participants' networks on the national level, and to create opportunities for them to build relationships in origin/destination countries as well as at the international level.

Participant Feedback

- ❖ *The modules had a balance on policy and practice of labour migration and rights of migrant workers in Bangladesh, and also it helped me to understand different processes, methods, etc.*
- ❖ *I think the knowledge of all participants is enough to establish the rights of our migrant workers.*

Background and Rationale

About the Program

The Diplomacy Training Program (DTP) and Migrant Forum in Asia (MFA) have collaborated since 2004 on capacity building training programs for migrants' rights advocates across South and Southeast Asia and the Middle East. Grounded in Nobel Peace Laureate José Ramos-Horta's vision to advance 'people's diplomacy', DTP/MFA's programs have trained over 300 individuals in the past ten years, providing them with the confidence, networks, knowledge, and practical skills necessary for them to make use of the available international human rights standards and mechanisms.

Program alumni have been involved in multiple international, regional and national processes to promote the application of relevant UN and ILO Conventions into policy and practice. They have participated in the Global Forum on Migration and Development (GFMD), the UN High Level Dialogue on International Migration and Development, and the International Labour Conference hosted annually by the ILO. They have also engaged with the UN human rights system – including Treaty Bodies, Special Procedures, and the Universal Periodic Review (UPR).

Civil society advocacy is vital to narrowing the gap between internationally accepted standards and the real-life experiences of migrant workers. Effective advocacy requires knowledge, skills and planning. It requires people committed to making change working together to effectively influence law, policy and practice. This program was developed to meet these needs.



Bangladesh and Labour Migration

In Bangladesh, the programme preceded and coincided with the country's chairmanship of the GFMD in 2016. Part of the training thus focused on preparing advocates to use this opportunity to advance their strategic advocacy agenda as part of MFA's ongoing engagement with the GFMD process and for their participation in the Forum's Civil Society Days⁴. Like other countries in South Asia, Bangladesh has a significant dependence on the remittances of migrant workers, and labour migration is associated with a range of abuses. The analysis was that the advocacy capacity of civil society in this key South Asian country needs to be strengthened – and more effective and collaborative networks built among advocates to influence government.

It has been estimated that between 1976 and 2014, over 9 million Bengalis migrated to the Gulf States. The most popular destination for migrant workers within this period was Saudi Arabia (28.9%) and the UAE (25.5%) between 1976 and 2014. More recently in 2015, Oman and Qatar have been the most popular destinations receiving 22.8% and 22.4% of the total migrant worker respectively.

More than half are categorised as 'less or semi-skilled' and 'professional' workers account for only 2%. 82% of migrants are men – although the number of women has been rising. Women who leave the country without registration are particularly vulnerable to abuse. There is awareness of the abuses and harms that many migrant workers experience in destination countries.

⁴ This is in line with alumni suggestions that programmes should aim to take place in parallel with (and/or should be focused on engagement with) major meetings and forums on migration.

There was a challenge and opportunity in terms of using Bangladesh's recent ratification of the Convention on Migrant Workers as a framework to guide reform of policy and practice. There was also a need to develop the capacity of advocates to engage their government effectively in relation to the South Asian Association for Regional Cooperation (SAARC), the

- ❖ *This training gave me a lot of knowledge in the field of local and international policies and procedures which will help me a lot to implement in my work*
- ❖ *DTP has developed our networking and collaborative strength with the CSO's and resource persons. And also made it possible to engage with some representatives from the government including a Minister. This is good for our networking in all levels and working together*

Abu Dhabi Dialogue (ADD), and the Colombo Process.

Labour Migration, Migrant Workers and Human Rights

Migration is a constant of human history, not a new phenomenon. However more people are on the move today than ever before – many of them in search of decent work. Processes of economic globalisation have widened the gaps between rich and poor within and between countries. Failures of economic development in some countries and rapid economic development in others have increased the relative supply and demand for migrant labour. Hopelessness and hope are therefore the twin drivers of this movement of people – two sides of a coin tossed by individual men and women in the hope of gaining a better life for themselves and their families.

In today's world both countries of origin and countries of destination have become dependent on the work of migrants and their wages. In Qatar for example over 90% of the population are temporary migrant workers, in the UAE it is 80%. In Doha, Dubai, Singapore, Hong Kong and Kuala Lumpur the streets, skyscrapers, hospitals and private homes are built, cleaned and maintained by a workforce of migrant workers. Many of these workers will have paid for their jobs, often going deep into debt to do so. This debt increases vulnerability. These payments are in breach of international standards, and often of national laws that forbid the payment of recruitment fees.

In some cases, and countries, the situation of migrant workers has been likened to modern day slavery, with workers in debt-bondage, denied pay, effectively detained in the workplace and forced to work without rest days, unable to change employers or to leave the country. Domestic workers, sometimes trapped alone in the houses of their employers, are particularly vulnerable. The operation of the Kafala (sponsorship) system in the Middle-East creates a particular vulnerability.

The process of labour migration is today largely in the hands of the private sector – whether as employers, recruitment agencies or conduits for the transfer of remittances. In an era of small government and deregulation, governments, particularly in developing countries desperate for investment, are challenged by the governance demands of labour migration.

With governments in countries of origin and destination both dependent on migrant workers and the flows of remittance income they generate, the policy imperatives for governance of migration have been driven by economics, rather than concern for the human rights of migrants.

In the face of mounting evidence of abuses an increasing number of organisations, some formed by returned migrant workers themselves, have been established in countries of origin



and destination to assist migrant workers. Many are involved in case work and service delivery, while there is an increasing acknowledgement of the need for civil society advocacy to influence the policy and practice of governments and the private sector.

Program Overview

The focus of *DTP/MFA Bangladesh: Capacity Building for Advocacy for Migrant Workers and Safe Migration* was the organisation and facilitation of a series of modules in a national-level capacity building program. The content of these modules was designed to meet the needs of advocates, to deepen the learning experience of advocates and to provide an opportunity for advocates to work together on developing strategies and plans to address specific human rights issues affecting migrant workers in Bangladesh and in countries of destination, and helping to build up CSO networks for migrant rights at the national level.

Program Participants

Over 30 civil society advocates working with and for migrant workers from Bangladesh participated in the program. The participants were drawn from migrant workers' NGOs, trade unions and women's organisations. They were all engaged in dealing with the neglected

human costs of the large movements of Bangladeshi migrant workers to Malaysia, the Middle-East and beyond.

The application process for the program was an open one, with nominations sought from all organisations and networks actively involved in the issues and committed to human rights values and principles and to the course outcomes. The intent was to draw participants from all key CSOs (NGOs, trade unions and CBOs) working on the issues of labour migration in Bangladesh and not just from Dhaka – and to seek a level of gender balance.



DTP drafted program brochures and application forms. These were distributed through DTP's alumni networks, MFA networks and CSO networks in Bangladesh. The Bangladesh program attracted more participants than DTP/MFA anticipated and planned for.

Module Highlights

MODULE 1: 5-7 December, 2015

The first module of the Bangladesh program focused on the key issues on migration, and the human rights of migrant workers in the context of Bangladesh - and on civil society's struggle to protect and promote the rights and welfare of migrant workers. Issues such as the lack of implementation of laws and policies, scarcity of data and statistics, lack of social and legal protection of migrant workers and their families, as well as the lack of access to information were highlighted as key issues.



Over the three days there were sessions on the International Convention on the Rights of Migrant Workers, the national legal and policy framework governing migration, the gaps in access to justice and remedy when violations and abuses occur, and

how UN human rights treaties can be integrated into advocacy strategies. There was also a significant focus on the Global Forum on Migration and Development (GFMD). A highlight of the program was a session with William Gois and John Bingham – two of the key global leaders of civil society in migrant worker advocacy.

MODULE 2: 1-4 March, 2016

The second module focused on developing participant's understanding of how civil society organizations (CSOs) can engage with the UN's Human Rights Mechanisms - including the UN Human Rights Council (HRC), UPR, Treaty Bodies and Special Procedures and with International Labour Organization standards and mechanisms. The module also explored how CSOs can strengthen engagement with inter-governmental processes specifically the Global Forum on Migration (GFMD) given that Bangladesh will be hosting the 2016 GFMD. Participants were divided into groups to identify issues, questions to the government and recommendations for the CMW. Bangladesh is being reviewed in 2018 for the first time by the CMW and the government submitted its report early in 2016.

Senior representatives of the UN (OHCHR and ILO) donated their time and services to teach on the program.

MODULE 3: 3-6 May, 2016

The third module had a focus on issues and situation of migrant workers in countries of destination (CoD); including identifying strategies for advocacy in collaboration with CSOs

from CoD, on role of missions/ labour attaches in CoD; and best practices on safe migration with perspective from country of origin (CoO). The module also focused on case documentation, which included discussion around the use of documentation for advocacy and evidence based policy change, training on documentation tool - CaseBox, and training on data analysis. Highlights of this module were the engagements, and relationships established, between the trainers from countries of destination (DTP alumni) and the participants – and the very practical focus on what could be done in country in CoO to impact on CoDs. Participants were encouraged to use the standard case documentation system developed by MFA with HURIDOCS – MRVRS.

MODULE 4: 22-25 August, 2016

The fourth module of the course had a general focus on recruitment, recruitment cost, and its challenges, and ILO instruments and standards on recruitment. The module also had sessions on CEDAW and its reporting process, media advocacy and media skills, and the UN's UPR process.

Participants working in groups came out with recommendations for the CEDAW. The recommendations were submitted to a NGO coalition – Citizens' Initiatives on CEDAW, Bangladesh (CIC-BD), a platform of 53 non-government women and human rights organizations, who were preparing a shadow report to the committee.

Participants had an opportunity to engage with the Bangladesh Association of the International Recruiters Agencies (BAIRA). Prior to the engagement the participants worked through an exercise to share practical experiences and insights on how to have an effective, positive and productive dialogue. The participants established some rules and principles on how they would like to conduct the dialogue, and how they could best make use of this opportunity to meet with the representatives of agencies closely associated with serious abuses of migrant workers' rights.

The following dialogue was positive to the extent that BAIRA Secretary General offered to receive individual cases (fraudulent) from the CSOs for further action. The participating CSOs urged the BAIRA board to establish a regular dialogue process with the civil society, and to engage in roundtable dialogue on BAIRAs new draft Code of Conduct. Participants' built their

confidence in their capacity to engage in constructive dialogue and manage and guide such engagements.

On the fourth day of the program, a small group of participants along with DTP alumni visited the Australian Embassy to meet the High Commissioner to discuss issues of migrant workers, and to share updates on the work of DTP alumni in Bangladesh.

MODULE 5: 29 November-2 December, 2016

The fifth and final module of the course was organised to coincide with the final preparations for the PGA and GFMD. The module had a focus on the role of NHRIs in the protection of the rights of MWs, and shadow reporting to the CMW. Participants visited the Ministry of Expatriate Welfare and Overseas Employment. Participants met with the Hon'ble Minister Nurul Islam BSc, and senior staff from the Ministry (including a DTP alumnus). The participants highlighted some of the prominent issues faced by MWs, and they called on the Minister and his team to be responsive towards protection of the rights of their people overseas.

As a follow-up to the program, participants formed three groups to work on issues after the end of the course – 1) engagement with the UN processes, 2) engagement with country of destination civil society, 3) engagement with the GoB, NHRC, and BAIRA.



Methodology

DTP is committed to participatory training methodology that recognizes and values the experiences and skills that participants bring to its programs. The training methodology for the Bangladesh program was interactive with an emphasis on group work, role plays, case studies, dialogues and discussion. There were four face-to-face sessions of four days and one session of three days in this program (total of 19 days). This was supplemented by online support provided by DTP/MFA and expert resource persons between the face-to-face sessions.

Participants in groups undertook assignments in-between modules. Participants were asked to agree on shared activities between the modules – and to nominate a coordinator. Group exercises included drafting strategies for collaboration strategies with CoD CSOs, strategies for effective engagement with the missions/ labour attaches in CoD, and drafting a shadow report to the CMW. Participants engaged in at least three practical advocacy sessions with stakeholders - Ministry of Expatriate Welfare and Overseas Employment and Bangladesh Association of the International Recruiters Agencies (BAIRA); and the Australian High Commissioner.

Such activities were valuable for building knowledge, skills and confidence and collaborative

- ❖ *No learning will work without practice, so practical exercise was the most significant part of these modules*
- ❖ *Practical exercise was more effective in promoting the sharing of experience among the learners*
- ❖ *Group work and practical exercises developed a sense of togetherness among us to work together with the skills of diplomacy*
- ❖ *We had exchange with stakeholders like BAIRA, Minister. Then we had also reflection and practical session with feedback, learning, and gaps.*

working relationships.

The training was conducted in English and Bangla, with simultaneous translation and interpretation provided. DTP conducted participant need assessment (PNA) in between modules to seek the interest and needs of the participant. Module content was thus accordingly adjusted as the program proceeded.

DTP took responsibility for developing the curriculum, selecting trainers, and drafting trainer briefing notes. Written schedule and training notes were prepared for each session and shared among co-facilitators and individual trainers. Wherever time and circumstances allowed there were also face to face preparatory briefings of trainers. WARBE played a key role in coordinating activities between modules, providing support as necessary to participants.

DTP requires participants to take an active role in program management and facilitation – structuring this role by allocating responsibilities to groups of participants. This is also an effective way of developing collaboration, positive working relationships and exchange of experiences.

Materials

DTP prepared materials to support each module of the course. Some of these were important reference documents, some were practical tools to assist in strategic analysis.

Individual trainers also prepared PowerPoint presentations and these were copied and provided to participants in hard and soft copy. Please see appendix for a list of the materials produced. Copies of materials are also available on request from DTP.

Extensive and detailed reports of each module were also prepared and distributed to participants, and others in the DTP network through its monthly e-newsletter and migrant workers' rights e-bulletin.

Monitoring and Evaluation

Each day of each module the facilitating team would meet with a representative group of participants and seek their feedback. Participants were encouraged to speak freely and to be analytical and critical – and they were. Positive feedback was usually balanced with critical feedback that led to adjustments the following day.

At the end of each module, participants would be involved in identifying priorities and content for the next modules. There would be a feedback session and participants were again invited to be critical. This was supplemented by a written evaluation that would be completed anonymously by participants.

Most participants completed an end of training written evaluation and there was a final - end of training oral evaluation session which was very positive and affirmed the benefit of the program to the different participants. As would be expected different participants emphasised different outcomes and benefits from their participation. DTP/MFA will aim to discuss a follow-up evaluation/reflection process.

Program Outcome and Impacts

The national program in Bangladesh brought together 30 plus participants from a range of NGOs, trade unions and CBOs over five modules. The focus of the program was strengthening advocacy capacity of civil society, and building a more effective and collaborative network among advocates to influence government and the private sector.

The course focused on developing and building the participants' knowledge and skills in various areas including their advocacy skills, communication skills, and their knowledge of United Nations system, human rights of migrant workers, human rights processes as well as international and regional mechanisms and processes. Participants have had a practical exercise on drafting shadow/parallel report to the CMW. There has been a core working group established to engage with the UN processes and mechanisms. This core group, in partnership with WARBE, organised a national consultation on the shadow report on 4 March 2017.



The program built collaboration and strengthened national and international network. MFA also facilitated for their participation in the PGA and GFMD process in Bangladesh in December 2016, which lead to strengthening of networks at the regional and international level.

Collaborations have been established between participants and some of the trainers in the program.

The participants have had practical advocacy sessions with the government and private sector. DTP and its alumni provided the participants to meet with the Minister of Expatriate Welfare and Overseas Employment and his team to discuss pressing issues. They have also had an engaging dialogue with the general secretary of the recruiter's association – BAIRA, and called on the Australian High Commissioner to discuss about the migrant workers' rights.

Participants in this program have now become part of the wider MFA and DTP networks. As members, they will continue to receive updates and information through newsletters in relation to the UN mechanisms and different regional processes. MFA will provide further opportunities



for some to be engaged in lobbying and advocacy in these processes. As alumni of DTP, the participants will be linked into DTP's wider alumni network and may apply to participate in other human rights programs. DTP and MFA will seek to do follow-up work to continue to engage the participants and to reflect on the outcomes and impacts of the program.

The following table summarizes the program objectives, participant expectations and some outcomes. In the final program evaluation, completed anonymously at the end of Module 5, 87% of the participants said the program had fully met their expectations, while the remaining 13% of the participants said the program had partially met their expectations.

OBJECTIVES	PARTICIPANT EXPECTATIONS	OUTPUTS/OUTCOMES/IMPACTS
<p><u>OBJECTIVE 1</u></p> <p>To build and deepen the capacity of participants to be more effective in their advocacy for the rights of migrant workers and in their engagement with UN mechanisms</p>	<ul style="list-style-type: none"> • Learning more about making labour migration safer • Identify sectors where the dignity of migrant workers is being violated • How to contribute to the GFMD and the PGA • To increase skills and contribute to raise awareness for migrants’ rights • Knowledge of providing legal support for migrant workers • To learn more about the existing national and international laws and policies related to migrant workers 	<p>Knowledge and Skills on UN Mechanisms</p> <ul style="list-style-type: none"> • International human rights mechanisms relevant to migration • International normative framework on migrants’ human rights • A human rights-based approach to migration • Convention to Eliminate All Forms of Discrimination Against Women • Universal Periodic Review • Special Procedures • Treaty Bodies • ILO standards and mechanisms <p>Advocacy, Communication and Organizing skills</p> <ul style="list-style-type: none"> • Analysis of national policy framework • Lobbying with the Minister, BAIRA • Australian Mission visit • Media engagement, video advocacy skills • Using situational analysis, SWOT analysis, power mapping, SMART goals, influence trees <p>Other skills and knowledge</p> <ul style="list-style-type: none"> • Regional and International Intergovernmental Processes – SAARC, Colombo Process, Abu-Dhabi Dialogue, GFMD, MICIC • Case documentation/ evidence based policy change • Understanding the role of the private sector and recruitment industry

		<ul style="list-style-type: none"> • Shadow/Parallel Reporting – practical exercise on reporting to the CMW • Identification of migration issues and challenges – practical/ group work on planning advocacy to address issues
<p>OBJECTIVE 2</p> <p>To strengthen participants’ networks on the national level, and to create opportunities for them to build relationships in origin/destination countries as well as at the international level</p>	<ul style="list-style-type: none"> • How to pressure countries of destination (CoDs) to ensure and advocate for the rights of migrant workers • To be able to raise awareness on the grassroots / community level and in schools regarding the safe migration process • Build their skills to be a diplomat for their organization and contribute to advocacy and national interventions • To develop the knowledge and skills to engage and influence the Bangladeshi government • To improve civil society’s relationship with the Bangladeshi government and the international community 	<p>Group exercises and in-between module assignments created space for participants to work closely and build collaboration and team work</p> <p>NATIONAL</p> <ul style="list-style-type: none"> • Strengthened national networks: <ul style="list-style-type: none"> - Contacts with international institutions - ILO, OHCHR, SDC, Australian High Commissioner - Contacts with national stakeholders – Ministry of Expatriate Welfare and Overseas Employment, BAIRA - Contacts with others – CIC-BD, DRIK Institute, journalists, lawyers • National coalition of NGOs for working on shadow report to the CMW • Dialogue and engagement with key government officials, and recruiter’s association • Core group established to engage with the government, BAIRA, NHRC <p>INTERNATIONAL</p> <ul style="list-style-type: none"> • Strengthened international networks: <ul style="list-style-type: none"> - Contacts with representatives from ILO India, UPR expert from USA, ICMC Geneva

- Contacts with COD CSOs – NHRC Maldives, Caritas Lebanon, Bar Council Malaysia
- Contacts with others – Ellene Sana, Rhodora Abano, William Gois and MFA team
- Developed strategies and established core group for collaboration with COD CSOs



Participant feedback

- ❖ *I was a novice when I started DTP. Now I am an activist and an advocate committed to continue advocacy for migrant workers and any form of violation against human rights*
- ❖ *DTP provided me enough resource and linked up with opportunities. Now its up to me how I can play my role*
- ❖ *I have been able to strengthen my network at both national and international level, learned about legal instruments worldwide and developed my skills which is helpful to contribute to my organisation*
- ❖ *Follow up training should be arranged. We need advanced level training.*
- ❖ *I will try to sharpen my effort in advocacy from the learning of this training*
- ❖ *I can now easily submit a case to the Special Procedures*
- ❖ *The processes and techniques were very inclusive to create common and safe place to share opinion and thus feel empowered and motivated*
- ❖ *Assignment on tasks allocated between modules made me keep in touch with regular learning of DTP and also with participants as a group member*
- ❖ *I now know almost all CSO's working on MWs issue and have interactions with some government institutions. Looking forward now how to work with them*
- ❖ *I am so grateful to DTP for giving me the scope to develop my advocacy skill. My skill level is better than before and I think through regular practice, engagement with DTP and update I will be able to increase my skill level further*

Conclusion

Bangladesh is one of the highest remittance receiving countries in the world, as well as one of the top migrant workers sending countries. The issues and challenges faced by Bangladeshi MWs are wide-ranging and serious. Abuses occur in Bangladesh and these increase the vulnerability of workers and the extent of violations in countries of destination. Government policies emphasise the need to increase the flow of remittances, effectively to increase the numbers of migrant workers going to key destination countries, without commensurate resources or priority given to the rights of these workers and their families. These workers get exploited throughout the migration process. The private sector actors engaged in migration – agents, brokers, and recruiters, are insufficiently regulated, and self-regulated. The relationships are characterised by exploitation, rather than respect for common standards of human dignity. The ILO has documented the reality that migrant workers from Bangladesh pay the most in recruitment fees, yet receive the lowest wages in countries of destination.

The efforts of civil society played a key role in persuading Bangladesh to ratify the Migrant Workers Convention (CMW) in 2011. This has led to significant improvements in national legal frameworks to bring laws (and policies) into conformity with the CMW. Progress has been made. The government also chaired the Global Forum on Migration and Development in 2016 and has made commitments to the rights based approach to labour migration.

Nevertheless the reality is that laws and policies are not adequately implemented and there is considerable frustration at continuing abuses, the lack of adequate services and resourcing and the access to justice for abuses.

Migrant workers and their CSO advocates in Bangladesh face a multitude of challenges. For many the priority remains on service provision – and in responding to the urgent needs of individual cases. This reflects the reality that migrant workers and their families still cannot or do not look to government, or government agencies to address these needs.

The DTP/MFA program was an effort to build the capacity of these advocates and to strengthen their national and international network. It was intended to help some of them shift from service delivery to more effective policy advocacy.

Over five modules the participants developed and gained knowledge and skills to better advocate for migrant workers' rights.

It is difficult to objectively measure and capture the outcomes of the training. It is hoped that through this investment of time and resources over a year, the program will have a long-term impact on the individuals and their organisations. DTP has had positive feedback from the local partners that the participants have been confident in their approach to the issues post training. DTP/MFA will provide further assistance and support to individuals for continued learning and capacity building.

DTP hopes that the program has made a practical contribution to the work of the advocates and their organisations. Lesson learned from Bangladesh and other country-programs will be reflected into the next program in Malaysia.

Annex 1

Bangladesh Trainer Profiles

Mika Kanervavuori

Mika Kanervavuori is a Finnish national and has been working with the Office of the High Commissioner for Human Rights (OHCHR) since 2001. He is currently the Senior Human Rights Advisor to the United Nations in Bangladesh since early 2014. Before the assignment in Bangladesh he was the Officer-in-Charge of OHCHR's Regional Office for the Pacific located in Fiji.

Previously and based in Headquarters he was responsible for mainstreaming human rights and for support to United Nations Resident Coordinators, United Nations Country Teams, and Human Rights Advisors in mainstreaming human rights and applying human rights based approach to development programming and humanitarian action. Among other previous functions within OHCHR he has also been much involved in training on the United Nations human rights system as a whole, and in particular training related to follow-up to and implementation of recommendations and outcomes from the international human rights mechanisms by different stakeholders at the national level.

He has also held coordination and management functions at Headquarter, substantive servicing of the treaty bodies, supporting the Secretariat of the Commission on Human Rights (CHR), supporting the work of the Working Groups of the CHR and the Secretariat for the World Conference Against Racism (2001 and 2009). He has also worked for United Nations World Food Programme, the United Nations Peacekeeping Mission in the Former Yugoslav Republic of Macedonia, and for the Finish Foreign Ministry as a researcher.

He holds a Master's degree in International Relations from the University of Abo, Finland.

Sumitha Shaanthinni Kishna

Sumitha Shaanthinni Kishna is currently the Assistant Director at Bar Council Malaysia. She has been employed in Bar Council since Sept 2007 and assists various committees including the Human Rights Committee, Migrants Refugees & Immigration Affairs Committee and Industrial & Employment Law Committee. She is also the Head of Department of the Practitioners Affairs Division at the Bar Council Secretariat.

She holds a LLB (Hons) and was called to the Malaysian Bar in 2005. She is a qualified mediator and on the mediators panel of Bar Council Mediation Centre.

Faruque Ahmed

Ahmed is the Finance Secretary of WARBE, a grassroots migrant organisation in Bangladesh. WARBE focuses on advocacy and lobbying for the law's implementation and enforcement and policy change regarding international migration at the national level, such as the ratification of the UN Migrant Workers Convention and ILO Conventions related to Migration. In addition, WARBE works to empower individuals at the grassroots levels through conducting training workshops. Ahmed is responsible for arranging repatriated/returnee migrant workers and their

families. He organises the monthly awareness programs and also organises counselling programs for potential migrants. In addition, Ahmed has campaigned against abuse and exploitation in the workplace. He also undertakes advocacy on policy change on labour migration. In 2006, Ahmad coordinated the “Safe Migration, Reintegration and Livelihood Options” Project in Bangladesh, which set out to build a conducive environment for safe migration and return for migrants, returnees and their families. Ahmed was a previous participant of the Migrants Workers Program in 2005 in Bangladesh.

Noha Roukoss

Noha is responsible for the training department and advocacy at Caritas, Lebanon Migrant Centre and has been working with this organisation for 14 years. Throughout her time with Caritas Lebanon Migrants Center she has been a counsellor for migrants, refugees and asylum seekers, accelerated the release of special cases and organised recreational activities. Her current role includes developing and conducting events concerning female domestic migrant workers, refugees, female victims of human trafficking and gender based violence. She also is developing human rights training material for different NGOs in Syria, Nepal and Bangladesh who focus on these issues.

Aishath Shifana

Shifana is the Senior Education Officer and the acting HOD of the Advocacy Department in the Human Rights Commission of the Maldives. In this capacity and in liaison with government, International Organization for Migration (IOM), and NGOs she has organized many awareness and capacity building programs on human rights. Shifana has a master’s degree in Education and holds a bachelor’s degree in Economics. She is passionate about business and human rights, migration and development, migrant workers’ rights and human trafficking. In the area of promoting and protecting the rights of the migrant workers, she has organized and facilitated many awareness and training programs and developed awareness materials promoting the fundamental right and freedoms of migrant workers living in the Maldives. She also contributes to the comments made by the NHRI on legislation related to migrant workers and has been advocating the ratification of the UN Migrant Workers Convention. She believes this program will create a platform to share knowledge and experience in promoting and protecting the rights of migrant workers.

Ellene Sana

Ellene is the Executive Director of the Centre for Migrant Advocacy (CMA) in Manila. She is also is also co-coordinator of ICOFVR and coordinator of Philippine Solidarity for East Timor (Phil-Seti). Ellene has over 20 years experience of working to advance respect for human rights in the Philippines and internationally. Ellene is a regular resource person in Congressional meetings and public hearings on migration-related policies and issues in the Philippines; she is also the main spokesperson of CMA regarding migration-related issues. The Centre for Migrant Advocacy engages with policies at various levels - locally, with local government officials and community-based groups; nationally, with policy makers and executive agencies; and regionally, with organisation like ASEAN, ILO, ILC and UNHCR.

Rhordora Abano

Rhodora has served as Advocacy Officer of Centre for Migrant Advocacy (CMA) since 2003. Her major responsibilities are in presenting CMA's policy advocacies before government bodies such as in the Technical Working Group meetings and public hearings on migrants' concerns at the House of Representatives and the Senate. She attends meetings of the Consultative Council on Overseas Filipino Workers, a GO-NGO consultative council, and with other government agencies and represents CMA in select NGO meetings, forums and conferences, both in the Philippines and abroad. Rhodora has been involved in providing inputs to the NGO report to the Universal Period Review of human rights in the Philippines as well as on the Economic, Social and Cultural Rights' compliance report of the Philippine government. She also alternates with the Executive Director in giving interviews to the media regarding current migration issues. Prior to joining CMA, Rhodora had worked as Child Development Program Coordinator and management collective member of an association of migrant returnees and their families from 1997-2003

William Gois

William Gois is the Regional Coordinator of the Migrant Forum in Asia, a regional network of migrants' organizations, NGOs, advocates, grassroots organizations and trade unions working to promote the rights and wellbeing of migrant workers and members of their families. He also chairs Migrants Rights International (MRI), an international non-government organization with consultative status with the UN Economic and Social Council (ECOSOC). Over the last twenty years, he has been at the forefront of international advocacy efforts engaging and influencing international and multilateral organisations to promote equitable and fair migration and development policies. He works closely with UN Treaty Bodies, with the Office of the High Commissioner on Human Rights (OHCHR) and the Committee on Migrant Workers and other special mandates. He also heads a team to the International Labour Conference (ILC) of the International Labour Organization to monitor the development of labour migration issues within the ILO framework. The last such team was during the June 2011 ILC where the Conference adopted ILO Convention 189, a landmark Convention that recognizes domestic workers as workers with the same rights as other workers.

Joshua Cooper

Joshua Cooper is an academic in political science and journalism, non-violent social movements, ecological justice in Oceania and Indigenous peoples' rights. He lectures at a number of universities and educational institutions throughout the world including the University of Hawaii and the International Training Center for Teaching Peace and Human Rights in Geneva.

He has also had a number of leadership and supervisory roles, including as an Asia Pacific Leadership Program Fellow at the East-West Center, Area Coordinator for Amnesty International USA, Senior Advisor to the Unrepresented Nations and Peoples Organization in the Hague, Board member of Peace Action, Board member of the Human Rights Task Force for the United National Association of the USA, and former Chair of the AIUSA Indigenous Peoples Task Force. Joshua has also been selected to work with Nobel Peace Prize Laureate and U.S. Vice-President Al Gore on The Climate Project.

He has most recently been appointed the US Human Rights Network Universal Periodic Review Geneva Coordinator for the historic first review of the human rights record of the United States of America.

Patrick Earle

Patrick Earle has over 20 years’ experience working in the human rights movement, both in Australia and internationally. Since 2003 Patrick has been the Executive Director of the Diplomacy Training Program, and in this role has developed and facilitated human rights courses in the region – including new thematic courses focusing on human rights business, human rights and migrant workers and the rights of Indigenous peoples.

From 1996 until 2003, Patrick worked with the Human Rights Council of Australia with a focus on its ground-breaking project on the relationship between human rights and development and is co-author of “The Rights Way to Development – Policy and Practice”. Prior to that he worked for Amnesty International in London and produced their first International Campaigning Manual. Patrick is on the Steering Committee of UNSW’s Initiative on Health and Human Rights, a member of the Human Rights Council of Australia, and Visiting Fellow at the Faculty of Law at UNSW.

Other Trainers from the Program

NAME	COUNTRY
Ms Rekha Saha	Bangladesh
Dr Chowdhury Abrar	Bangladesh
Mr Adilur Khan	Bangladesh
Mr Kazi Kalam	Bangladesh
Mr Naser Alam	Bangladesh
Mr Shahidul Alam	Bangladesh
Mr Shakirul Shakil	Bangladesh
Mr Syed Saiful Haque	Bangladesh
Mr Igor Bosc	India
Ms Alexis Bautista	Philippines
Ms Tatcee Macabuag	Philippines

Annex 2

List of Materials

United Nations

- Diagram of the UN Human Rights Treaty System
- International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families
- The 5 year Action Plan for Collaboration
- Human Rights Treaty Body Ratification – Bangladesh – Nov 2015
- The Rights of Migrant Workers: Using the ILO Standards and Engaging with the ILO System/Mechanisms
- International Labour Standards and Migrant Workers
- Convention on the Elimination of All Forms of Discrimination against Women
- General recommendation No. 26 on women migrant workers
- CEDAW and the Female Labour Migrants of Bangladesh
- Convention on the Elimination of all forms of Discrimination Against Women by countries of destination
- C181 – Private Employment Agencies Convention, 1997 (No.181)
- P029 – Protocol of 2014 to the Forced Labour Convention 1930
- The UN Guiding Principles on Business and Human Rights; An Introduction
- Guiding Principles on Business and Human Rights
- Special Rapporteur report on Human Rights of Migrant Workers
- UN Human Rights System and the Rights of Migrant Workers – Examples of Recommendations about Migrant Workers and Countries of Destination
- A Practical Guide for Civil Society – UPR
- Calender of Reviews for the 3rd Cycle (2017-2021)
- The UN's Universal Periodic Review (UPR) and The Rights of Migrant Workers
- A Quick Guide on the UN's Universal Periodic Review (UPR)
- Submitting a Complaint on an Alleged Human Rights Violation
- The UN "Protect, Respect and Remedy" Framework for Business and Human Rights
- Directory of Special Procedures Mandate Holders
- Ways forward in recruitment of 'low-skilled' migrant workers in the Asia-Arab States corridor - ILO White Paper

Regional and Intergovernmental Processes

- DTP Background Brief: The Global Forum on Migration and Development
- Ethical Recruitment; Open Working Group on Labour Migration and Recruitment – Policy Brief #5 (pre-reading)
- Dhaka Principles for migration with Dignity

Advocacy and Lobbying

- 10 Steps to Writing a Shadow Report
- Simple Guide to Lobbying
- Lobbying - AI Campaigning Manual
- Advocacy Series Module 1: Advocacy campaign management
- Advocacy Series Module 4: Building and Maintaining Coalitions
- Influence Tree: Indirect Targets to influence the minister
- SWOT and Power Mapping

Bangladesh Documents

- Overseas Employment and Migrants Acts 2013-Passed 23 Oct 2013
- Bangladeshi labour migration to the Gulf States: patterns of recruitment and processes
- The Cost: Causes of and potential redress for high recruitment and migration costs in Bangladesh
- The Ministry of Expatriates' Welfare and Overseas Employment

Other Documents

- Governance of Migrant Worker Recruitment: A Rights-Based Framework for Countries of Origin
- Asian Pacific Forum publication - Promoting and Protecting the Rights of Migrant Workers (pre-reading)