
EXECUTIVE SUMMARY

This is the report of a regional capacity building program for *Promoting the Rights of Migrant Workers in the Middle East, North Africa and Asia*, held from 10 – 14 March 2018, Beirut, Lebanon.

The training was organized by Diplomacy Training Program (DTP), Migrant Forum in Asia (MFA), and Cross-Regional Center for Refugees and Migrants (CCRM). It brought together over 25 participants from NGOs, media journalists, lawyers, faith-based groups, and migrant community representatives. The participants came from Bahrain, Egypt, Jordan, Kuwait, Lebanon, Morocco, Turkey, Nepal, Ethiopia, the Philippines, and India.¹

The program schedule was a busy and balanced building of knowledge and skills with the development of personal networks. The program content included different human rights and ILO conventions and human rights mechanisms related to migrant workers, how to build different collaborations between countries of origin and destination, how to engage the private sector and governments, how to engage the media in lobbying and advocacy work, and the Global Compact on Migration (GCM) process.

The resource persons for the sessions were Dr Ryszard Cholewinski (ILO), Abeer Al-Khraisha (OHCHR), Sophia Kagan (ILO), Marie-Jose Tayah (IDWF), Professor Ray Jureidini, Glenn Miles – Australia’s Ambassador to Lebanon, and Reem Khalifa.

On behalf of the program partners, DTP would like to express its thanks and appreciation to the trainers² who shared their knowledge and expertise, to the participants who created such a positive learning environment and to the Swiss Development Cooperation Agency (SDC) who provided the funding that made the program possible.

This report provides a summary of the program content, highlighting the objectives and outcomes of each session. The report also provides a brief background of the program and its organising partners.

- ❖ *I feel more confident. I now have knowledge and skills to look into the issues of migrant workers from different perspectives which I believe will help me to work more effectively.*
- ❖ *A lot of new knowledge and experience-learning was added to expertise on the subject. UN mechanisms, global compact on migration and ILO knowledge was very prominent, and the presence of academics and experts was very valuable and gave a critical approach to the whole scene.*
- ❖ *I was really impressed with the session on lobbying, which I did not know before. It will be very useful in my project.*

Participants Feedback

¹ See Annex I for participant biographies.

² See Annex II for trainer biographies.

BACKGROUND

The treatment of the millions of migrant workers in the Middle-East has come under the international spotlight. There is growing international pressure for international human rights standards to be applied, for domestic laws to be reformed and for processes of recruitment to be more regulated.

The treatment of migrant workers is one of the key human rights challenges of the region and the 21st Century. Rapid economic change is driving more people to cross borders in search of decent work. Increasingly it is women who are migrating for work, and women are particularly vulnerable to abuse and violations of their human rights. Migrant workers are subject to discrimination, unsafe and unhealthy working conditions, non-payment of wages violence and detention. In many cases migrant workers are forced to live on the fringes of society, beyond the usual protection of the law. The abuses experienced by migrant workers are reported in heart-breaking stories the media in the Philippines, Nepal, Bangladesh, Sri Lanka and Indonesia and in the reports of Amnesty International and Human Rights Watch. Effective advocacy is vital to narrowing the gap between internationally accepted standards and the real-life experiences of many migrant workers.

Both governments and business have responsibilities to the rights of migrant workers but can lack awareness and understanding of relevant international standards. Individuals and organisations in civil society have a vital role to play in promoting standards to governments, building the political will for implementation of standards, and in holding governments and business accountable. To fulfil this role, there is a need to build capacity – knowledge, skills and networks.

The human rights challenges arising from labour migration are complex and require responses and reform in both countries of origin and destination. In DTP-MFA's experience there is great value in bringing together concerned individuals from countries of origin and destination.

DTP and MFA have worked together in partnership since 2004 to build this capacity. Capacity building programs have been held in Indonesia, Bangladesh, Nepal, Sri Lanka, Myanmar, Malaysia, Cambodia, Philippines, Timor-Leste, Thailand, Lebanon, UAE and Qatar. From 2009-2012, DTP and MFA worked in a formal partnership with the Asia Pacific Forum of National Human Rights Institutions (APF) to build capacity and collaboration. DTP & MFA held the first capacity building programs in the Middle-East in 2012, bringing together participants from origin and receiving countries to build knowledge, skills and collaboration. Since then, annual programs were held in Doha, Qatar with the purpose of engaging the community in the Gulf region, the Middle East and in South Asia on issues relating to migrant workers. The 2018 regional program continued this capacity building work – and complements other capacity building work on DTP and MFA in countries of origin. DTP/MFA continues to learn and to adapt its programs.

PROGRAM PARTNERS

DTP is an independent NGO advancing human rights and empowering civil society through quality education and training and the building of skills and capacity in NGOs. It is affiliated with the Faculty of Law at UNSW in Sydney. **MFA** is a regional network of NGOs, associations, trade unions of migrant

workers, and individual advocates in Asia who are committed to protect and promote the rights and welfare of migrant workers. **CCRM** is a network of active refugee and migrant rights organizations in the Euro Mediterranean and Arab Region working on promoting the rights of refugees and migrants, and fostering experience sharing, dialogue and cooperation between civil society organizations in Euro-Mediterranean countries and the Arab world.

PROGRAM CONTENT, TRAINERS AND METHODOLOGY

DTP/MFA have developed a very participatory methodology that seeks to ensure the training content and process relates to the needs of participants. The programs seek to balance the building of knowledge and skills, and to enable participants to share experiences and build networks. Each program begins with participant introductions, a sharing of expectations and discussion of the key issues. This helps to ground the program in the work of the participants and the challenges they face.

There was significant content in this program – on conceptual frameworks, international law, migration governance, the role of the private sector, the process of labour recruitment and different approaches to advocacy, engaging audiences and telling stories. Participant reflections on program content, and the balance of knowledge and skills within the program were positive.

The consistent challenge is get the balance right between depth and range of content. The diversity of participants – what they might find useful and applicable lends itself to having a wide range of content, but there is a need to constantly review this balance.

DTP acknowledges the trainers on this program - academic experts and leading practitioners. The range of training/teaching styles of the different presenters, each with their own subject expertise is also seen as a great positive. All of the sessions were interactive, with trainers engaging the participants, responding to them – and expressing appreciation to them for the mutual sharing of knowledge and experiences. There was an important sense of shared purpose. A number of the trainers were able to be present for much more than their own sessions and this added considerable value.

PROGRAM CONTENT

Program started with a welcome note from program partners, followed by participants' introduction and expectations from the program. The program schedule and agenda were introduced to the participants. It was highlighted that the program agenda/sessions would focus on meeting the expectations of the participants.

The introduction session was followed by identification of issues and concerns relating to migrant workers in the Middle East by the participants, which were –

High Recruitment fees/costs	Ties workers to specific employers
Fraudulent recruitment agencies - problem of misleading information	Cannot freely leave the CoD – need permission of Kafael
Lack of proper pre-departure training/awareness building. Lack of awareness of rights and responsibilities amongst MWs	Embassies not effective in protecting the rights of their nationals
Workers are deceived about pay and working conditions. Contract Substitution	Wages/salaries not paid/ not paid in time
Lack of coordination/cooperation/communication among recruitment agencies in CoO and CoD	Unjust & unsafe working and living conditions
Lack of access to basic services	Lack of access to justice and legal support
Low pay for migrant workers	Passport confiscation
Negative public/government attitudes	Lack of case management
Domestic workers made to work long hours, no days-off, kept behind locked doors, ill treatment, denied adequate food, accommodation	Domestic work not recognized as work, not covered by labour law
Lack of right to freedom of association	Forced labor

Understanding Labour Migration as a Human Rights Issue

Ryszard Cholenwinski, Senior Migration Specialist, ILO Regional Office for Arab States

Ryszard started by highlighting that labour is not a commodity – principle expressed in the ILO founding documents. The focus should be on the treatment of people as human beings and not just as a factor of production – and should be treated with dignity and respect. There is prevalence of commodification in the language surrounding MWs – for example their contributions are measured in remittances (economic terms) instead of their contribution to the society and welfare of their families. The focus should be on reframing the migration narrative in positive terms, to curtail racism and xenophobia, and champion the merits of migration.

Ryszard further focused on the importance of having “whole of government” and “whole of society” approach in governance and management of labour migration, recommending that society as a whole needed to make an effort for successful integration and that societies had to be built on common values and universal human rights – fostering inclusion.

To better protect the rights of MWs there needs to be in place normative framework – having rule of law including principles on who is accountable. The core ILO conventions highlight that migrant workers’ rights are human rights. A lot of contentions on migrant workers’ rights revolve around the state sovereignty principle, but the states (governments) are expected to respect, protect and fulfil human rights and are responsible for putting the mechanisms in place to fulfil these rights.

Introduction to the UN Human Rights Mechanisms

Abeer Al-Khraisha, Human Rights Officer, OHCHR

The human Rights system is divided into two pathways –

- *Human Rights Treaty Bodies*: They are independent bodies composed of independent experts. Legally binding treaties are negotiated and adopted by States within the framework of the United Nations General Assembly. The governments have three main duties to individuals. First, governments have to *respect* and refrain from interfering with the enjoyment of the right. The laws, policies, programmes and practices must not violate rights. Second is to *protect* and prevent others from interfering with the enjoyment of the rights. This is where laws enacted provide sanctions as well as give access to redress mechanisms. Lastly, the governments are obliged to *fulfil* and adopt appropriate measures towards the full realization of the rights. This can be done by facilitating, by allocating resources, setting goals and promoting rights.
- *UN Charter based mechanisms*: They are mechanisms established under the Human Rights Council. The UN's Charter based human rights mechanisms derive their authority directly from the UN Charter (mandate) which explicitly refers to human rights. Mechanisms established under the HRC are Special Procedures, and Universal Periodic Review (UPR).

The Human Rights Council convenes and conducts the **Universal Periodic Review (UPR)** which reviews the human rights record of all UN Member States, on a 4.5-year cycle. This leads to the adoption of recommendations for improving human rights. It is possible for NGOs to engage with this process formally and informally to influence its outcomes – the recommendations made to government.

The **Special Procedures** consists of individuals, special rapporteurs or independent experts, or groups of individuals, called working groups. Each has a specific mandate and are flexible. They can respond to urgent human rights situations, have global coverage, and can direct communications to governments and employers. UN Special Procedures can accept credible information from NGOs. They can receive and act on complaints, write letters of allegation. They also conduct country visits.

Introduction to UN Convention on the Rights of Migrant Workers

Ryszard Cholenwinski, Senior Migration Specialist, ILO Regional Office for Arab States

The convention adopted in 1990 defines a migrant worker as “*a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national*”. The core of the framework is the principle of non-discrimination and it applies to both nationals and non-nationals including family members (part-3 of the convention applies to all migrant workers, regardless of the legality of their presence on the territory of a state; part-4 focuses on regular migrant workers).

The Convention in general fosters respect for migrants' human rights. It recognizes that migrants are not only workers, they are also human beings. The Convention aims to promote equality of treatment, and the same working conditions, including in case of temporary work, for migrants and nationals. The Convention stresses that irregular migrants must have their fundamental human rights respected, like all human beings.

Ratification – 51 states (as at 14 June 2018 – [current count](#))

The Convention has not been signed by any of the countries of destination. Some of the CoD have argued that the convention is for sending countries. One of the reasons to its non-ratification by States is that the convention provisions no longer relevant in current labour migration landscape and it does not deal with current issues. There are also claims from state parties that migrant workers' rights are adequately protected by other human rights instruments. Lack of political will to ratify the convention has been the major obstacle to the low level of ratification of the Convention.

Decent Work for Domestic Workers

Sophia Kaqan, Chief Technical Adviser, Regional Fair Migration Project, Middle East

Domestic workers are a sizable portion of the labour force with estimates of about 52.6 million workers worldwide in 2010 – which is 3.6 of global wage employment. Most of the domestic workers are women, many under the age of 18 and are migrant workers. They are frequently excluded from labour and social protection and are vulnerable to discrimination and other human rights abuses especially in the case of 'live-in' workers

ILO Convention 189 is the first international instrument that recognizes domestic workers as workers and promotes gender equality while complementing other ILO standards. It defines domestic work as - *Work performed in and for a household or households.*

The convention recognizes that domestic workers have a right to decent work, like other workers. The convention also talks about addressing all kinds of abuses against domestic workers – including equal treatment, wage discrimination, protection against abuse, harassment and violence, and occupational safety and health.

Domestic Workers Recommendation 201 provides guidance on several matters not addressed by the Convention. It provides policies and programmes for the professional development of domestic workers and their work-life balance, and provisions regarding statistical data and international cooperation in a number of areas, including with regard of the protection of the rights of domestic workers employed by diplomatic personnel.

As of March 2018, the ILO Convention 189 has been ratified by 25 states.

Advocacy for ILO Convention 189 and Migrant Domestic Workers Rights

Marie Jose Tayah, Migration Expert, International Domestic Workers Federation (IDWF)

Marie highlighted that there are not many organization working to address the issues of domestic workers. Participants highlighted that the issue of not following-up on the discussions and no working collaborations between organisations has been a challenge to work on the issues of domestic workers.

Participants were asked to identify a relevant area that they are willing to collaborate with others within the country to work on the issues of domestic workers. Some of the areas identified were –

- *Lebanon* – issue on wage differences because of nationalities. Discrepancies in the wages than in the contract
- *Bahrain* – issues surrounding weekly rest, determining working hours for domestic workers

- *Syria* – issue on refugees becoming domestic workers (i.e. Syrian refugees who are entering Germany)
- *Italy, Egypt, Morocco* – minimum wage

Marie highlighted that going forward there should be a regional agenda on demographic and social transformation of the society that is taking place. Life expectation rates are increasing, less people are having children and more people are living longer, meaning households are resorting to domestic workers for elderly care. Reassessing the way that the domestic work sector is regulated is important from a policy advocacy perspective.

Reforming Recruitment - Understanding the Problem and Challenges

Prof. Ray Jureidini

Professor Jureidini highlighted that in the industry of recruitment, there is a widespread culture of corruption which starts when workers in the countries of origin pay charges imposed by recruitment agencies in their countries. The process of determining whether a migrant worker pays for his job or not begins in the country of destination where corporations are tendering for the projects. Projects are awarded on price to the lowest bidder. If labour recruitment costs can be excluded (met by the workers) the company can put in a lower bid to get the contract. In the process, the recruitment agencies also compete amongst each other to supply workers to the construction companies. These agencies will supply cheap labour for a cheaper price or lower wages, and sometimes the company in country of destination will even get paid. Ray these as the “kickback”.

Ray pointed out that a key feature of recruitment fees is that there is an evident discrimination that is occurring towards migrant workers in terms of their skill levels. Those who are higher-skilled professional workers do not pay recruitment fees, while those who are low-skilled workers are more exploited and vulnerable to corruption. Workers from Bangladesh are charged the most for their jobs yet paid the least for their work.

Ray also shed light on the ongoing campaigns on fair recruitment and fair hiring. He discussed the model on accreditation of ethical recruitment – a fair recruitment stamp to identify ethical recruiters. An ethical recruiter is someone who does not take money from workers. International standards call for payments not to be made.

ILO General Principles and Operational Guidelines for Fair Recruitment

Ryszard Cholenwinski, Senior Migration Specialist, ILO Regional Office for Arab States

Migrant workers experience an abusive and fraudulent recruitment process, which usually involves – charging fees, deception with regard to contracts, restriction of movement, retention of identity documents, and recruitment into hazardous and unsafe work. Recruitment should take place in a way that respects, protects and fulfils internationally recognized human rights, in particular - Freedom of association and collective bargaining, prevention and abolition of forced labour, elimination of child labour and non-discrimination in employment/ occupation.

In response to the challenges and growing concern of abusive and fraudulent recruitment practices, ILO launched a global *Fair Recruitment Initiative*. The objective of the Initiative is to help prevent human trafficking and forced labour, to protect the rights of workers, including migrant workers, during the recruitment process, and to reduce the cost of labour migration.

The Fair Recruitment Initiative also supported the development of the *ILO General Principles and Operational Guidelines for Fair Recruitment*. Derived from internationally recognized human rights and labour standards, the *ILO General Principles and Operational Guidelines for Fair Recruitment* informs the current and future work of the ILO and of other organizations, national legislatures, and the social partners on promoting and ensuring fair recruitment. They have been derived from a number of sources including the international labour standards and related ILO instruments. They are non-binding, rights based, aspirational, concrete and apply to all relevant actors – governments, enterprises (including labour recruiters and employers) and public employment services. These principles and guidelines are intended to cover the recruitment of all workers, including migrant workers.

Practical Skills on Lobbying, Campaigning and Dialogue

Patrick Earle, Executive Director, Diplomacy Training Program

Advocacy has an aim to influence public-policy and resource allocation decisions within political, economic, and social systems and institutions. Advocacy can involve pushing for reforms on laws, to change decisions of allocations of resources. Human rights advocacy is aimed at ensuring that governments and businesses fulfil their responsibilities to human rights.

Campaigning is an organised form of action to achieve specific change over a specific period of time. An example was given about the campaign for the UN to adopt a new international law on torture in a given period of time. There are numerous campaigning techniques and ways where change can be achieved. As well as the steps and actions that can be taken to protect, promote and realise human rights and make change in the society.

Patrick Earle led these sessions and highlighted that campaigning techniques have changed and developed over time, 25 years ago, no one was mobilising campaigns online via social media. New techniques and tactics are constantly evolving and being introduced to human rights advocacy. The decision about what technique should be used needs to be determined by what the strategy is – the analysis of the situation that assesses what will work best to influence and achieve the objectives that have been set. The action plan states what really needs to be done, when should it be done and by who. Lastly, it is important to keep evaluating the strategy, whether its objectives were met and what lessons were learned from the strategy and techniques.

Practical Exercise in Lobbying and Dialogue: Field Trips

- *Ethiopian Embassy – First Secretary*
- *Association of Recruitment Agencies*
- *Migrant Community Centre*

Engagement was organized to provide an opportunity for participants to educate and inform the diplomatic mission and the have a dialogue with the recruiter's association about the issues and

concerns of migrant workers, and also to help build participants' skills in strategic advocacy and engagement. The sessions provided opportunity for exchange of information between advocates and the mission and the recruiters representatives.

Participants also visited a Migrant Community Center where they were briefed about the services provided by the Center. They were also informed about the cases that the Center receives and how they document and provide case referral.

Global Compact on Migration

MFA and CCRM

International migration has been moving up the global agenda. It has been addressed in a number of intergovernmental processes including:

1. Global Commission on Migration in 2005
2. First UN High Level Dialogue on Migration and Development (1st UNHLD)
3. Global Forum on Migration and Development (GFMD) 2007-2016
4. Second UN High Level Dialogue on Migration and Development (2nd UNHLD)

Migration has also been included in the Sustainable Development Goals (SDGs).

In response to the large movements of people out of Syria and into other countries in the Middle-East – and out of conflict and poverty in Africa, and into Europe, a special UN Summit was convened in NY in 2016. It looked at what were termed mixed migration flows – mixtures of refugees, who could potentially invoke the protections of humanitarian law (the Refugee Convention) and of migrants who could not.

In the New York Declaration, adopted by governments at the end of the Summit, governments agreed to develop two new Global Compacts - on Refugees and on Migration.

The proposed Global Compact on Migration (GCM) will be a new governance framework for migration. What rights it will include, what issues it addresses and what responsibilities it imposes on governments is being negotiated between states at the final phase of the process. The Global Compact will be adopted in December 2018 in Morocco.

REFLECTIONS AND NEXT STEPS

Program Participants and Their Reflections:

The program was attended by over 25 participants from 15 different countries representing NGOs, journalists, trade unions, lawyers and migrant communities. There were participants from countries of origin and destination. The partnership with CCRM facilitated in bringing participants from the Middle East and North Africa region, which was valuable as it contributed to rich discussions and sharing of issues and best practices.

Collaboration is vital to making progress in addressing the problems. Participants reflected that that the bringing the participants from COO and COD helped build and strengthen their networks. It was also valuable to have participants from different organisations and areas of work – which helped in

broadening discussions and sharing of perspectives from different contexts. The program facilitated the building of connections and hopefully lasting collaborations.

In the verbal and written evaluations, participants reflected that the content of the program was well balanced as it provided an opportunity for them to discuss, reflect, assess and evaluate the current issues facing migrant workers, and to formulate possible interventions and engagements to address the issues. Participants agreed that it was valuable to learn about the rights that migrant workers have, and the different mechanisms covered in the course. Participants were confident that they could apply the learnings from the program to their work.

- ❖ *The training has helped me develop friendship with participants from around the world and I will be in touch with them to discuss several cross-cutting issues in days to come.*
- ❖ *The opportunity that I had in this program facilitated for me to build networks with different country representatives and share experiences and involve in discussions.*
- ❖ *The major highlights of the program were effective lobby strategy, GCM document, use of media in advocacy and features of App and UN guidelines & ILO conventions.*

Participants feedback

Program Outcomes and Impact:

This was DTP/MFA's second program in Lebanon. It was also a beginning of collaboration with CCRM. CCRM is a network of active refugee and migrant rights organizations in the Euro Mediterranean and Arab Region. The network is active on promoting the rights of refugees and migrants, and fostering experience sharing, dialogue and cooperation between Civil Society Organizations in Euro-Mediterranean countries and the Arab world. The program supported in building the capacity of the members of the network. Going forward DTP/MFA and CCRM will continue to collaborate on building and strengthening the network and its members.

Participants in the program reflected that the course would be of significant help to advance their advocacies further and be more effective in their work on migrants' rights. Participants affirmed that they will share the knowledge that they have gained during the program with their organizations, peers, and networks. This will ensure the continuity of the knowledge acquired, and the collaborations and connections.

Journalists who attended the program shared the news about the workshop through their media portals. They have also agreed to collaborate to share information. Participants have continued to stay in-touch with each other to share news and updates from their respective countries and from their work.

ANNEX I | PARTICIPANT BIOGRAPHIES³

BAHRAIN

Makki Hasan Alekri (M), Journalist at *Akhbar Alkhaleej*

Makki is a Journalist at the Akhbar Alkhaleej newspaper. He focuses on reporting on the issues of women, trade union activities, and migrant workers. Makki believes that lack of awareness and legal protection for the rights of migrant workers is a key concern and challenge. From the DTP course, Makki seeks to gain knowledge on the issues that will help in reporting through the media.

Mohamed Alarayed (M), Program Coordinator & Research Analyst at *Tafawuq Consulting Center for Development*

Mohamed is the Program Coordinator & Research Analyst at Tafawuq Consulting Center for Development. His role includes the organizing of events, liaising with stakeholders and research analysis. Mohamed is a member of the business development team and is currently researching Circular No. 9 Global Compact for Migration and working on the Center's Migrant Labor and Migrant Domestic Workers files. Mohamed believes that this DTP course is beneficial towards Tafawuq's work and that this course addresses the serious issues facing migrant workers.

Mohammed Al Ghasra (M), Freelance Journalist

Mohammed is a Freelance Journalist who also works as editor in chief for Delmonpost, an electronic newspaper. His work as a journalist can help to make a difference within society as his stories are seen by a wide audience and cover important topics like migrant workers which. Mohammed would like to gain more knowledge and insight on the migrant worker's issue so that he can increase awareness of the issues through his newspaper and reporting.

Reem Khalifa (F), Freelance Journalist

Reem is a freelance journalist writing for various pan Arab online websites in various subjects related to Human Rights, pluralism and international affairs, with special interest on issues related to MENA region. Reem believes that one of the key challenges for migrant workers is to have a fair and equal justice system in the GCC states. Through DTP course Reem seeks to gain more knowledge on the issues of human rights and migrant workers which will help her to create awareness through her stories.

EGYPT

Injy Salem (F), Programme Specialist at *Gozour Foundation for Development*

Injy works on refugee and migrants support programmes and projects and is responsible for preparing reports, drafting concept papers and project proposals. Injy believes the major challenge that migrant workers face in Egypt is acquiring official work permits as procedures are highly bureaucratic and extremely long. Injy would like to learn more about ways of promoting the human rights of migrant workers and build on her skills of strategic advocacy techniques, including lobbying and media.

INDIA

Aswathy Krishna Koikkaramparambil (F), Project Coordinator at *Centre for Indian Migrant Studies (CIMS)*

Aswathy is a Project Coordinator at CIMS. Aswathy has been working with the issues of the migrants from India to the Middle East countries and taking up issues through a television program –

³ These biographies have been prepared by DTP on the basis of information submitted by participants. They are yet to be reviewed and approved by the participants and DTP apologises in advance in the case of any inaccuracy or misinterpretation.

Pravasalokam. She has also been conducting a survey on general conditions of returnee migrant women domestic workers. Aswathy hopes this DTP course will help to improve her knowledge on international human rights perspectives and will also provide an opportunity to interact with others fighting for this cause.

ITALY

Bergmann Manfred (M), Trainer & Manager at *Pontum*

Manfred is a Trainer, Manager, Researcher and Consultant on human rights of migrants and refugees at Pontum. He has been active since 1992 within the Italy and Euro-Mediterranean region and is a member of the SC of Migrants Rights International (ECOSOC NGO) and of CCRM. Bergmann is currently working on several projects which include assisting Sikh migrant workers in Italy employed in agro-industrial sector. He is also co-ordinating education for legality and human rights in the state-owned Italian high schools. Manfred believes this DTP course will relate to his work focusing on migrant worker challenges in Italy and Euro-Mediterranean region.

KUWAIT

Khaled Al Ajmi (M), Chairman at *Kuwait Society for Human Rights (KSHR)*

Khaled is the Chairman at the Kuwait Society for Human Rights. He believes that the major challenges for migrant workers is the sponsorship system, society's culture, and hate speech against migrant workers. KSHR works to protect the rights of migrant workers in Kuwait and to educate them about the provisions of the Labor Law. Through the DTP course, Khaled wants to strengthen his organisations capacity in protecting the rights of migrant workers.

Meshari Sanad (M), Board of Director at *Kuwait Labour Organisation*

Meshari is a Board Director at the Kuwait Labour Organisation where he is responsible for monitoring and documenting violations of migrant workers in the State of Kuwait. Meshari believes that the biggest challenge for migrant workers is the lengthy administrative procedures of government agencies. At the DTP course, Meshari would like to discuss ways of cooperation to promote and protect the rights of migrant workers and come up with a common vision on reducing abuses against migrant workers.

LEBANON

Chahnaz El Zein (F), Project Coordinator at *Public Service International (PSI)*

Chahnaz highlights that migrant workers' issues are not included in most trade union' agendas. Racism and xenophobia is a key concern for refugees and migrants. Through PSI projects in the region, they aim to provide access to decent work for refugees and migrants. At the DTP course, Chehnaz wants to enhance her capacities and skills with relation to Human Rights for Refugees and Migrant workers and to share experience.

Maya Aoun (F), Coordinator at *Beitouna*

Maya is the coordinator of a small listening centre in the Nabaa area of Beirut. Since working at this centre, Maya has helped several migrant workers. At this DTP course, Maya will be able to share her experiences of working with migrant workers in Lebanon.

Micheline Chahine (F), Paralegal – Migrant Department at *Caritas Lebanon*

Micheline is a Lawyer and Paralegal and her role is to follow up on all the migrant workers legal issues in and out of court. Micheline believes the biggest challenge facing migrant workers is the absence of law to protect them. She also believes that promoting and protecting the human rights of migrant workers in Lebanon helps us to minimise the problems and misunderstanding happening with the Lebanese employers, agencies and consulates. Micheline would like to share her experience as a lawyer working in CARITAS LEBANON with migrant domestic workers, communities and their families in Lebanon and abroad.

Samaya Mattouk (F), Program Coordinator at KAFA

Samaya is a Program Coordinator at KAFA focusing on migrant domestic workers' program where she is responsible for engaging in strategic planning to build support against violence and exploitation of migrant domestic workers (MDW). The exclusion of MDWs from Labor law and the existing of the "sponsorship system" (kafala) in Lebanon are key issues leading to the exploitation and abuse of migrant domestic workers. Samaya believes that the DTP course will strengthen her knowledge in promoting and protecting the rights of migrant domestic workers and allow her to better link international human rights frameworks to the context of MDWs in Lebanon.

MOROCCO**Marcel Amiyeto (M), President at *Afrique Culture Maroc (ACM)***

Marcel is the President of Afrique Culture Maroc (ACM). The migrant support organisation was set up by Marcel as a way to improve the situation of migrants, refugees and asylum seekers based on his own experience of being forced to leave the Democratic Republic of Congo in 2005. As of recent, ACM has collaborated with civil society organisations and the Moroccan government to ensure effective application of the policies to support migrants. At this DTP course, Marcel would like to further expand his network of connections and learn more about different human rights instruments and their application in defending and enhancing migrant's rights.

Rachid Badouli (M), Director of the Strategies and Development Department at *Foundation Orient-Occident*

Foundation Orient-Occident focuses on bridging the gap between Western and Eastern realities through their development projects, at national and international level. Rachid believes the biggest challenge facing migrant workers is that of informal work where there is no security, no insurance, no contract. Rachid believes this course will help to strengthen his organisation's work as advisors in advocating for the rights of migrant workers.

NEPAL**Buddha Singh Kepchhaki (M), Program Development & Fund Raising Coordinator at *Pravasi Nepali Coordination Committee***

Buddha's role includes creation, implementation and management of migration projects for PNCC. He is also tasked with stakeholder engagement and working closely with the Executive Committee for the delivery of core project operations. Buddha would like to learn more about international practices and efforts made for the protection of human rights of migrant workers. He believes this course will make a positive contribution to his role at his organisation eventually helping to expand the organisation's service efforts for the protection of migrant workers' rights.

Upasana Khadka (F), Consultant at *World Bank & Nepali Times*

Upasana is a Migration Research Consultant at the World Bank focusing on migration systems in Bangladesh, Nepal and Pakistan. She is also a freelance journalist associated with the Nepali Times, reporting on Nepal's migration issues as a PANOS Journalism Fellow. Based on her interests, Upasana is focused on female outmigration, particularly domestic workers, who are the most vulnerable. She is currently in the process of creating an online application on domestic worker protection system via developing language skills. Upasana would like to gain further knowledge and understanding of the experience and issues of migrant workers.

Turkey**Ezgi Durmaz (F), Project Assistant at *Kirkayak Kultur***

Ezgi works on a project funded by the EU at Kirkayak Kultur. The overall objective of her project is to support the rights of the Dom and other related minorities from Syria seeking asylum in Lebanon, Jordan and Turkey. Ezgi believes her work will help in supporting migrants to advocate for their rights

and help pressure the State to implement workers' rights. Ezgi believes this DTP course relates to her projects as the Syrian war has created an influx of Syrian refugees and asylum seekers. She notes that it is important to support migrant workers in their struggle to avoid workers' right abuses.

Sinem Safa Bayraktar (F), Director of Childs Rights Workshop at *Development Workshop Cooperative (Kalkınma Atölyesi Kooperatifi)*

Sinem is the Director of Child Rights Workshop at Development Workshop Cooperative (Kalkınma Atölyesi Kooperatifi). She is also the Programme Manager of a 24-month DW-UNICEF partnership program. With the recent influx of migrant workers in Turkey, Sinem believes that there is an absence of laws, regulations and comprehensive migration policies at national level. This DTP course will help strengthen Sinem's knowledge on the issue as Turkey is currently experiencing a Syrian refugee crisis because of the conflict happening within Syria.

ANNEX II | TRAINER BIOGRAPHIES

Professor Ryszard Cholewinski, Senior Migration Specialist at *International Labour Organization (ILO) – Regional Office for Arab States, Beirut*

Professor Ryszard Cholewinski is the Senior Migration Specialist in the ILO's Regional Office for Arab States in Beirut. He holds a doctoral degree from the University of Ottawa, a Master in Laws degree from the University of Saskatchewan, and a Bachelor of Laws degree from the University of Leicester. Ryszard has practised as a lawyer and academic and a leading international authority on the human rights of migrants, labour migration, and European Union law and policy relating to migration. Ryszard has worked in different roles in the ILO, focused on its work for migrant workers and has been an expert participant and contributor to many workshops, conferences and symposiums on migration. He was previously Senior Migration Policy and Research Specialist in the International Organization for Migration (IOM) in Geneva.

Dr Abeer Jamal Al-Khraisha, Human Rights Officer at *Office of High Commissioner for Human Rights (OHCHR) – Regional Office for MENA Region*

Dr Abeer Jamal Al-Khraisha is the Human Rights Officer within the Focal Point for the Treaty Body Capacity Building Program (TBCBP) at OHCHR's regional office in Beirut. For over 12 years, Dr Al-Khraisha has worked for a number of international human rights organisations within the MENA region. He completed his doctorate in 2002 in international humanitarian law at King's College, University of London. From 2003-2006, he was a legal advisor for the International Committee of the Red Cross (ICRC) in Amman and then Kuwait (2006-2008). Dr Al-Khraisha taught law and international studies at Israa' Private University, Jordan (2008-2009) and Jordan University (2009-2010) and was also a regional coordinator for the Coalition for the International Criminal Court. Dr Al-Khraisha was Head of UNRWA Liaison Office in Cairo, before taking up his current role in 2012.

Sophia Kagan, Chief Technical Adviser at *Middle East Project*

Sophia Kagan is the Chief Technical Adviser on the Regional Fair Migration in the Middle East Project. In this role, she focusses on development of policies to support migrant workers in Arab States. Sophia holds a MSc in International Development Management (London School of Economics), as well as a Bachelor of Laws with honours; and a Bachelor of International Relations (Monash University, Australia). Sophia has more than a decade of experience working on migration issues. She joined the ILO in 2010 as a Programme Officer with the ILO Office for China and Mongolia, where she worked on the protection of the rights of rural-urban (internal) migrants in China, and two years with the ILO Office for Pacific Island countries in policy development on the issue of climate change-induced displacement. Sophia has also worked as a pro bono lawyer with refugees and migrants.

Marie Jose Tayah, Migration Expert, International Domestic Workers Federation (IDWF)

Marie is a migration expert at the IDWF. At IDWF, Marie is responsible for the development and implementation of its migration programmes. The IDWF is a membership-based global organization of domestic and household workers with 65 affiliates in 53 countries representing over 580,000 domestic/household workers' members. Marie has long experience of working to protect and promote the rights of migrant workers in different roles and organisations.

Dr Ray Jureidini, Professor of Migration Ethics and Human Rights at *The Center For Islamic Legislation And Ethics - The Hamad Bin Khalifa University*

Dr Ray Jureidini is professor of Migration Ethics and Human Rights at the Center for Islamic Legislation and Ethics at the Hamad Bin Khalifa University, Doha, Qatar. His human and labor rights based research and activism centers around migrant labor exploitation, human trafficking, racism, debt bondage and slavery-like practices in the Middle East. At the American University in Cairo from 2005-2011, he became director of the Center for Migration and Refugee Studies and conducted a number of research projects on migrant and refugee issues, including household domestic workers, child domestic workers, Egyptian families of migrant workers abroad and trajectories of Somali and Ethiopian asylum seekers in Yemen and Turkey. In 2012, Dr Jureidini was one of the authors of the Qatar Foundation's 2013 Mandatory Standards for Migrant Worker Welfare and the author of a 2014 report, Migrant Labor Recruitment to Qatar for the Qatar Foundation. Dr Jureidini has collaborated on research and migrant labor reform advocacy with many human rights organizations such as the International Labor Organization, International Organization for Migration, Migrant Forum Asia, KAFA (Enough) Violence and Caritas in Lebanon.

William Gois, Regional Coordinator at *Migrant Forum in Asia*

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.

Patrick Earle, Executive Director at *Diplomacy Training Program (DTP)*

Patrick Earle has over 20 years' experience working in the human rights movement, in Australia and internationally. Since 2003 Patrick has been the Executive Director of DTP, and has developed and facilitated human rights courses in the region – including new thematic courses focusing on human rights and business, human rights and trade, human rights and migrant workers and the rights of Indigenous peoples. From 1996 to 2003, Patrick worked with the Human Rights Council of Australia focusing on the relationship between human rights and development and is co-author of "The Rights Way to Development – Policy and Practice". Patrick worked for Amnesty International in London and authored its first International Campaigning Manual.