



“Great training and opportunity to develop capacity of Nepali migrant activists” – Program participant

Program Report

Nepal Capacity Building Program on Human Rights Advocacy for Migrant Workers

Migrant Forum Asia
Swiss Development Corporation
Diplomacy Training Program,
Kathmandu, Nepal

February 2013 - February 2014



1. Executive Summary

In 2012, the Diplomacy Training Program (DTP) was awarded the tender to design and implement a Special Capacity Building Program on the Rights of Migrant Workers for advocates in Nepal. The program was developed and delivered in collaboration with Migrant Forum Asia (MFA), a long-term partner of DTP, and held in Kathmandu, Nepal. The program was funded by the Swiss Development Corporation (SDC) and was seen as a part of its wider programming to promote respect for the rights of migrant workers. The program was implemented during 2013, with the final module being delivered in February 2014. It proved to be a remarkably rich program, drawing in expertise from Nepal, the Philippines, Sri Lanka, Bangladesh and the Middle-East and engaging with recruitment agencies and government officials, including the diplomats of foreign countries.

This program was a response to the human rights abuses associated with the extraordinary growth in labour migration from Nepal over the last decade. This movement of people, an estimated 400,000 Nepalese leaving to work overseas each year, has strained the capacity of the government in Nepal to ensure that the rights of migrant workers are respected and protected before they depart for work and on their return, and to effectively represent their interests in countries of destination. Some government policies, such as the ban on women under 30 leaving to work overseas, rather than protecting individuals have contributed to their vulnerability and contributed to problems of trafficking.

The recruitment of migrant workers for work in Malaysia, the Middle East and elsewhere has become a big business in Nepal. In contravention of international standards, workers seeking a job overseas are charged a fee – and this often leads to an individual taking on a significant debt, and to debt-bondage in countries of destination.

Civil society groups, primarily organisations formed by returned migrant workers and their families, and affected communities have responded to the harms associated with this growth of labour migration. They work to return to their families the bodies of workers who have died overseas, to obtain compensation for the families of the dead, and for injured workers, and to rescue stranded migrant workers. They work to provide accurate information to prospective migrants and their families, and pre-departure training and orientation for workers and to challenge misleading, false or double contracts – and the corruption that enables abuses to continue. Some have a particular focus on women who are particularly vulnerable as domestic workers and because of gender discrimination in Nepal and countries of destination.

This project responded to requests from some of these groups for a training program that could build knowledge of migrant workers' rights in international law, and understanding of how they could engage the international human rights system to influence policy and practice affecting migrant workers in Nepal and countries of destination. The project acknowledged the knowledge and experience of Nepal's broader human rights, and anti-trafficking movements. The design of the program sought the transfer of that knowledge to those working for the rights of migrant workers – and the engagement of the mainstream human rights movement in addressing the abuses experienced by Nepal's growing army of migrant workers.

A number of the key civil society organisations working on the rights of migrant workers were targeted for participation in an open selection process, with a commitment to seeking gender balance. A core group of participants was selected to complete the whole program. These participants were asked to invite other interested parties to selected sessions throughout the year.

The program was designed to take place over five four-day modules over a period of 12 months and rough outline of module content and flow was prepared as part of the tender process. Within this

overall framework there was considerable flexibility and a commitment by DTP/MFA to respond to the needs and priorities of participants.

The modules explored the current situation for migrants in Nepal and in the destination countries and examined the policies and practices of other sending countries in order to draw some lessons from their experience that might be relevant to Nepal. The participants heard from experts working on migrant rights issues in other countries, notably Sri Lanka, Bangladesh, the Philippines and Malaysia.

DTP recognises the knowledge, experience and perspectives of its participants and uses participatory training methodologies to draw this out and encourage sharing. Program content balanced the development of knowledge with strengthening of strategic advocacy skills. There was a practical focus on the formulation of advocacy strategies with clear and specific change objectives to be implemented progressively during the twelve months and beyond. 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.

At the end of each module participants agreed on priority actions that involved further research, formulation of specific strategies and collaborative action to be undertaken between the modules. A locally based member of the facilitating team then worked with participants to implement these agreed tasks.

As the program developed it became clear that there needed to be a focus on developing standard documentation templates to enable NGOs to gather reliable and consistent data on the range of abuses being experienced by migrant workers.

Practical exercises therefore included the development of documentation templates, as well as identification of legislative and administrative changes required to better protect migrant workers, interactions with other campaigning NGOs, with representatives of recruitment agencies, with representatives of the Government of Nepal and with diplomats from other countries.

The value of using UN human rights mechanisms such as the UN's Universal Periodic Review (UPR) and the Human Rights Treaty Bodies and Special Procedures was explored. Participants worked practically on shaping recommendations to these mechanisms relating to both Nepal and countries of destination. Some were delivered personally to a number of embassies in Kathmandu prior to the respective UPRs – and participants engaged directly for the first time with Ambassadors on some of the most serious issues affecting Nepal.

Following a thorough exploration of the issues and prior to the final module, MFA and DTP organized a private visit to Nepal by the UN Special Rapporteur on the Human Rights of Migrants, Professor Francois Crepeau. This visit was organized by DTP program participants, together with the Office of the High Commissioner for Human Rights (OHCHR). It came shortly after his first official visit to Qatar, a key destination country for Nepal's migrant workers.

The Special Rapporteur was appreciative of the level of knowledge among the NGOs and invited them to make suggestions as to the recommendations he would be making to the Government in Qatar following his official visit there. These recommendations were drafted during the final module of the program, in the context of Qatar's forthcoming UPR. The participants also discussed the essential factors that should be included in standard contracts for domestic workers and a model was prepared and has been submitted to the Ministry charged with negotiating the contracts with the Kingdom of Saudi Arabia.

Participants also brought to the program some specific cases that could be referred to the UN's Human Rights Special Procedures for their action. In particular, the group considered the case of a group of Nepalese workers who were currently stranded in Saudi Arabia, after their two-year

contract had ended. They were being denied permission by their sponsors to leave their employment or the country, and alleged that were being denied their wages. Participants looked at the information they would need to substantiate this case of forced labour and to submit it, following the documentation templates they had developed (modelled on UN templates). They agreed on the next steps and following the program, submitted the complaint to the UN Special Rapporteur, who made representations to Saudi Arabia with the result that 17 men were paid their wages and were able to return home to their families.

It is rare in DTP's experience to see such a direct impact of training – but very rewarding for all involved. Such an intervention would not have been considered or been possible a year earlier. At the end of the 12-month program it is clear that so much still needs to be done, but a greater confidence among participants of their capacity to influence change – in Nepal and countries of destination was evident and collaboration among key NGOs strengthened.

One of the most positive outcomes of the program was the bond and professional and personal relationships that were formed among the disparate NGOs and the network on safe migration that was reenergised during the program. The participants planned a strategy meeting two days after the final module had finished.

This is the final report of the project and it provides information on the schedules of each module, on the participants and trainers. It provides a preliminary assessment of outcomes and impacts and reflects also on program methodology. This program, with its country focus, and successive modules with the same participants represented a new approach for DTP and one it is interesting in learning from and replicating.

DTP would like to acknowledge the trainers who donated their time, knowledge and expertise to this program, and to MFA and in particular to William Gois, its Regional Coordinator who was a co-facilitator on all modules of the program. It was a significant commitment to building the capacity of the migrant workers movement in Nepal. Cate Lawrence was the locally based member of the team who played such a key role in preparation and follow-up of each module. The DTP team consisted of Patrick Earle and Andre Frankovits. Local logistics were managed efficiently and smoothly by *Fantastic Nepal*.

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. Finally DTP would like to acknowledge the constant support and involvement of Barbara Weyermann from SDC who inspires with her own deep commitment to the rights of some of Nepal's most vulnerable and marginalised communities.

2. Background and Context

Migration is a constant of human history, not a new phenomenon. The numbers of people moving overseas for work has increased in recent years as gaps between rich and poor have widened and processes of globalisation have created demand for labour in some countries experiencing rapid economic growth. The number of people leaving Nepal to work overseas has been growing rapidly in recent years. Labour migration and the treatment of Nepalese migrant workers has emerged as one of Nepal's most pressing human rights challenges. The recent civil war, human rights violations and political instability, as well as significant levels of poverty have driven labour migration from Nepal. The economic and social dimensions of labour migration from Nepal are significant. The remittances Nepalese migrants send home to their families constitutes close to 25% of Nepal's GDP.

Experience has shown that migrant workers are particularly vulnerable to human rights abuse and violations, and are most vulnerable in the countries they go to work in. Legislation, policy and practice have been slow to respond to these challenges with increasing negative impacts on the lives of many migrant workers at all stages of the migration cycle.

The countries Nepalese work in are often heavily dependent on their labour – in Qatar for example over 90% of the population are migrant workers, in the UAE 80%. In Doha, Dubai, Singapore, Hong Kong and Kuala Lumpur the skyscrapers are built and both the streets and private homes are cleaned by a workforce from other countries.

In some cases and countries the situation of migrant workers has been likened to modern day slavery, with workers denied pay, effectively detained in the workplace and forced to work without rest days. The *Kafala* system in the Middle-East creates a particular vulnerability. Fathers and mothers, sisters and brothers leave their families in the hope of a better life and too often return in coffins.

Nepal has signed but is not yet a party to the Convention on the Rights of Migrants and their Families and the regulations affecting the recruitment and employment of migrant workers are rarely enforced. Nepal has ratified other human rights treaties that are relevant to their obligations to their migrant workers.

A range of organisations, some formed by returned migrant workers themselves, have been established to assist migrant workers. Many are involved in case work and service delivery. Some of these organisations are part of the MFA network and some individuals from these organisations have attended DTP/MFA regional capacity building programs and consequently saw the value of developing training at the national level for organisations and their senior staff/leadership. As in every country there are personal and organisational differences and divisions that can undermine effective collaboration and advocacy.

Effective advocacy is vital to narrowing the gap between internationally accepted standards and the real-life experiences of many migrant workers. 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.

3. Methodology

DTP was challenged to develop and apply its participatory teaching methodology to developing the capacity of individuals and organisations in Nepal. Most of DTP's courses are regional, and engage participants just once. In this case it was necessary for DTP to develop a deeper understanding of the situation in Nepal, of the work of NGOs and advocates and their work and the challenges they faced and to develop and adapt a course to meet the needs of the selected participants.

DTP was able to call on the advice and support of its alumni in Nepal, who include some of Nepal's most experienced and recognised human rights defenders.

It was agreed early on that the course would be conducted in both English and Nepalese – although not with simultaneous translation, but rather with interpreters working with participants and trainers.

DTP developed a background paper to help staff and facilitators, as well as participants, share a common understanding of the issues and challenges. It also sought and obtained pro-bono advice from Sydney law firm *Corrs, Chambers, Westgarth* to develop an analysis of the existing legal framework for labour migration in Nepal.

This legal analysis was used as a practical tool in the first module as participants were encouraged to conduct a strategic analysis and to identify focus areas for change. It was possible to quickly identify that the existing legal framework had the potential to address many of the concerns of participants

if it were properly implemented. In the first module participants were able to agree that seeking change in legislation was not a key priority for advocacy.

In the first module, participants also made it very clear that they were sceptical about the value of international standards and the efficacy of seeking change through UN mechanisms and processes. They were particularly interested in practical change that could be made on the ground, learning from the practice of other countries of origin such as the Philippines and Sri Lanka. They were also interested in how they could influence change in the countries of destination, where most of the egregious abuses take place. Participants challenged the organisers and facilitators to be very practical and responsive – and to overcome this scepticism.

DTP needed to adapt its methodology to be able to move together effectively with participants – adapting the module content and focus and teaching methods. DTP took responsibility for selecting trainers, and for briefing them.

DTP begins each program by establishing groups of participants to help manage and facilitate the program, with a different group taking charge each day. This reflects the commitment to participation and to participant's ownership of outcomes. It also helps to develop collaborative working relationships among participants. At the end of each day this group was asked to sit with organisers and facilitators to provide feedback. This feedback was used to adjust the program content and style on a daily basis – to the extent that was possible. It was extremely valuable to the organisers and facilitators.

DTP used role plays, scenarios and real-life exercises as an integral part of the learning process. In this course, participants were asked to agree on shared activities between the modules – and to nominate a coordinator who would take on the responsibility for ensuring the work was done. The participants themselves selected the focus and nature of the activity and DTP/MFA provided background support. These activities included arranging visits and dialogues with Ambassadors. Such activities are valuable for building knowledge, skills and confidence and collaborative working relationships.

A locally based member of the team, Cate Lawrence, played a key role in coordinating these between activities modules, providing support as necessary to both participants and course facilitators.

4. Organisational Set-Up, Facilitating Team and Logistics

There was a core organising and facilitating team¹ consisting of Patrick Earle and Andre Frankovits from DTP, and William Gois and Cate Lawrence from MFA. Cate was based in Kathmandu for much of this time. Barbara Weyermann was an ex-officio member of this core facilitating team. DTP took the lead in developing program schedules, inviting and briefing trainers and preparing materials and documentation. Cate and Andre took the lead in online and between-module support.

The logistics in Nepal were contracted out to *Fantastic Nepal*, a private tour company. This was done to ensure that the project was recognised as neutral and not favouring, or under the control of a particular local NGO or network and was therefore consistent with the projects objectives.

The program was non-residential and was held in different venues across Kathmandu with venue selection taking into account the convenience to participants and their domestic/travel commitments. Some participants were assisted to travel to the program modules from outside Kathmandu.

¹ Bios of the facilitating team are included as an appendix

5. Trainers

In addition to the core facilitating team, the program involved specialised trainers from Nepal, Sri Lanka, Bangladesh, the Philippines, USA and Lebanon. Some of these trainers were alumni of earlier DTP courses. All share the commitment to the rights of migrant workers.

A list of trainers and their biographies are included as an appendix to this report. DTP expresses its profound thanks to them for their contribution and their engagement with this process – and for their flexibility in responding to the different demands that were placed on them.

6. 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. Some, although not all, were translated into Nepalese. The analysis of the legal framework for labour migration in Nepal is an example of one of the original documents developed and distributed during the program.

Over the course of the program, DTP also assisted in the development of standard documentation templates for use by the participants and their organisations. Reports of each module were also prepared and distributed.

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 available on request from DTP.

7. Monitoring and Evaluation

DTP used a number of methods to monitor and evaluate this program.

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 would be supplemented by a written evaluation that would be completed anonymously by participants. These would be fed into the written report of each module. In addition more informal soundings would be taken by Kathmandu based members of the facilitating team in the days and weeks after each module.

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.

Certainly the facilitators were left with the impression that the training had been very worthwhile.

8. Outcomes and Impacts

There are some methodological difficulties in measuring outcome and impact of training in rights based advocacy. If the program has been successful in building knowledge, skills and networks – and the confidence of individuals that they can achieve change – then there will be lasting benefits.

Perhaps the most direct outcome and impact that we could see was in the participants' urgent appeal to the UN Special Rapporteur on the Human Rights of Migrants which resulted in the return home to their families of 17 Nepalese migrant workers – and the payment of the wages owed to them. This appeal required case documentation that had been a focus of the program. It is hoped that many similar successes follow.

The following list provides an indicative list of some of the other outcomes and impacts of the program.

8.1 Strengthening networks for future collaboration:

- National networks (i.e. participants, NNSM², MFA – Nepal, SaMi partners, TWG³)
- Contacts with other key organizations/persons in Nepal (ex. UNCT⁴, NAFEA⁵, etc.) through resource persons and additional participants
- Contacts in the destination country for forwarding cases (ex. Nepal's labour attaché in Kuwait, Renuka in Malaysia)
- Contacts at the international level (ex. Ruhanage, Ray Jureidini, Ellen Sana, Joshua Cooper, UN Special Rapporteur, Francois Crepeau)
- Dialogue and continuing engagement with key government officials

8.2 Skill development of participants, additional participants and their co-workers:

- Advocacy skills (ex. lobbying, informal meetings, using the media)
 - o Group work: 24-hour hotline, monitoring mechanisms, pre-departure training, signing contracts in front of government officials (will use the group activity templates to talk about specific initiatives)
- Communication and organizing skills
 - o Dialogue with NAFEA, mission visits, presentations, rotating group coordinator
- Design of future projects and identify needs of migrant workers and their families
 - o Using documentation templates, situational analysis, SWOT analysis, power mapping, SMART goals, influence trees
- Simplification and practical exercises to better understand various international standards, UN treaty bodies and special procedures, and other mechanisms that can be used in the organizations' advocacy strategies in destination countries and Nepal:
 - o International human rights mechanisms relevant to migration
 - o International normative framework on migrants' human rights
 - o A human rights-based approach to migration
 - o The International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
 - o Convention to Eliminate All Forms of Discrimination Against Women
 - o Universal Periodic Review

² National Network for Safe Migration

³ UN Treaty Bodies Working Group (Coalition for Shadow Reporting)

⁴ UN Country Team

⁵ National Association of Employment Agencies

- Shadow/Parallel Reporting
- Foreign Employment Act 2014
- International Conventions ratified by Nepal and other key destination countries
- Understanding the role of the private sector and recruitment industry
 - Ex. NAFEA and Marie Apostol
- Agreement analysis of NAFEA contract, Kuwaiti standard contract and Philippines/KSA

8.3 Physical Outputs:

- Case documentation templates for: deaths, sexual violence, withholding documents (passport), and contract substitution
- 50+ case documentation templates filled in by the organizations
- Improved monitoring mechanisms at airport
- More functional 24-hour hotline for complaints
- More programs and resources for pre-departure training, including in districts, as a result of participant's advocacy
- Commitment for signing contracts in front of government officials
- UPR recommendations for Saudi Arabia, Malaysia, and Jordan
- Contribution to the CESR shadow/parallel report for Nepal
- Situational analysis of migration in Nepal
- Activity templates
- Mission reports (Qatar, Malaysia, Kuwait, Korea, UAE)
- Example standard contract for Nepali domestic workers
- Further recommendations for Qatar UPR and SR based on the SR's visit recommendations
- Submission of an urgent appeal based on a forced labour case with successful outcome for 17 workers and their families

9. Reflections and Conclusions

DTP would like to express its appreciation for being selected to develop and implement this project and to acknowledge the leadership and guidance offered by its partner, MFA, William Gois, Barbara Weyermann and its alumni in Nepal.

This approach to capacity building is a new one for DTP. It was very labour intensive and challenging to be able to respond meaningfully to the many different challenges that advocates face in Nepal. The gap between the promise of international standards and the daily experience of many migrant workers is vast. The promise can therefore seem empty and illusory, leading to understandable cynicism.

Yet the promise of human rights standards, that all individuals should be treated with respect for their dignity retains a power that was affirmed by participants in this program. Human rights standards enable advocates to approach their own government officials, and the diplomats of other countries with a clear understanding of what they have a right to expect, and of the responsibilities of all governments and their officials. They were able to learn from other countries that other ways of managing and regulating labour migration are possible – and achievable.

DTP's regional capacity building initiatives are important and valuable, but the opportunity to work with a group of dedicated and experienced individuals at the national level over time enable a different and very rewarding level of engagement and DTP hopes to be able to replicate this approach in the future.

	8 February	9 February	10 February	11 February
		Recap and reflection on previous day	Recap and reflection on previous day	Recap and reflection on previous day
Session 1 Morning 1 9:00-10:30	9:30: Opening ceremony : <ul style="list-style-type: none"> Barbara Weyermann Patrick Earle William Gois Participants' introduction Aims And Expectations Training outline	How is Change Achieved – The Process of Advocacy – Examples From Nepal and Internationally Presentations from Renu Rajbhandari, William Gois	Migrant Workers Rights in the Middle-East – Avenues and possibilities for change – Ray Jureidini, William Gois	9:00 Review of strategic campaigning 9:30 – Documentation and Research – Making the Case for Change – The Role of Case Documentation – Case Study on Urgent Actions Mandira Sharma/Hari Phuyal
Facilitator(s)		DTP/MFA		William Gois, André Frankovits
Break 10:30-10:45				
Session 2 Morning 2 10:45 –12:30	Identifying the Issues – <ul style="list-style-type: none"> Pre-Departure Destination Country Return What changes are needed – How would participants like to see Migrant Workers Treated – Group Work	Reflections - Applying Lessons Learned to Advocacy for the Rights of Migrant Workers – Group Work (3 groups)	Developing Advocacy Strategies: Objective Setting for Migrant Rights in Nepal (SMART/KISS) SWOT Analysis Practical Exercises and Group Work <ul style="list-style-type: none"> Pre-Departure: Destination Return 	Advocacy and action plans for 2013 – Practical exercise
Facilitator(s)	MFA/DTP	DTP/MFA	André Frankovits, William Gois	DTP/MFA
Lunch 12:30-1:30				
Session 3 Afternoon 1 1:30-2:30 2:30-3:15	The current legal framework in Nepal for Migrant Workers: presentation – key issues – Ashish Uprety/Hari Phuyal The current policy frame work in Nepal: presentation – key issues – Bandita Sijapati Discussion and identification of changes required Commentary Mandira Sharma	Strategic campaigning – Power mapping/Influence Trees, SWOT/etc. Practical Exercises and Group Work <ul style="list-style-type: none"> Pre-Departure: Destination Country Return 	Achieving Objectives – Choosing the Best Strategies and Techniques for Nepal? PRACTICAL EXERCISE	Discussion of action plans proposed by the participants – and assignments.
Facilitator(s)	Patrick Earle	William Gois and André Frankovits	André Frankovits, William Gois	DTP/MFA
Break 3:15-3:30				
Session 4 Afternoon 2 3:30-5:00	The Foreign Employment Act: content, shortcomings, priorities for change and action Presentation: Hari Phuyal/Ashish Uprety Open Discussion	Developing Advocacy Exercises – Practical exercises and Group	Achieving Objectives – Choosing the Best Strategies and Techniques for Nepal – REPORT BACK	What areas of advocacy need to be developed during the next four programs Evaluation of the program
Facilitator(s)	MFA/DTP	MFA/DTP	Commentary – Mandira Sharma	MFA/DTP

MODULE 1 – 8 to 11 February 2013

The first module got participants to identify their key concerns in relation to the rights of Nepalese migrant workers – and their aims and expectations of the course. The substance of the first module was focused on developing knowledge and understanding of strategic advocacy. The components of strategic campaign – situational analysis including SWOT and power mapping, and the setting of SMART objectives – were reviewed and applied in a series of practical exercises complemented by presentations from some leading Nepalese advocates from the human rights and women’s movements.

The participants in the first module identified a fair recruitment system as a long-term objective to achieve better protection of the rights of migrant workers. Working collaboratively they identified the following as medium term objectives

- To ensure all Migrant Workers have Access to Information to enable them to make informed choices about migration and respond to abuses
- To ensure all Migrant Workers have a single contract available in Nepalese at least one week prior to their departure
- To ensure migrant workers receive relevant skills training prior to their departure

The participants chose ‘ensuring that all migrant workers have a single contract available in Nepalese at least one week prior to their departure’ as the most pressing and achievable objective.

Stress was put by the program facilitators on the need for thorough and credible documentation to use in strategic campaigning. Accordingly, the local resource persons emphasized aspects of good documentation and the purposes to which this could be put and related experiences from their own practice.

The final substantive session of the first module listed a series of questions, the answers to which would form the basis of a good analysis of what the problems are with double multiple/contracts, and who is responsible. This in turn would provide the basis for making choices about campaigning/advocacy priorities – who needs to be targeted and what techniques might be most effective.

Participants were given the assignment of answering these questions as the basis of their own situational analysis. The outcomes of their work was synthesised into a short document before the second module.



	Friday 3 May	Saturday 4 May	Sunday 5 May	Monday 6 May
Session 1 Morning 1 9:00-10:30	9.30: Opening ceremony : <ul style="list-style-type: none"> Barbara Weyermann Patrick Earle William Gois Aims And Expectations – Recap, Presentation and Discussion of Report of Module 1 Training outline - Module 2 – 5.	<i>(Introductions of New Participants)</i> Learning from Others – Sri Lanka’s Policies on Migrant Workers Part 1: Recruitment – The Regulation and Monitoring of Recruitment Agencies/Agents Discussion/ Q& A – Differences with Nepal’s System	<i>(Introductions of New Participants)</i> Standards of Documentation – Developing Common Approaches and Methodology Presentation and Practical Exercise	Recap and Discussion – Identifying and Prioritising the Changes for Nepal RAs Accountability and Redress Labour Attaches Group work: What actions (by civil society & government, others) are necessary to bring about these changes over a defined time –
Facilitator(s)		Mr Ruhunage	Advocacy Forum (TBC)	
10:30-10:45	Break			
Session 2 Morning 2 10:45 – 12:30	Creating a Safe and Just Recruitment Process - Review of situational analysis prepared by the participants (documentation: summary of responses) - Presentation by two of the participants Multiple contracts and why they exist.	Learning from Others – Sri Lanka’s Policies on Migrant Workers Part 2: Mechanisms for Accountability and Redress in Sri Lanka – Government and RAs Discussion/ Q& A – Differences with Nepal’s System	Developing Documentation Skills – Practical Exercise Continue Plenary discussion: how is the migrant rights issue different? (Need to link to human rights session)	Group work continued: - Campaign Design
Facilitator(s)		Mr Ruhunage	Advocacy Forum (TBC)	
12:30-1:30	Lunch			
Session 3 Afternoon 1 1:30-2:30 2:30-3:15	Presentation by recruiters for the Gulf and for Malaysia	Learning from Others – Sri Lanka and the Philippines Part 3: Developing the role and responsibilities of labour attaches – Sri Lanka Legal assistance: The Philippines scheme Discussion/ Q& A – Differences with Nepal’s Practice	Using Documentation in Advocacy - Brainstorm different ways case documentation can be used: Group work: In each case identify what information is required to be credible and effective	Planning for the next modules: what are the priority skills required to begin the actions identified above, plenary discussion
Facilitator(s)		Mr Ruhunage and William Gois		
3:15-3:30	Break			
Session 4 Afternoon 2 3:30-5:00	Nepal’s Human Rights Obligations to its Migrant Workers - Introduction to the Respect, Protect and Fulfill Framework Group work: Case Documentation and Human Rights (based on documented cases)	Group Work – Identifying Good Practice from Sri Lanka that could be adapted to Nepal Commentary by Ruhunage	Documentation –practical exercise Group work: (Case studies - identify additional research required for use of cases as per previous session)	Allocation of group work prior to the third module Evaluation
Facilitator(s)		Mr Ruhunage and William Gois		

MODULE 2 – 3 to 6 May 2013

At the start of the second module of the program two of the participants presented their insights based on their experience on why double or multiple contracts exist,. This was helpful in reinforcing a key learning in relation to advocacy – understanding why things are happening and what it is possible and realistic to change through our advocacy/action. This session emphasised that there were issue/factors in both Nepal and destination countries – that were encouraging the use of double/multiple contracts.

The participants discussed the way that their government had obligations and responsibilities in relation to their citizens – and that these responsibilities did not finish when people/migrant workers left Nepal. This provided a good basis to introduce the nature of the state’s obligations to its people imposed by international human rights standards – the obligations to respect, protect and promote human rights – and what this might mean in the context of migrant workers’ rights.

The Chair and Executive Director of the Nepal Association of Foreign Employment Agencies (NAFEA), a peak body of recruitment agents, undertook a dialogue with the participants. The format saw William Gois interviewing the two representatives, before opening it to the group for a question and answer session. This Q & A session quickly took quite a confrontational tone with accusations being traded.

In an innovation for DTP programs, new participants who had been invited by the participants or the facilitators and who were judged to have an interest in selected sessions of the program joined for the second day of the program which had a focus on Sri Lanka’s system for managing labour migration. Mr Ruhunage, a former senior bureaucrat with the Sri Lankan Bureau for Foreign Employment/Ministry of Foreign Employment Promotion and Welfare in Sri Lanka has very detailed knowledge of the system there. The session was enabled participants to both identify the differences between the system in Nepal and the system in Sri Lanka – and the changes that advocates would like to see.

Similarly some new participants joined for the third day of the program, focussed on developing knowledge and skills on documentation. Key staff from INSEC, one of Nepal’s leading human rights NGOs and Surya Deuja from the National Human Rights Commission outlined the details of the documentation their respective organizations used in their work. A role play facilitated by Surya Deuja then brought out the range of abuses experienced by Nepal’s migrant workers and highlighted the role of the various stakeholders in bringing about change.

Finally the participants returned to the differences that participants had identified between the Sri Lankan system and the system in Nepal. There was discussion about which of these differences could be translated into realistic campaign objectives – and this called for prioritisation based on an analysis of what was achievable given the resources available among participants and their organisations.

The participants’ analyses resulted in eight areas that needed to be addressed : sexual violence, contract substitution, death in destination, withholding passports, trafficking, forced labour, high service fees, non-payment of wages. It was decided that the first four of these were of primary importance and had to be properly documented.

Participants were divided into four working groups – with each selecting one change that they would develop a campaign/advocacy plan for. The four areas were *effective monitoring of practices at the airport, improved pre-departure training, supervised signing of contracts* and *establishment of a 24-*

hour hotline for migrant workers. The task for the participants before Module 3 was that, coordinated by a nominated representative from each group, each group take steps towards implementation on each issue.

A role play involving dialogue between NGOs representatives and recruitment agency representatives quickly descended into accusations and defensiveness. This was more due to the artificiality of the role play since it is clear that the participants are far more conciliatory in their real dealings with interlocutors.



	Friday 26 July	Saturday 27 July	Sunday 28 July	Monday 29 July
Session 1 Morning 1 9:00-10:30	Aims and expectations: Recap Presentation and Discussion of Module 2 Training outline: Reports from groups - Action plan on improved pre-departure training - Action plan on signing of contracts	An Introduction to international human rights standards – What obligations do governments have to migrant workers – Nepal and Destination Countries	The Universal Periodic Review & Advocacy to Address Human Rights Abuses in Destination Countries	Campaign Design Incorporating the research into the documentation templates: sexual violence, contract substitution, withholding passports, death in destination
Facilitator(s)		DTP & MFA		
Break 10:30-10:45				
Session 2 Morning 2 10:45 – 11:30 11:30 -12:30	Report from groups - Action plan on monitoring at airport - Action plan on 24-hour hotline	How can we use human rights mechanisms to make sure governments fulfill their obligations - Human Rights Accountability – UN Treaty Bodies & UN Special Procedures - And Reflections on Process and Outcomes to Date	Practical Exercise – Making Recommendations for Change – What makes a good recommendation for Saudi Arabia, Malaysia and other Destination Countries?	Identification or areas of action involving international human rights mechanisms relating to Nepal and to the destination countries – Lobbying of Missions [Possibly prepare for a task to prepare a case(s) for adjudication by one of the treaty bodies]
Facilitator(s)	DTP & MFA	DTP & MFA		
Lunch 12:30-1:30				
Session 3 Afternoon 1 1:30-3:15:30	Documentation Templates – Review and Amendment – Discussion on How they Could be Implemented	Human Rights Accountability — OHCHR & UN Agencies and Funds - And Reflections on Process and Outcomes to Date	How to get your recommendation adopted – in the UPR process – Malaysia, Saudi Arabia and Other Destination Countries	Planning for the next modules: what are the priority skills required to begin the actions identified above, plenary discussion
Facilitator(s)	MFA & DTP		Joshua Cooper	
Break 3:15-3:30				
Session 4 Afternoon 2 3:30-5:00	What Are Human Rights – Are The Issues of Concern to Participants Human Rights Issues – and Why Does it Matter? Presentation and Discussion	Practical Exercise – Submitting a Communication on an Individual Case to the UN Human Rights Special Procedures	Advocacy Strategies for Getting recommendations implemented - Malaysia, Saudi Arabia and Other Destination Countries	Allocation of group work prior to the fourth module Evaluation
Facilitator(s)	DTP & MFA		Joshua Cooper	

MODULE 3 – 26 to 29 July 2013

The third module built on the previous two modules and concentrated on connecting the issues migrants' rights organizations are facing to international human rights standards and mechanisms. In particular, this module focused on applying participants' knowledge and experiences to writing concrete recommendations for the Nepal NGO *shadow* report on the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the Universal Periodic Review (UPR) of Jordan, Malaysia, and Saudi Arabia.

Participants worked together to identify key issues faced by migrant workers and how to then write specific recommendations that could be outcomes of these review and accountability processes as part of NGO advocacy strategies. With this focus in mind, participants explored various avenues they could submit their recommendations to and advance their advocacy initiatives within the UN system. Participants engaged in a role-play scenario to demonstrate how the process works. Participants were divided into four groups: CSOs, the Nepal NHRC, government officials, and the Committee. After a morning preparation period, the groups acted out an actual session.

The role-play helped define the process, content requirements, and how to participate in the recommendations process. One key outcome resulting from this process was the submission of the group's Nepal ICESCR review recommendations to the NGO shadow report drafting committee coordinated by INSEC. These recommendations were to be included in the final submission for the review in December.

Participants were tasked with several follow-up activities to improve the working capacities of their organizations and advocacy efforts as a group. First, participants were asked to complete a series of four templates documenting various human rights violations experienced by migrant workers. The violations identified by the participants were *passport confiscation*, *contract substitution*, *sexual violence* and *deaths in destination countries*. These templates would be collected and then submitted to the Special Rapporteur on the Rights of Migrants or to a member of the Committee on Migrant Workers (CMW) during the fifth program module.

Second, participants were to submit the UPR recommendations drafted by the group, and refined by MFA, to relevant embassies in Kathmandu. These recommendations would hopefully be forwarded to the embassies' respective capitals and included in the upcoming UPR review sessions in October. Facilitator Joshua Cooper who regularly attends the Human Rights Council meetings undertook to promote the recommendations to selected members of the Council and international NGOs.

This module was key in demonstrating how human rights mechanisms were connected to the daily concerns and focus of the participating organizations since it is important for participants to have an adequate understanding of the different mechanisms and how they can engage with each process.



	Friday 20 September	Saturday 21 September	Sunday 22 September	Monday 23 September
Session 1 Morning 1 9:00-10:30	Aims and expectations: Recap, Presentation and Discussion of Modules 1, 2 & 3 Training outline: Module 4 Reports from groups - Documentation Templates - Update - Lobbying on UPR Recs Report Back	Influencing Recruitment Agencies – Human Rights and Business – the UN Framework and the OECD Guidelines on Multi-National Enterprises / The Dhaka Principles and Experience from Bangladesh - Identifying Recommendations for Change	Migrant Workers, Women’s Rights and Human Rights – A Gendered Analysis – Origin and Destination Countries	Report from groups - Documentation Templates – Update - Lobbying on UPR Recs Report Back - Report Back on Action Plan Implementation
Facilitator(s)		Dr Abrar Chowdhury and Patrick Earle	Reshma Thapa	
Break 10:30-10:45				DTP & MFA
Session 2 Morning 2 10:45 – 11:30 11:30 -12:30	Migrant Workers and the Business of Recruitment – Comparative Experience from the Philippines	Destination Country Advocacy – Case Study – Malaysia - Developing a Destination Country Strategy	Using Human Rights Standards to Respond to Violations of Migrant Women’s Rights - Practical Exercise	Documentation Templates – Review and Amendment –
Facilitator(s)	Marie Apostol, Fair Hiring Initiative	Renuka Balasubramaniam - Malaysia	Reshma Thapa	
Lunch 12:30-1:30				MFA & DTP
Session 3 Afternoon 1 1:30-3:15:30	How to Apply the Lessons from the Philippines to Nepal - Objectives for Advocacy - Practical Exercise	Practical Exercises – Building Advocacy Approaches Across Borders	Collaboration on UN Treaty Bodies Presentation of draft Nepal ESCR shadow report and planning for its use in advocacy on the rights of migrant workers	Allocation of group work prior to the fifth module Evaluation
Facilitator(s)	Marie Apostol, Fair Hiring Initiative	Renuka Balasubramaniam - Malaysia	William Gois/Andre Frankovits	
Break 3:15-3:30				
Session 4 Afternoon 2 3:30-5:00	Women Migrant Workers and Recruitment Agencies – Key Challenges	UPR – Skype link up with Joshua Cooper in Geneva (TBC)	Lobbying: Rehearsals for meeting with ambassadors on Monday	
Facilitator(s)	Marie Apostol, Fair Hiring Initiative/ Ellene Sana (MFA)			

MODULE 4 – 23 to 26 September 2013

The fourth module pursued alternative models following the sessions on Sri Lanka in module 3 with a view to drawing from examples from Malaysia, Bangladesh and the Philippines. The purpose was to ensure that participants would become aware of relevant standards on the rights of migrant workers and the responsibilities of business and to enable participants to have a framework on business and human rights that they can apply to their concerns in relation to the migration industry in Nepal and employers in destination countries.

Marie Apostol shared her experiences in the promotion of ethical recruitment practices not only in where she lives, in Malaysia, but also in dealing with corporations large and small in the Philippines and the USA. She focused on how to bring about change and how to influence recruitment agencies through regulation, and engagement and advocacy. She used the Dhaka Principles as well as the Good Practice Benchmarks from the Manpower-Verite Ethical Framework for Cross-Border Recruitment to demonstrate the possibility for advocacy relating the ethical recruitment and led the participants through exercises in applying these to the situation in Nepal and to show what a better recruitment process might look like and how to get there, given the limitations in systems and infrastructure, resources and governance that exist in Nepal.

The Dhaka Principles are a set of human rights based principles to enhance respect for the rights of migrant workers from the moment of recruitment, during overseas employment and through to further employment or safe return to home countries. Abrar Chowdhury focused on the details of these and outlined the common issues faced by Bangladeshi migrant workers during the recruitment process, the existing regulatory framework for private recruitment agencies in Bangladesh and how effectively they are implemented.

In the final example of another country's experience in this case Malaysia – Renuka Balasubramaniam showed how human rights standards and in particular CEDAW might be used as a lever to advance the rights of migrant workers. The participants engaged with her on the practical steps available to pressure governments to better regulate and better protect the rights of migrants. Her focus on women migrants rights was emphasized by Reshma Thapa focusing on the issue of Nepali women. The participants were once again engaged in the debate about the Government's ban on recruitment of Nepalese women under 30 and how these are forced to seek employment through illegal channels.

In module 3 the participants had drafted a set of recommendations for the forthcoming UPR reviews of Jordan, Malaysia and Saudi Arabia. They had been encouraged to contact embassies in Kathmandu to ask them to forward these recommendations to their capitals in the hope that they would be put to the governments of Jordan, Malaysia and Saudi Arabia. Divided into three groups, they kept the appointments after having rehearsed their presentations and reported a positive response from the Australian, Swiss and German embassies. This prepared the ground for a proposed visit to Nepal by the UN Special Rapporteur on Migrants.

The module provided valuable experience in approaching officials and diplomats. It also resulted in a further refining of the documentation templates that had been the focus of the two previous modules. The participants undertook to apply the templates in their day-to-day practices to test their viability.

	Friday 14 February	Saturday 15 February	Sunday 16 February	Monday 17 February
		Group 1 – Recap	Group 2 – Recap, Presentation feedback	Recap
Session 1 Morning 1 9:00-10:30	Aims and expectations Recap, Presentation and Discussion of Modules 1, 2, 3 and 4: - issues, priorities, documentation, UPR lobby, ESC report Training outline: Module 5	Urgent appeal reminder Qatar dialogue with Avimansingh Lama - Impact of SR visit - What can be done to improve embassy services - What contributes to change in Qatar	Urgent appeal case analysis - Reasons for using special procedures - Example of Jolovon's case - Relating to participants' cases	Report back on Special Rapporteur visit How to engage further: agreeing on next steps and allocation of responsibilities (includes discussion of resources needed)
Facilitator(s)				Ranjana Thapa
Break 10:30-10:45				
Session 2 Morning 2 10:45-12:30	Report back on visit of Special Rapporteur and review of special procedures Group work: Case example of urgent appeal submission	Review of UPR Jordan, Malaysia and KSA submissions - Review of outcomes - Follow-up recommendations - Looking forward to Qatar	Standardized Contracts for Domestic Workers - ILC C189 - Philippines and MFA contracts - Report on Colombo Conference – Bijaya Rai Shrestha Group work: Contract comparison	Review of the five modules: have we achieved our objectives? What remains to be covered? Group work: based on the discussions with the SP, with GoN MFA and on Standardized Contracts, develop an action plan for the rest of 2014 networks
Facilitator(s)				
Lunch 12:30-1:30				
Session 3 Afternoon 1 1:30-3:15	Outcomes of SR visit meetings Interaction with different groups, UNCT, reflection of case submission Group work: identifying priority areas	Presentation by group representatives: Nepali embassies in the six destination countries: common problems, common solutions West Asia: Qatar, Kuwait, UAE	Agency agreement proposed to the Ministry of Foreign Affairs for Kuwait, modelled on the Philippines and Sri Lanka agreements with agencies that place domestic worker – Devendra Bhattarai Group work: Action plan based on previous sessions	Certificate ceremony with the Swiss Ambassador Evaluations Closing reflections
Facilitator(s)	Ranjana Thapa	Rishi Adhikari, Prakash Kumari Suvedi		
Break 3:15-3:30				
Session 4 Afternoon 2 3:30-5:00	Using UN processes to promote the rights of migrant workers Group work: Design follow up on UPR recommendations on Jordan, Saudi Arabia, Malaysia	Group presentations continued: South Korea and Malaysia Discussion of how to improve embassy performance – how to overcome obstacles in implementation Group work: devise action plan on improving embassy performance	Qatar Recommendations - Refining recommendations for SR and UPR Live notes	
Facilitator(s)		Rishi Adhikari, Prakash Kumari Suvedi		

MODULE 5 – 14 to 17 February 2014

The fifth module was memorable in a number of ways. First it consolidated all that had gone before. After struggling to produce a useable and useful set of document templates, the program participants agreed on an agreed model. Not all NGOs would be using identical templates but the usefulness of standard gathering of information was accepted and some had begun to use the model in their work.

Second, it confirmed the importance of working together. At the outset most of the participants were aware of each other's existence and would come together on the odd occasion. At the end of the program all were convinced of the need for a more structured collaboration on the rights of migrant workers. Some of the participant NGOs have to formed the National Network for Safe Migration and have begun to meet and act together on a regular basis. This organization was prominent in helping with the activities around the unofficial visit to Nepal of the UN Special Rapporteur on the Rights of Migrants.

Third, the visit of and the interaction with the Special Rapporteur energized all who had met with him and underlined the importance that had been placed on the need for accurate and credible information, strategic planning and developing the ability to talk credibly with officials. The report back on the round of meetings demonstrated a greater understanding of what could be expected from the UN and its special procedures. This was later reinforced when an urgent action drafted during module 5 and forwarded to the Special Rapporteur resulted in the release of seventeen Nepalese migrants by the Saudi Government following questions based on that information.

As an example of progress made, the dialogue between the participants and a former Nepalese ambassador to Malaysia and the Joint Secretary of the Ministry of Foreign Affairs was far more productive than the one in the second module with representatives of NEFEA. In particular the participants managed to obtain a number of commitments from the Joint Secretary notably a willingness to establish formal and regular interactions with the NGOs.

Increased capacity was demonstrated in two other ways. The participants examined proposed standardized contracts for domestic workers and compared them to the one in the Philippines. Their detailed comments were the basis of subsequent discussion with Government officials and a new draft by the latter reflected the NGO's intervention.

Similarly, the participants drafted recommendations for the forthcoming review of Qatar at the UPR as well as further recommendations to be sent to the Special Rapporteur for inclusion in his report of an official visit to the country and these provide the opportunity for renewed contacts with the international community through the ambssadors in Kathmandu visited during the fourth module.

As a last item on the year-long program, a detailed evaluation form was filed out by the participants. The evaluations are unreservedly positive and the process of involving participants over the longer period of a year has met with considerable approval. Indeed, some of the comments urge the facilitators to continue the process.

“As one of the trainer has already mention, it is not the end. It is begining of the Journey so to succed we need review/monitoring and frequent guidance to more forward”

NEPAL CAPACITY BUILDING PROGRAM TRAINING/RESOURCE MATERIALS

MODULE 1

Human Rights Chapters

- Intro Chapters from the APF Manual
 1. International Human Rights Framework and Migrant Workers
 2. Convention on the Rights of Migrant Workers and their Families
 3. Other Human Rights Instruments, UN Special Procedures and UPR
 4. ILO Conventions and Migrant Workers

Human Rights Reference Materials:

- UDHR & International Bill of Rights
- Migrant Workers Convention
- Core Conventions and ILO Conventions

Migrant Workers and Nepal – Background Reading

- Migrant Workers and Nepal – Background Briefing (DTP)
- Slow Reform - HRW Report
- False Promises - Amnesty International's Recommendations –
- Governing Labour Migration in Nepal – Key Analysis

Materials on Advocacy:

- Power Mapping
- Influence Tree
- PACT Cambodia, Lobbying and Advocacy Guides
 - Advocacy
 - Building Coalitions
 - Working with the Media

Materials on Research and Documentation:

- OHCHR Guide on Submitting a Complaint
- (Other DTP or to be sourced)

MODULE 2

Amnesty International: "Out on a Limb"

Situational Analysis Summary (in English and Nepali)

Kuhugane Power Point (Complaints)

Kuhugane Power Point (Labour Attaches)

Manual 19 Submitting a Complaint

Special Procedures Questionnaire

MODULE 3

UN Human Rights Committee Concluding Observations (Advocacy Forum Report)

UN Human Rights Committee Communication Number 1863/2009

Nepal's Reports to the UN Treaty Bodies

Documentation Templates

- Withholding passports
- Contract substitution
- Sexual violence
- Death in destination country
- Guide for documentation templates

Action Plans

- Pre-departure orientation
- 24-hour hotline
- Contract signing
- Monitoring at airport

The International Human Rights Framework and Migrant Workers (PP presentations)

- The International Convention on the Protection of All Migrant Workers and their Families
- Introduction to the international human rights mechanisms relevant to migration
- International normative framework on migrants' human rights
- A human rights-based approach to migration

Draft Interim Report on Modules 1 and 2

UPR Handbook

Questions on action plans

International Bill of Rights

MODULE 4

CEDAW Concluding Observations 2011

CEDAW 49th Session Nepal Alternate Report

Draft Background Paper : Migrant Workers, Recruitment Agencies, and Human Rights

CEDAW General recommendation No. 26 on women migrant workers (in English and Nepali)

An Ethical Framework for Cross-Border Labour Recruitment

The Fair Hiring Initiative

The Dhaka Principles

Concluding Observations and Recommendations on Nepal, KSA, Malaysia and Jordan

MODULE 5

UN Special Rapporteur on the human rights of migrants Concludes country visit to Qatar

Draft contract Domestic Workers

ILO Convention C189 – Domestic Workers Convention

UPR Recommendations – destination countries

7 Cases for the Special Rapporteur prepared by NGOs

Special Program: Nepal Capacity Building Program on Advocacy for the Rights of Migrant Workers

Participant Biographies

Rai Dev Chandra

Rai holds a Master's Degree in Development Studies. He currently works at the Asian Human Rights and Culture Development Forum (AHRCDF) Migrants centre as a Program Coordinator. As part of his job, he drafts project proposals, develops and organizes projects, as well as conducting field visits to key areas including airports where he is able to interact with migrant workers and their families. Wherever it's practical, Rai provides essential information related to foreign employment to both the migrant workers and their families, including identifying the necessary laws that are relevant to their situation.

Rai works as an advocate for migrant workers, and is involved in promoting their rights and facilitating their access to justice. His objective in attending the DTP program is to refine his skills and expand his knowledge so that he can become more successful in the future in his capacity as an advocate for the rights of migrant workers.

Jaya Prasad Sapkota

Jaya holds a Bachelor's Degree in Management and is undertaking a Master's degree in Public Administration. He is currently working as a project co-ordinator within the Pravasi Nepali Coordination Committee (PNCC). His job involves rescuing foreign workers from tough situations as well facilitating their access to justice by connecting them to legal aid services. Jaya also provides support to seven Safe Migrant Information Centres based in various districts and co-ordinates with the outreach officer (PNCC representative) in Qatar.

Jaya has previously worked in the United Arab Emirates ('UAE') for seven years and has experience as a social worker. He spent three years in his position as the General Secretary in the Federation of Nepal Journalist Association (FNJ-UAE) in the UAE. He also held membership in the Non Residence Nepali Organization (NRNA) and was the Secretary to Expatriate Nepali Journalist Network (an overseas organization of FNJ, Nepal). Jaya hopes to increase his knowledge and skills by undertaking the DTP program. He also hopes to learn more about the issues facing migrant workers through human rights based perspective.

Dhami Dal Bahadur

Dhami holds a Bachelor's degree in Law and a Master's degree in Arts. He currently works as a lawyer at the West Nepal Law Firm and Legal Research Centre where he provides advice, legal support to clients and conducts research. In addition, Dhami acts as a legal advisor to the Women's Rehabilitation Centre (WOREC Nepal), an organization that supports women in various sectors including health and migration. He is a member of Lawyers beyond Borders, an organization that was formed to promote the human rights of migrant workers.

Dhami is undertaking the DTP program in order to expand his knowledge on migrant rights and build his capacity as an advocate in the future.

Jha Dipendera

Jha Dipendera has completed a Bachelor of Laws in Nepal, a Master of Arts in Human Rights at Mahidol University and a Master of Arts in Peace & Conflict studies at the University of Bradford. He is currently completing a LLM in Constitutional Law.

Jha is the chairperson of the Terai Human Rights Defenders Alliance (THRD Alliance). As the Chairperson of the organization and a practicing lawyer, he is responsible for the litigation strategy of the organization. He has 10 years' experience working in the human rights field including both litigation and advocacy work. In addition, Jha is a member of the Accountability Watch Committee (AWC) in Nepal, which is a national network of individuals and organizations working in the field of human rights. AWC promotes the idea of transitional justice and provides a platform from which to influence and lobby for the establishment of transitional justice mechanisms. Jha is undertaking the DTP program to have more clarity on the issue of migrant workers, their rights, and to learn about the essential mechanisms for successful advocacy work in the area.

Nilambar Badal

Nilambar has completed a Masters of Education (English Language Teaching). He works as a program director at the Asian Human Rights and Culture Development Forum (AHRCDF Migrants' Centre) where he drafts proposals, monitors and evaluates programs, provides reportage on the progress of programs as well as participates in workshops and seminars held by the organization.

Nilambar would like to take part in the DTP program in order to learn about more formal ways to deal with the issues being faced by the migrant workers. In addition, he believes the program will give him new perspectives and ideas that will help aid his advocacy work in the future.

Reena Gurung

Reena has completed a Bachelor of Laws and a Master of Arts in English. She currently works as a program officer at the Nepal Institute of Development Studies (NIDS) where she conducts research on safe migration patterns and the rights of foreign workers. Reena is also involved in running advocacy programs that help promote migrant rights. Through the program, she collaborates with the Nepal Bar Association to facilitate access to justice by providing free legal aid to Migrants and their families.

Reena hopes that the DTP program will increase her knowledge of the issues being faced by Nepalese Migrant Workers so that she is able to confidently discuss the problems later. In addition, she hopes that it will be a platform where she can share experiences and network with other advocates.

Sarita Bhusal

Sarita has completed a Bachelor of Education (English), an intermediate degree in Arts and a Master's degree in Education (English). She is currently undertaking a Master's degree in sociology. Sarita is employed as the district co-ordinator for the Women's Rehabilitation Centre (WOREC). She is responsible for the development, facilitation and management of all WOREC programs that run within her working district. As part of her role, she is expected to prepare, plan, implement, monitor and report on the programs the organisation is involved in.

Sarita hopes that the DTP program will assist her to plan and implement more organized and interactive programs that will help her effectively raise awareness about the situation of migrant workers in the future.

Som Prasad Lamichhane

Som Prasad holds a Bachelor's degree in management. He currently works as the General Secretary of the Pravasi Nepali Co-ordination Committee (PNCC). As part of his role, Som conceives and initiates programs to be run by the PNCC including preparing proposals and documents needed for their successful implementation. He is in charge of handling 'rescue' cases and provides support to families who have lost a family member overseas by ensuring they get access to their rights such as compensation. Som Prasad also conducts counselling sessions pre-departure as well as regarding re-integration. He has over six years' experience in the human rights field.

Som Prasad spent five years in Saudi Arabia as a migrant worker. During his time there, he actively engaged in Diaspora communities in Saudi as a representative of Pravasi Nepali Sewa Samaj (PNSS). Som is participating in the DTP program in order to inform himself on how to strategically develop programs that will address loopholes in the migration issue in the future. He also hopes that he will gain extra knowledge on the international instruments that underlie the foreign employment problem.

Basanta Kumar Karki

Basanta holds a Master's Degree in Public Administration and a Master's Degree in Sociology. He currently works as the Senior Program Officer of the Safer Migration Project (SaMi), a program run by the HELVETAS Swiss Inter-cooperation in Nepal. As part of his role, he is expected to provide support to the Team leader with regards to overall project management. He also has the responsibility of looking after the capacity building aspect of the project's human resources, as well as carrying out advocacy initiatives.

Basanta has spent over 10 years working in the human rights field; six of which were focused on the promotion of migrant worker rights. He hopes the training will help him in designing effective advocacy strategies that he can utilize in order to influence policy level change. In addition, he hopes the program will provide him with knowledge and information that he can use to participate in political forums in the future.

Nisha Baniya

Nisha holds a Bachelor degree in Law and a Master's degree in Sociology/Anthropology from Tribhuvan University. She currently works as an advocate within the General Federation of Nepalese Trade Union (GEFONT) where she plays an advisory role regarding migrant issues. As a lawyer, Nisha also handles the cases of migrant workers, provides legal education and counselling as well as actively advocates for the promotion of migrant worker rights.

Nisha hopes the DTP program will allow her to become more capable in her position as a legal advocate. She hopes that it will help enhance her skills and knowledge of the issues being faced by the migrants, which is a field she hopes to continue in the future. She is interested in learning the theoretical and practical aspects of the issue especially through the lens of a human rights based approach.

Samrachna Shakya

Samrachna has completed a Bachelor of Sociology. She currently works as a program co-ordinator at the Asian Human Rights and Culture Development Forum (AHRCDF) Migrants' Centre. As part of her role, she has co-ordinated programs organized by the centre and prepared reports on their progress and implementation. She has also facilitated counselling sessions and workshops in partnership with the Safer Migration Project (SaMi/HELVETAR); the project has the objective of making the foreign employment field more productive and secured.

Samrachna hopes that the knowledge gained from the DTP program would assist her to become a more efficient advocate due to the extra training. She hopes that it will allow her to build her confidence in speaking up and hopes that she will be able to come up with new ideas and plans for the development of a more productive and safe foreign employment system.

Shyam kumari Sah

Shyam has completed a Master of Arts in Sociology. He is the chairperson of Mukti lagi Mahila Aviaan Nepal Siraha (MUKTI NEPAL). As a chairperson of the organization he oversees all the work performed by the staff. He also advocates for greater access to justice for those victims of violence as well as those trapped within the migrant worker system. He hopes to participate in the DTP program because he believes it is a great initiative that supports the community within Nepal.

Sushil Shrestha

Sushil has completed a Bachelor in Business Studies from the Namuna Machhindra Campus and an Intermediate in Commerce from the Nepal Commerce Campus. He currently works as the program co-coordinator for the Himalayan Human Rights Monitors (HimRights). He oversees the HimRights Lifeline, Safe Migration as well as Anti-Trafficking project. He is responsible for program planning, monitoring and evaluating projects; preparing reports, proposals and drafting; liaising with other NGO's as well as being accountable to his superiors within the organization.

Sushil hopes that through his participating in the DTP program, he will be able to gain an understanding of current policy and practice in Nepal regarding labor migration. In addition, he hopes that he is able to increase his awareness on the international human rights framework and human rights treaties that exist in relation to the migrant worker problem.

Bishnu Bahadur Khatri

Bishnu holds an MA in Sociology and Political Science and Bachelor of Law and Education from the Tribhuvan University. He currently works as the Executive Director of Youth Action Nepal. Bishnu is the team leader of the organization and is responsible for planning, implementation and fund raising for organizational activities. He has more than ten years' experience in development activities especially in relation to youth and safe migration issues. Bishnu is also an advisor of Pravasi Nepali Coordination Committee (PNCC), a reputed grassroots organization of returnee migrant workers based in Kathmandu.

Bishnu hopes to undertake the program in order to sharpen his knowledge and increase his understanding of the Migrant Worker problem. He also hopes to use the program as a forum to broaden his network of likeminded individuals who are advocating for the same cause.

Kiran Gupta

Kiran has completed a Bachelor of Laws, a Master of Arts in Sociology from T.C College and is currently undertaking Master of Laws. He is a legal consultant and researcher at Terai Human Rights Defenders Alliance (THRD Alliance). Kiran is a legal practitioner at the Supreme Court of Nepal. He deals with various fields of law including discrimination and the protection of women rights. He has ten years experience in human rights law and advocacy.

Devendra Raj Bhattarai

Devendra is the chief sub-editor of Kantipur Daily, one of the most reliable newspapers in the country. Devendra has been covering the news with regards to foreign issues, especially trafficking in Persons (Policy and Prevention) and migrant labour issues in his newspaper for a considerable time. Previously, Devendra was based in Doha, Qatar (2008-2009) as a special correspondent in the Gulf Region for his newspaper, Kantipur Daily. He explored dozens of cases relating to human trafficking when he was in Doha. As a result, he hopes the DTP program will help him increase his knowledge on the issue especially with regards to international law.

Mahendra Pandey

Mahendra is the Chairperson of the Pravasi (Migrant) Nepali Coordination Committee. The PNCC is an organisation formed by migrant workers mainly from the gulf region to assist migrant workers faced with difficulties in Saudi Arabia. As Chairperson, Mahendra plays a key role in designing, planning, implementing, monitoring activities and networking for the Committee. He focuses on the protection and promotion of human rights issues of foreign migrant workers, and has conducted a number of program and activities across different levels to advocate the rights of foreign migrant workers in Nepal. In the past, Mahendra has collaborated with organisations such as the Migrant Forum Asia, the ILO and UN agencies, and he has worked as a district secretary for Amnesty International in Palpa district, Nepal. He has written a book *Saudi Arab Ek Chinari* (An Introduction of Saudi Arabia) with the aim of providing migrant workers with information on their destination country.

TRAINER AND STAFF BIOGRAPHIES

Renu Rajbhandari

Prominent women's rights advocate Dr. Renu Rajbhandari is the founder of the Women's Rehabilitation Centre (WOREC), a preventive health and treatment program for rural marginalized Nepalese women, including former prostitutes with AIDS. The program attacks the socioeconomic roots of the deadly female migration from Nepalese villages to Indian brothels, while also extending basic health education and services to needy village women.

Hari Phuyal

Hari Phuyal is an advocate in the Supreme Court of Nepal and works as a lawyer to the International Commission of Jurists (ICJ). He is contributing to the Nepal Bar Association to develop its stand on the independence of the judiciary in the up-coming Constitution through the Constituent Assembly. He has worked as the National Legal Adviser to the Office of the High Commissioner for Human Rights (OHCHR) in Nepal and has worked for the National Human Rights Commission, Nepal. Mr Phuyal is the author of a book on Refugee Law as a course book to LL.B students in Nepali language, and he has also taught a number of law courses to students of Bachelor of Law at Tribhuban University, Kathmandu.

Bandita Sijapati

Bandita Sijapati is the Research Director at the Centre for the Study of Labour and Mobility (CESLAM). She completed her PhD from the Maxwell School of Citizenship and Public Affairs at Syracuse University, New York. Her research interests include migration, transnationalism, citizenship, political psychology, research methodology, and civil conflicts. She holds a master's degree from Columbia University and a bachelor's from Macalester College, Minnesota. She is Adjunct Professor at the Nepal School of Social Science and Humanities and has authored many books and learned articles.

Ray Jureidini

Ray Jureidini PhD is Associate Professor and Director of the Center for Migration and Refugee Studies at the American University in Cairo. Dr. Jureidini studied economic and industrial sociology and completed his Bachelor's degree, majoring in Psychology and Sociology. He is a former secretary of the Australian Sociological Association, co-founder and vice-chairman of the Australian Arabic Council and past president of the Australian Middle East Studies Association. He currently serves on the editorial boards of the International Migration Journal and OMNES: Journal of Migration and Multicultural Society.

Nir Lama works on documentation at the Informal Sector Service Centre (INSEC) and is responsible for the human rights yearbook.

Mandan Paudel is Regional Chief of Informal Sector Service Centre (INSEC). INSEC is leading human rights organization of Nepal. It works for human rights education and its programs cover all over the country.

Joshua Cooper

Joshua Cooper is an academic in human rights law. As well as 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 worldwide including the University of Hawaii, the International Training Center for Teaching Peace and Human Rights in Geneva, Galway University in Ireland and the University of the District of Columbia in Washington D.C. He also performs 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. Josh has also been selected to work with Nobel Peace Prize Laureate and U.S. Vice-President Al Gore on The Climate Project.

L K Ruhunage – Sri Lanka Bureau of Foreign Employment

Som Lal Bataju

Som Lal Bataju is President of Nepal Association of Foreign Employment Agencies (NAFEA) and its former General-secretary

Kumud Khanal

Kumud Khanal is General-secretary of Nepal Association of Foreign Employment Agencies (NAFEA)

Marie Apostol

Ms Marie Apostol is Founder and President/CEO of The FAIR Hiring Initiative. The initiative is a social enterprise that develops, tests and promotes ethical recruitment models and addresses issues of forced labour, debt bondage and human trafficking in labour migration.

In 2004, Marie founded Verité Southeast Asia and served as its Executive Director until February, 2012 where she led the development of the Verité Systems Approach For Social Responsibility, the Verité Fair Hiring Toolkit, and prepared the original draft of the Manpower-Verité Ethical Framework for Cross-Border Recruitment. She has trained and consulted for companies such as Starbucks, Apple, The Home Depot, Wal-Mart, Gap, Levi Strauss, Hewlett-Packard, New Balance, Hershey's and Motorola, in the improvement of internal and supply-chain-level programs, systems and organizational competencies for managing Corporate Social Responsibility.

Prior to her work with Verité, Marie served as an independent consultant on poverty alleviation and social reform and worked on projects for the Philippine Government, bilateral agencies, international NGOs, and a number of UN agencies.

Ellene Sana

Ellene Sana is the Executive Director of the Centre for Migrant Advocacy (CMA) in Manila. 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.

Abrar Chowdhury

Dr. Chowdhury teaches International Relations and directs the Refugee and Migratory Movements Research Unit, (RMMRU) at the University of Dhaka, Bangladesh. He has done extensive research on Rohingya refugees, Bihari stateless people, labour migration and recruitment industry issues. RMMRU is a leading policy research, training and advocacy body on refugee, migration and displacement issues. Dr. Abrar is currently the South Asian coordinator of the University of Sussex based Research Programme Consortium on Migrating out of Poverty.

Surya Deuja

Mr. Deuja is the Head of the Promotion, Advocacy and Collective Rights Division of the National Human Rights Commission (NHRC) of Nepal. Mr. Deuja has received an LLM in Human Rights from the University of Hong Kong as well as a Master's Degree in English Literature and M.Ed. (Specialization in English) from the Tribhuvan University Nepal. Mr. Deuja has worked at Asian Forum for Human Rights and Development (FORUM-ASIA) as Manager of South Asia Department. He is also an Advocate and Member of the Nepal Bar Association Appellate Court Patan. Mr. Deuja is an active DTP Alumnus. He has been involved in dialogues and advocacy for the ratification of the Convention on Migrant Workers and ILO Conventions related to labour migration through various forums and networks including Global Forum on Migration and Development (GFMD), South Asian Peoples Advocacy for South Asia (SAPA South Asia) and the 'People's SAARC' process. Mr. Deuja has been providing assistance to Nepali Non-Governmental Organizations (NGOs) working in human rights capacity building programs and partnerships in advocating for the rights of the migrant workers.

Reshma Thapa

Reshma Thapa is a Nepali lawyer who has worked on human rights issues in Nepal for the past ten years. Her early work as a lawyer included Supreme Court litigation related issues of caste and gender based discrimination. During the years of armed conflict, she worked with the Nepal Bar Association while investigating reported violations and abuses of international human rights and humanitarian law. Ms. Thapa later worked with the International Commission of Jurists to respond to an upsurge in threats against human rights defenders and to promote international awareness in defence of human rights in Nepal. After the restoration of parliamentary rule in April 2006, Reshma continued to work with the ICJ to strengthen the role of lawyers and the judiciary in the defence of human rights. In mid-2007 she worked with Global Rights on developing constitutional language in relation to minority women's rights. She was working with International Center for Transitional Justice (ICTJ) from 2009 to 2013 advocating on victims right to truth, justice and reparations in transitional justice context and providing technical support to the government, victim groups and civil society on drafting law related to transitional justice mechanisms including Truth and Reconciliation Commission bill in Nepal.

Renuka Balasubramaniam

Renuka T Balasubramaniam is a lawyer in Malaysia. Her wide experience includes being on the committee of the Bar's legal aid centre, two terms as External Counsel for UNHCR from August 2008 to January 2009, director of Lawyers for Liberty, and member of the Malaysian Bar's Human Rights Committee. In addition to collecting data on violations to the rights of migrants and refugees for her work with Migrant Forum in Asia and the Asia Pacific Refugee Rights Network, Renuka is currently a committee member of the Malaysian Bar's human rights committee where she also works on gender, indigenous rights and rule of law issues.

Rishi Adhikari

Rishi Adhikari is Executive Director of the Institute of Foreign Affairs (IFA) in Kathmandu and Nepal's former Ambassador to Malaysia

Prakash Kumar Subedi

Prakash Kumar Subedi is Joint Secretary at the Ministry of Foreign Affairs (MoFA)

Ranjana Thapa

Ranjana Thapa is a human rights lawyer. She has been continuously engaged in advocating for the implementation of the international human rights standards in Nepal. She has been also regularly taking the national issues to the international level highlighting the Nepal human rights challenges including the human rights of migrant workers. As a coordinator of the human rights treaty monitoring coordination committee in 2000-2002, she had coordinated the submissions of the NGOs in preparation for the shadow report to the different treaty bodies.

After working for six years with the Office of the High Commissioners for Human Rights in Nepal, Ranjana Thapa currently works at the United Resident Coordinator's Office in Nepal as a human rights analyst. Recently she coordinated the UN agencies in Nepal and the Civil Society Organizations including the National Human Rights Commission to submit the list of issues and concerns to the Special Rapporteur on the Human Rights of Migrant Workers who is visiting Qatar from 3-10 November.

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

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 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 Patrick worked for Amnesty International in Australia and 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.

William Gois, *Regional Coordinator, Migrant Forum in Asia based in the Philippines*

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.

Andre Frankovits

André Frankovits is co-author with Eric Sidoti and Patrick Earle of *The Rights Way to Development: Policy and Practice*. This volume has become influential in development debates, particularly within the UN. He facilitated and co-authored Working Together, the report of the international workshop on the Human Rights Approach to Development Cooperation jointly hosted by the Swedish Ministry of Foreign Affairs, Sida and the Swedish NGO Foundation for Human Rights. He was a consultant on the Human Rights Strengthening Project (HURIST) for the UNDP and the Office of the High Commissioner. He has facilitated workshops and seminars on rights-based approaches for donors and NGOs all over the world. A former Campaign Director for Amnesty International and Executive Director of the Human Rights Council of Australia, André Frankovits' publications have appeared in Praxis, Organization, Food Policy, Development Bulletin and the web site of the Office of the High Commissioner for Human Rights.

Barbara Weyermann

Barbara Weyermann is Migrant advisor for the Swiss Development Corporation in Nepal. As an economist and social anthropologist, she has worked for UNICEF, Christlicher Friedensdienst, and for Terres des hommes in Nepal. Her experience includes work in Bosnia and Herzegovina, Kosovo, Croatia, Nepal, Namibia, and South Africa. Among her publications are "Close Encounters. Stories from the Frontline of Human Rights Work in Nepal".

At the end of the final module the participants worked together to formulate an action plan that they would be implement progressively after the end of the program. Individual NGOs took on the responsibility to organize different aspects of the plan in collaboration with designated organizations.

Action Plan	Activities	Person / Organization Responsible	Timeline	Resources
Missions / Embassies	<p><i>* Dialogue with MOFA</i></p> <ul style="list-style-type: none"> - How to increase resources of missions (lobbying ministry of finance to increase resources for missions) <p><i>Possible Agreement with MOFA</i></p> <ul style="list-style-type: none"> - Migrant CSOs to be involved in the mission staff preparatory training in order for staff to be aware of migrants concerns - Migrant CSOs in countries of destination to link up with missions (contact, support groups) - Cases received by CSOs in Nepal to be sent to missions with request for immediate action - Standard data collection for missions 	<p>* National Network for Safe Migration</p> <ul style="list-style-type: none"> - Nilambar - JP Sapkota 	* 10 March 2014	*initial meeting no resources needed
Standard Contract	<p>* Current negotiations with the Kingdom of Saudi Arabia (KSA):</p> <ul style="list-style-type: none"> - Dialogue with MOLE: get updated information on current negotiations concerning standard contract for MDWs. Get a copy of the draft contract being negotiated with KSA - translation of Philippine standard contract with KSA to Nepali 	* GEFONT	* before end of March	
UN Human Rights Mechanisms -Treaty Bodies -HRC -UPR -SP/SR -ILC	<p>* Finalize urgent appeal and submit to SR</p> <p>* Continue documentation of cases (confiscation of passports and other legal documents, VAW, contract substitution, death) for submission to SR, CMW</p> <p>* Cases currently available</p> <ul style="list-style-type: none"> - Death : 10 cases - VAW: 5 cases - Contract: 1 case - Confiscation of passport and other legal documents: <p>* Possible data collection from MOFA, Promotion board (?)</p> <p>*Inclusion in Congress preparations</p> <p>* SR's report on Qatar: Recommendations of CSOs for SR's Qatar visit to be submitted to SR</p> <p>* Qatar UPR</p> <p>* ILC: Forced Labour discussion: collect data on forced labour</p>	<p>* Urgent appeal: YOAC (Bishnu), Dev MRC</p> <p><i>* Documentation:</i></p> <ul style="list-style-type: none"> -Death Cases: PNCC: Parbata and Helvetas: Basanta (target: 15 cases by March) - VAW: POURAKHI (target: 15 cases by March, 30 cases by June) - Contract substitution: GEFONT and WOREC (target: 15 cases by March) - confiscation of passports: MRC (target 20 testimonies) 	<p>*</p> <p>*End of March</p>	
Governance Mechanisms	<p>* Analysis of the Sri Lankan process, recommendations for change in the Nepali process</p> <p>*Identify which mechanism the group would like to see changed, introduced or abolished</p> <p>*Advocacy campaign</p> <p>* First network meeting: focus on recruitment</p>	<p>National Network for Safe Migration:</p> <ul style="list-style-type: none"> Som (PNCC) Bishnu (YOAC) Dhami (WOREC) 	* 15 March 2014	

Core Group:

- 1.) Basanta (Helvetas)
- 2.) Manju (POURAKHI)
- 3.) Samar (GEFONT)

QUOTES

- Great training and opportunity to develop capacity of Nepali migrant activists
- Yes, it gave me lots of information of human right of migrant worker. I can deal the issue of migrant worker from different aspect which was not earlier
- I have learned more about national and international mechanism which was not clear before this training. It helps to me on my work.
- This was one of the important and more practical learning spaces. I like it very much.
- We are able to make strong network and relationship between the participant which helps to work together in future
- The relation between the organization has been strengthen and now we are working together in various issues
- More actively working through the National Network making our advocacy stronger which Government of Nepal taken more seriously
- In this five modules I have clear picture about the UN system and came to know where to go for seeking support and help to send the report and complains
- Speak with confidence on the international human rights framework while visiting embassies requesting them to pressurize their Governments taking part in the UPR to speak up for the promotion and protection of the rights of MWs