On the 17th and 18th of July 2014, the International Conference on Women, Migration and Development: Investing In The Future was convened by CARE International and hosted at the Overseas Development Institute in London. The objectives of the conference were to:

- Highlight the challenges faced by vulnerable migrant workers, including the particular vulnerabilities faced by women migrant workers.
- Advocate the strategies, policy and practical responses, based on CARE, our partners’ and others’ experiences, which need to be taken by policy-makers to protect migrant workers’ well-being particularly with respect to safe mobility and access to healthcare.
- Recognise women migrants’ contribution as economic actors and advocate for policies and planning processes and ensure their protection.
- Advocate for the recognition of the role of migration as a key development enabler in the post-2015 development agenda.
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<thead>
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<th>Abbreviation</th>
<th>Full Form</th>
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<tbody>
<tr>
<td>ART</td>
<td>Anti-Retroviral Therapy</td>
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<tr>
<td>ASEAN</td>
<td>Association of Southeast Asian Nations</td>
</tr>
<tr>
<td>CEDAW</td>
<td>Committee on the Elimination of all forms of Discrimination Against Women</td>
</tr>
<tr>
<td>CENWOR</td>
<td>Center for Women’s Research</td>
</tr>
<tr>
<td>COMPAS</td>
<td>Centre on Migration, Policy and Society</td>
</tr>
<tr>
<td>EMPHASIS</td>
<td>Enhancing Mobile Populations’ Access to HIV and AIDS Services, Information and Support</td>
</tr>
<tr>
<td>IEC</td>
<td>Information, Education and Communication</td>
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<tr>
<td>ILO</td>
<td>International Labour Organization</td>
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<tr>
<td>IOM</td>
<td>International Organization for Migration</td>
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<tr>
<td>GFMD</td>
<td>Global Forum for Migration and Development</td>
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<tr>
<td>MDG</td>
<td>Millennium Development Goals</td>
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<tr>
<td>ODI</td>
<td>Overseas Development Institute</td>
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<tr>
<td>OSF</td>
<td>Open Society Foundations</td>
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<tr>
<td>SAARC</td>
<td>South Asian Association for Regional Cooperation</td>
</tr>
<tr>
<td>SDG</td>
<td>Sustainable Development Goals</td>
</tr>
<tr>
<td>VCT</td>
<td>Voluntary Counselling and Testing</td>
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<tr>
<td>WHO</td>
<td>World Health Organization</td>
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Overview

On the 17th and 18th of July 2014, the International Conference on Women, Migration and Development: Investing In The Future was convened by CARE International and hosted at the Overseas Development Institute in London. The objectives of the conference were to:

- Highlight the challenges faced by vulnerable migrant workers, including the particular vulnerabilities faced by women migrant workers.
- Advocate the strategies, policy and practical responses, based on CARE, our partners’ and others’ experiences, which need to be taken by policy-makers to protect migrant workers’ well-being particularly with respect to safe mobility and access to healthcare.
- Recognise women migrants’ contribution as economic actors and advocate for policies and planning processes and ensure their protection.
- Advocate for the recognition of the role of migration as a key development enabler in the post-2015 development agenda.

The conference provided the opportunity for CARE and ODI to present the findings from their five year EMPHASIS (Enhancing Mobile Populations’ Access to HIV and AIDS Services, Information and Support) programme in South Asia.

The conference was live-streamed and attended online by delegates from numerous countries. An online forum facilitated a platform for remote delegates to ask questions to the various panellists over the two-day event.
Day 1: Strategic context of migration within the Global Development Agenda

1.1 Inaugural Session

1.1.1 Introduction and Agenda Setting: Catarina Tully, Conference Facilitator

- Conference Facilitator Catarina Tully welcomed delegates and introduced the overarching conference objective: to discuss the growing role of migration in development and consider how it can be involved in the post-2015 development framework.

- This conference is a response to recent calls to have more data about migration development programmes, particularly to understand the regional impacts of migration and the impact on all aspects of migrant men and women’s wellbeing. EMPHASIS is one of the few projects that have provided such valuable data; it analysed the whole migration process – at source, transit and destination – and engaged with both migrant men and women crossing borders as well as high-level policy makers.

- The event follows a series of regional and national engagement processes as well as a lot of ODI research. It’s the culmination of a six-year journey that the ODI and CARE have taken, which provides the opportunity to share thoughts, advocacy, policy and programmatic insights as well as gather the views of the coalition of actors who attend the conference in order to collectively develop a plan of action.

1.1.2 Opening Address: John Plastow, CARE

“In order to advance efforts to put migration on the agenda as a critical issue in development, a diversity of stakeholders must be engaged”

- EMPHASIS, funded by the Big Lottery Fund, was a 5-year-programme that was able to reach 350,000 people. It raised awareness around HIV/AIDS and enabled people to access health services across borders, without fear. It is a model for the provision of health services across borders, as the programme successfully bridged health services between Nepal, Bangladesh and India and directly facilitated migrant access to HIV/AIDS services and support.

- EMPHASIS’ focus on HIV/AIDS served as an entry point for exploration of wider issues and exposed the host of vulnerabilities that migrants, particularly migrant women, face such as safety and dignity, worker’s rights violations, gender-based violence, access to financial services and remittances and access to health and other social services. EMPHASIS worked on innovations in a number of these areas, for example increasing migrant men and women’s access to banks and remittance companies, enabling them to access financial services.

- The project successfully connected with local and national stakeholders to strengthen government and NGO health services, including the important breakthrough of cross-border referrals for people living with HIV/AIDS.
• CARE is grateful to the Big Lottery Fund for the long-term strategic grant for EMPHASIS and celebrated the presence of senior representatives from all three countries featured in the programme. In order to advance efforts to put migration on the agenda as a critical issue in development, a diversity of stakeholders must be engaged: governments, the private sector, academia and civil society all have a role to play and must work together.

• Over the course of the conference, CARE is keen to highlight the following three advocacy priorities:
  
  1. **Promote regional approaches to migration that seek to ensure both source and destination countries reap the benefits.**
  
  2. **Ensure that migration is a core part of the international development agenda.**
  
  3. **Urge states to ratify and implement relevant international and regional standards to protect migrants.** Particularly, with regard to migrant women, the ILO Convention 189 on The Rights of Domestic Workers.

1.1.3 Welcome Address: Albert Tucker, Big Lottery Fund

“You’ve made a real change on the ground and we’re proud to say we’ve funded that.”

• The Big Lottery Fund (BLF) are interested in hearing about findings that focus on strong social changes and migrant men and women’s voices. As they are publically accountable, they must ensure any investment would demonstrate good use of public money and create value. EMPHASIS received a long-term strategic grant because of its partnerships and local focus. The BLF were impressed and encouraged by this opportunity to influence the lives of migrant women and men and liked that although the entry point was HIV and AIDS, the programme particularly targeted migrant women and their health needs.

• The Big Lottery Fund was particularly pleased to hear about the sustainable changes that were brought about by EMPHASIS. One key success from the programme was regarding remittances; EMPHASIS successfully encouraged women to open accounts, transfer and manage money. This practical step impacted progress in gender equality. This unidirectional change should be celebrated; now women are controlling their own accounts, nobody can tell them to go back to being dependent on a spouse. Results and findings must be more than just metrics, and such social changes are what really count.

• Voice is a key aspect of the EMPHASIS programme, especially because migrant men and women often have little voice. It’s important to keep those people in the frame and have the people who are most affected – migrant women and men - present in the room and at the heart of discussions.

• The EMPHASIS programme has delivered strong results, demonstrated that partnerships can work successfully and shown that unexpected consequences can come out of doing the right thing.

1.1.4 On EMPHASIS and Migration: Prabodh Devkota, Senior Regional Project Director, CARE

“It’s imperative that we recognise the rights of migrants as human beings and put them at the centre of development aspirations”

• Mobility is an increasing trend and there is a growing need to recognise the world of mobility within the post-2015 agenda.

• A major section of South Asian women are working as domestic workers in Gulf states. Women and girls’ participation in migration is changing their role as economic actors. However, this is invisible; meanwhile violence, stigma, discrimination and a lack of health care and social support leave migrant women
vulnerable. Migration happens in a patriarchal system where politics and ideologies systematically marginalise women and girls at source, transit and destination.

- Conversations on migrants focus on migrants’ economic contributions and the role of remittances. However, it’s important not to view migrants only as economic actors; they are not commodities, they are human beings. It’s imperative that we recognise the rights of migrants as human beings and put them at the centre of development aspirations.

- Recent dynamics around migration have created new challenges to government too. At the last Global Forum for Migration and Development (GFMD), there was a willingness for civil society and governments to work together to put systems in place. EMPHASIS worked closely with stakeholders – including chains of partners in each country, including media and government, civil society, the UN and ILO. There have been a series of consultations at national and regional level and EMPHASIS has developed a publication, the EMPHASIS Learning Series, to encapsulate the learning from this.

- To further influence migration discourse, more data and evidence is needed. EMPHASIS is a unique project that sought to provide valuable data by taking a comprehensive approach to analysing migration at source, transit and destination as opposed to just one of these sites.

- EMPHASIS has proven how a migration programme focused on addressing health and vulnerability can open a space for discussing other development concerns affecting migrants and their families. It is the only regional project in South Asia directly helping hundreds of thousands of migrants and it’s coming to an end. There is a real need to continue work in this very important area.

1.1.5 Keynote Address: Jill Helke, Director, International Cooperation and Partnerships, IOM

“Migration is the oldest adaptation and survival strategy”

- One in seven people on the planet are migrants. Migration is the oldest adaptation and survival strategy. It is inevitable, necessary and desirable and is relevant to all countries. Migration is important to development, and the international community have a role in facilitating this and including the issue of migrants’ rights in the post-2015 development agenda.

- One billion people are on the move: 230+ million internationally and the rest internally. It’s not just the people on the move who are affected by migration, but those who are connected with them.

Economic impacts of Migration

- Over $1 billion dollars are remitted per day worldwide, and households receiving remittances do better than those without; they have a higher propensity to cope with unexpected events.

- Remittances are a resilient source of financing. When the economic crisis hit, remittances continued to flow. It’s important to ensure that remittances are used for maximum benefit; financial literacy training can help this.

- Female migrants send approximately the same amount of money as men, but it constitutes a higher proportion of their income. They also send money more regularly and for longer periods of time (meaning they spend more of it on transfer fees). They may be subject to family pressures to remit most of their income, meaning that they live in difficult conditions. The legal status of women also makes a difference to how much and how they remit.

- Restrictions on migration can mean that migrants resort to using smugglers. This often leads them into large amounts of debt before they can even start sending remittances. Irregular migration status can lead to increased vulnerability regarding labour exploitation, such as low wages.
Female labour migrants often work in low-skilled jobs and poor labour conditions with no pay. This impacts their capacity to remit.

**Social Impacts of Migration**
- Migration can empower women: both those who migrate and those who remain in the source country.

**Environmental Impacts of Migration**
- Environmental migration may exacerbate other challenges to sustainable development (planning urban development, disaster reduction, adaptation measures).
- Migration can be an adaptation resilience strategy, where part of a family may move and send remittances, allowing other family members to remain in the source country.

Migration that takes place under conditions of vulnerability and exposes migrants to human rights violations does not allow migrants to fulfil their development potential and does not maximise the contributions they can make to the economies of both source and destination countries.

Large amounts of migrants die in transit. Human trafficking is estimated to be 35 billion dollar industry. The ILO estimates that 10 billion dollars are lost to excessive recruitment fees.

**Problems Faced By Migrant Women**
- Women migrants often end up in low skilled and domestic work. This has a direct impact on vulnerability and remittances.
- Migrant women largely work in isolated jobs in the informal sector. Widespread problems with domestic work include low pay, long working hours, isolation and personal relationships with employers. Domestic workers are excluded from normal worker protections.
- Skilled women tend to go into welfare and social professions: education/ health/ social work. Developed countries rely on recourse to foreign nurses.
- The lack of recognition of qualifications in destination countries affects women more than men. Migrant women with full high school experience are affected by skills erosion; they begin working in jobs beneath their skill level.
- Women’s status is often linked to their husband, who is considered the “main” migrant.

**The Role of the International Community in Safeguarding Migrants’ Rights**
- The International Community must safeguard migrants’ rights to realise development outcomes. This involves ratifying regional instruments and implementing policies and strengthening the capacity of governments, companies and businesses to support a rights-based approach to migration.
- Transform migration discourse, which is currently filled with xenophobia and discrimination.
- Create avenues for safe migration.
- Reduce the costs of migration (for example by regulating brokers and smugglers).
- Strengthen regional and interregional cooperation.
- Promote policy coherence and the integration of migration in development.
- Must not instrumentalise migrants.
Migration is often seen as a problem or failure of development but it’s actually an enabler for development for migrants and their families. Development outcomes depend on good policies and governments that uphold human rights.

The post-2015 agenda will be incomplete and divorced from reality if it does not include the role of migrants. It must protect migrants’ rights, address the protection needs of women, recognise migrants’ key contributions to development, take account of migrant women’s remittances as a significant source of protection for families and maximise the benefits of migration while minimizing the risks and human rights violations.

### Key points from the Inaugural Session

1. Governments, Civil Society, academics and other actors must work together to facilitate safe migration
2. Migrants’ voices and experience must be central to advocacy and policy processes
3. Migrants must not be instrumentalised as economic actors and should be recognised as human beings with rights.
Session 1: EMPHASIS

1.1 The Story of EMPHASIS: Tahseen Alam, Regional Advocacy Manager, CARE

“Women are extremely vulnerable. Far more vulnerable than male migrants.”

Background

- Between Bangladesh, Nepal and India there is high population mobility. India is a key growing economy in the South Asia region and is a popular destination country for migrants. Its borders are porous and witness high levels of migration from Bangladesh and Nepal. According to the Indian government, there are approximately 1 million Nepalese nationals living in India, but the real numbers are estimated to be higher.

- Between India and Nepal there is a friendship treaty that means Nepalese migrants enjoy the same rights as Indian citizens except the right to vote. However, between Bangladesh and India there are no such agreements and much of the migration is undocumented.

Issues Uncovered

- Migrating populations face a lot of vulnerabilities, particularly with regard to HIV. Migrants are ten times more vulnerable to HIV than the non-mobile population.

- A large number of women are taking part in the labour force; half the migrant labour force comprises of women. Migrant women are far more vulnerable than their male counterparts because they mainly work in low or unskilled roles such as domestic workers. Migrant women also face issues around domestic violence and violence in the workplace.

- The programme targeted migrant workers from Nepal and Bangladesh who were travelling to India, spouses and families of migrants in source communities and other potential migrants in source countries

- EMPHASIS considered the whole issue of safe mobility from source, through transit, to destination. The programme found that migrant women and men face different issues at different parts of the journey (see figure 1).

Figure 1: Migrants’ issues

<table>
<thead>
<tr>
<th>Source</th>
<th>Transit</th>
<th>Destination</th>
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<tbody>
<tr>
<td>- Livelihood; burden on women and girls</td>
<td>- Violence and harassment</td>
<td>- Stigma and discrimination</td>
</tr>
<tr>
<td>- Stigma and discrimination especially towards returnee women migrants</td>
<td>- Robbery, Poisoning, Theft</td>
<td>at workplace</td>
</tr>
<tr>
<td>- Access to health services and information</td>
<td>- Verbal &amp; Sexual Abuse</td>
<td>- Lack of ID cards</td>
</tr>
<tr>
<td>- Receiving remittance</td>
<td>- Extortion by officials</td>
<td>- Gender based violence- Domestic Workers</td>
</tr>
<tr>
<td>- Acknowledgment of migrants issues and vulnerabilities by governments</td>
<td>- Lack of cooperation between border officials (Indo-Nepal vs. India-Bangladesh)</td>
<td>- Lack of Awareness</td>
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<td></td>
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<td>- Equal wages</td>
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<tr>
<td></td>
<td></td>
<td>- Access to health services</td>
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<tr>
<td></td>
<td></td>
<td>- Safe remittance</td>
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<td></td>
<td></td>
<td>- Poor living and working conditions</td>
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</table>
EMPHASIS aimed to reduce the vulnerability of the mobile population (particularly women) to HIV infection across a selected cross border region within India, Bangladesh and Nepal. During the programme, EMPHASIS broadened its scope to look at issues outside of HIV such as financial services and migrant children’s access to education.

Access to safe remittances is a huge concern for migrant women and men.

Key EMPHASIS Interventions

- Before, migrants living with HIV would cross over the border without access to HIV medicines in the destination country. They would take two months worth of medicine from their source and bring it with them. After two months, they had to return home to get more medication and lose their job in the process.

- In the source countries - Nepal and Bangladesh - the project supported the existing health services and government by locating 37 service centres (drop-in centres, community resource centres and helpdesks) at strategic locations across the migration continuum. EMPHASIS also rooted a referral network in the outreach strategy, facilitating cross-border treatment referrals.

Results

- Over 20,000 people were referred to HIV testing and STI services.
- 48% were females.
- 59% accessed pre-existing services (all emphasis did was strengthen the services by sensitising service providers and building their capacities).
- Access percentage has risen from 20% in the second year to 80% in the current year.
- Facilitation of cross-border HIV services.

Conclusions

- EMPHASIS was an overwhelmingly successful development programme. It achieved an effective and integrated cross-border model of HIV prevention, care, treatment and support by establishing an information network and disseminating social and behaviour change communication materials across the mobility continuum.

- The impact population now cite lower risk behaviours, increased knowledge of HIV and AIDS and have better health seeking behaviours.

- HIV was a major focus of the programme, and a link was found between HIV and not being able to safely remit money. Migrant women and men felt guilty about not being able to remit or save money, which was linked to a lack of opportunities for relaxation and recreation. The only few avenues for relaxation led to risky behaviours. A culture of safe remittance is closely linked to migrants’ health.

- EMPHASIS enlisted exploitative stakeholders (such as local police) as allies the exploiters.

- Women in the programme acted as agents of change. EMPHASIS facilitated 55 women’s groups to encourage them to collectively organize.
**Key points from Session 1: The Story of EMPHASIS**

1. EMPHASIS is a unique, flexible programme that promoted safety, dignity and access to health services for migrants at every stage of their journey (source, transit and destination) through a regional model.

2. HIV was a major focus of the programme and EMPHASIS sustainably implemented a cross-border model of HIV prevention, care, treatment and support.

3. EMPHASIS uncovered key issues facing migrant women and highlighted specific vulnerabilities that need to be addressed, such as access to banks and safe remittance channels, labour protections and social services.

**1.2 Discussion**

**Q: What about the situation that returning women face when re-integrating into communities?**

A: The project saw a lot of women go back and face stigma, harassment and discrimination from their communities; there are presumptions about where they earned their income (i.e. sex trade in Mumbai) and they are shamed and ostracised. This makes it difficult for women to permanently return to their source country; often they will go back for a year or two before migrating again. EMPHASIS organised self-help groups for returnee migrants to share their experiences and work on issues of social exclusion.

**Q: What are the specific behaviours that lead to the increased risk of HIV and what were the specific interventions to address this?**

A: There are a number of behavioural links to HIV, including migrant stress. These issues are covered in much more depth in the EMPHASIS Learning Series.

**Q: The project reached out to migrant women who were domestic workers, but what about women working in other forms of employment?**

A: The project focused on labour migrants and looked at who was in each location. Within these locations, if we found sex workers, we intervened with them regarding access to services.

**Q: How were the governments involved and how important was that to the programme’s success?**

A: Governments are looking for evidence and if you come across this/ produce it yourself it’s easy to talk to governments. EMPHASIS facilitated high-level dialogue between Nepal and India and engaged with members of parliament in Bangladesh, particularly the Ministry of Health. EMPHASIS tried to mobilise existing government services and systems to gain confidence from the government’s side and consequently received a lot of support.

**Q: We’ve used the word ‘mobility’ a lot, but what about trafficking? Are we using the word ‘mobility’ to include trafficking, or are they extra figures that we need to think about when talking about interventions?**

A: People who migrate can start off as legal and then become undocumented. These categories are important regarding what treatment they receive. We need to look at the way we use words and labels – for example, “migrant” is a toxic word, but “expat” or “high skilled” elicits a different response. The types of migrants found in different areas depend on the characteristics of corridors; some channels are dominated by young males and at the
moment there is a massive flow of children from central to North America. We cannot generalise that migration is or is not one particular thing.

**Q:** What are the age groups of these migrants?
A: The average age was 26 years at first time of travel to India.

**Q:** The EMPHASIS project is coming to an end, what happens next?

John Plastow, CARE: EMPHASIS facilitated a strong dimension of sustainability; pre-existing government services have been strengthened in the area. CARE International is committed to continuing with work on migration and the learning and advocacy will go on.

Albert Tucker, BLF: One objective of funding strategically is to show that a different way is possible. Hopefully the conference will challenge and encourage different players and agents to actually make some of this work part of their core activity in supporting communities. EMPHASIS is sustainable because communities are taking it on and incorporating it within national HIV/AIDS programmes to provide migrant-friendly services.
Session 2: Migration, a perspective from South Asia

1.1 Overview of Migration in South Asia: Dr Piyasiri Wickramasekara, Vice President, Global Migration Policy Associates

“There is a culture of impunity for those who violate the human rights of migrants”

- The main objective in improving migration is not just to make it safe and orderly, but that it happens in conditions of dignity, equity, justice and security.

- Gains from migration are currently outweighed by malpractice and mistreatment including high migration costs, debt burdens and low wages at destinations.

- Most South Asian migrant workers, especially women, face high vulnerability to violations of basic human and labour rights.

- Shared responsibility between origin and destination countries based on international norms is the key for better governance and protection of migrant workers. However, good practices are not a substitute for ratification of legally binding conventions and their realization through legislation and enforcement.

- All interventions should be based on respect for migrant rights, gender concerns, social dialogue, cooperation and partnerships.

Overview of South Asian migration

- Most migration consists of temporary labour migration and short-term contracts, mainly to the Middle East.

- It is predominantly organised by private sector recruitment industries that involve multiple layers of intermediaries.

- The bulk of migration flows consist of low skilled workers.

- There is a lot of irregular migration and trafficking.

- There is a high share of female migration.

- Skilled migration flows to Australia, Canada, GCC states, Europe and the US.

Main challenges and problems facing migrant workers:

- There are gaps in legal protections for domestic workers, such as no limitation of normal weekly hours and no entitlement to weekly rest.

- Vulnerability to sexual abuse and violence, exploitation and health risks such as HIV and AIDS.
• Vulnerability caused by a lack of preparedness including information and awareness.

• Migrants often end up in unregulated sectors such as domestic service.

• Migration status.

• Recruitment malpractices.

• A culture of impunity for those who violate human rights of migrants – both in countries of origin and destination.

Legal and regulatory frameworks to protect migrants:
• Fundamental human rights instruments of UN and ILO, particularly migrant specific conventions such as Convention Nos. 97 and 143.

Good practices for better governance and protection of rights:
• Ratification of international human rights instruments.

• Dedicated bilateral agreements with employment contracts.

• Payment of wages into workers’ bank accounts.

• Extension of labour law to cover domestic workers.

• National labour migration policies and new legislation; training bureaucrats to be sensitive to the issues migrants face.

• Migrant welfare funds.

• Voluntary insurance and pension schemes.

• Skills training and recognition.

• Capacity building of stakeholders.

Improving Scope And Engaging Regional Cooperation Platforms
• The Colombo Process.

• The Abu Dhabi Dialogue.

• SAARC (South Asian Association for Regional Cooperation): migration is not yet on the agenda and is not reflected in the charter.

• Inter-governmental: Bangladesh Symposium July 2013 and Dhaka Statement.

• CSO: SARTUC (South Asian Regional Trade Union Council).

• CSO: IHRB Dhaka Principles.
1.2 Neazuddin Miah, Health Secretary, Government of Bangladesh

“Empowerment is critical. Stigma, discrimination and violence is associated with foreign migration”

Context in Bangladesh

- Bangladesh is a labour surplus country and contributes significantly to the labour resource in the global market, mainly to the Middle East and South East Asian countries. On average, more than 225,000 Bangladeshis leave the country each year to take up overseas employment contracts.
- The remittances sent by migrants occupy the second position in the national economy, next to garment workers. Remittances account for 12% of Bangladesh’s GDP.
- Migration from Bangladesh is increasing. Empowerment is critical as foreign migration is associated with stigma, discrimination and violence.

Challenges to protecting migrants’ wellbeing

- ASEAN nations still are not protecting migrants’ wellbeing and rights due to lack of standard job contracts and arrangements such as the kafala system that lead to the exploitation and social deprivation of migrants in destination countries.
- Lack of unity among source countries and ineffective leadership of SAARC, the Colombo Process and Abu Dhabi dialogue.
- Migrants are often faced with inequalities in accessing health services, due to marginalization, powerlessness, lack of specific policies or shortcomings in implementing them, or because of prevailing exploitative working conditions, particularly in times of economic decline.
- A critical link has been observed between migration and the spread of HIV between communities. Vulnerability is heightened when source communities are not well covered by HIV/AIDS prevention activities and when destination communities neither address the needs of migrants nor the discriminatory policies, laws and practices.
- There are gaps in responses to HIV prevention initiatives in relation to migration both at policy and programmatic levels.
- Women face particular risks. Bangladeshi women and girls that are trafficked throughout over the border are usually sold to pimps or brothels in India and elsewhere. Also the women left back home are vulnerable to HIV infection because of their husbands’ high-risk behaviour abroad.

Recommendations

- UN high-level dialogue is important in acknowledging migration as a key part of sustainable development and recognising the human rights of migrants.
- All development partners, including those in private sector, should be encouraged to invest in this sector for sustainable poverty reduction.
- Migration is a key development enabler, for source and destination countries, and there is a need to protect the wellbeing and rights of the workers involved in the process so that they have safe mobility, decent work and access to services and information. Migration should be seen as a social determinant of health.

The Government of Bangladesh has taken action for the wellbeing of migrants and their families, including: piloting a project called ‘Migration and Development: how to feed into national policies and strategies’, reducing
the cost of migration, increasing labour attachés in overseas mission offices, networking and collaboration with national and regional organizations and developed national plan of action on Migration and HIV.

1.3 Narayan Prasad Kaphle, Minister of Women, Children and Social Development, Government of Nepal

“The only way to describe some of the situations face by Nepalese migrant workers is ‘modern day slavery’”

Context in Nepal

- Migration to India from Nepal has become a last-resort activity for many young people; an estimated 7 million Nepalese migrants are living and working in India. The 1950 Treaty of Peace and Friendship facilitates this mobility.

- Nepal has seen an increase in women migrating over past few years, and they are more vulnerable to abuse and exploitation than men.

- Qatar, Malaysia, Saudi Arabia, the UAE, and Kuwait are the top five labour destination countries with the highest number of Nepali migrant workers.

- Remittances fulfil 25% of the Nepalese GDP.

- The condition of Nepalese migration is likened to “modern day slavery”

- Most male Nepalese workers are employed in construction. Migrant women work in the informal sector, often as housekeepers.

Challenges to protecting migrants’ wellbeing

- Low wages

- Poor working conditions

- Social exclusion

- Lack of freedom of association and right to collective bargaining

Solutions and Support for Migrants

- Financial support to cover the expenses of migration

- Lower the cost of migration

- Information and counselling prior to departure

- Supporting families who remain in source countries

Recommendations

- Negotiate bilateral agreements regarding social security with destination countries.

- Increase financial literacy and better promotion of formal remittance channels

- Engaging and including youth in migration debates and policies is essential in the enhancement of development.

- Within the country of origin, there needs to be increased access to pre-departure information at the community and national level to ensure safe migration.
1.4 Irudaya Rajan, Researcher with Ministry of Overseas Indian Affairs

“Migrants are candles – they give light to everyone, and in the process they die”

Context in India
- India doesn’t have secure statistics on migration, even though the government has its own ministry to handle migration issues.
- The Ministry of Overseas Indian Affairs (MOIA) in its 2004-2005 Report states that the Indian Diaspora is approximately 25 million.
- The MOIA Research Unit on International Migration (MOIA-RUIM) estimates that currently, India has 14 million migrant workers; 7 million of whom are in the Gulf.
- South India is slowly losing migrants whilst North India is gaining them.
- India experiences a lot of internal migration.
- Migration is set to increase over the coming decades.
- Remittances are going up but there is no governance over migration.

Solutions
- Countries of origin and destination must unite and work together to fix labour prices and issues. These discussions must be held with Gulf countries, as the UAE and Saudi Arabia are the two biggest employers of Indian migrants.
- Migrants must be treated as human beings with rights. Currently, they are treated as a passing element and are like candles: giving light to everyone but dying in the process.
- Currently, the mean age of departure is 21 years and the mean age of return is 35. The government must implement a lifecycle approach to migrant wellbeing:
  - In countries of origin, provide pre-departure capacity building, training, skill up-gradation, fair recruitment practices, insurance and data collection.
  - In destination countries, strengthen Indian Embassies with labour attachés and welfare officers to resolve issues with salaries, accommodation, living conditions and passports.
  - After return, provide rehabilitation and address failed migration attempts, secure long term employment and pensions.
- Fully implement policy and immigration ordinances

Good practice
- The Indian Community Welfare Fund (ICWF) provides on-site welfare services on a means-tested basis. This includes boarding and lodging for distressed overseas Indian workers in household/domestic sectors and unskilled labourers and extending emergency medical care to overseas Indians in need.
- Insurance
- Bilateral Agreements (however these are not always productive or effective).
1.5 Fiona Samuels, Research Fellow, Overseas Development Institute

“The research part of the EMPHASIS project was very valuable”

Overview
- ODI completed operations research throughout the five years that the EMPHASIS programme ran. With a combination of programming, research and advocacy, EMPHASIS has been able to influence national and regional policy to a large extent.

- The ODI research was conducted to inform the programme and provide oversight as it progressed. Collaboration, partnership and capacity building were key to the programme; ODI was responsible for guiding research that was carried out by CARE as well as local and international institutes.

- The research gave insight on what was happening in a way that brought migrant men and women to life; the EMPHASIS team learned about their stories and were able to contribute to a growing body of literature on migration.

Research Background
- Mixed methods: desk-based, qualitative and quantitative

- Conducted in different research sites along different parts of the migration journey:
  - Destination: homes, workplaces, hostels, clinics
  - Source: homes, clinics
  - Transit: bus stops, drop in centres

- Respondents were:
  - Migrants, their spouses and other family members
  - NGO representatives
  - Policy, teachers, employers, sailors, port authorities and sex workers

- Baseline and endline surveys used (with 2145 and 3528 respective respondents) as well as control sites.

Learnings
- Dialogue and awareness raising amongst women resulted in more conversations between husbands and wives about personal issues and increased female empowerment in negotiating the terms of (safer) sex.

- Uncovered knowledge about migration patterns, costs, conditions and brokers.

- Identified different kinds of migrants.

- Revealed responses and experiences of spouses and family members remaining in the source countries.

- Discovered behaviour patterns of migrants and spouses (particularly regarding condom use and alcohol).

- Understood working patterns, conditions, rights and entitlements (Nepalese migrants are not fully aware of their equal rights in India).

Remaining Challenges
- Challenges in health (and other service) access remain.
  - To increase access to health services, other rights and entitlements of migrants need to be addressed.
Gendered structural barriers affecting women’s vulnerabilities also need to be addressed

- HIV knowledge and awareness levels are improving, but work needs to be done to ensure this (identifying migrants as a vulnerable population is important for this). Context specific strategies to reach remote areas must be employed.

- Stigma and discrimination against migrants remains high, particularly in Bangladesh

Methodological Challenges

- It was challenging to identify migrants in certain countries
- It was challenging to trace migrants back to their families in source countries

Conclusions:

- Generating primary data is important for programme development and advocacy
- Qualitative research is essential for bringing migrants’ stories to light and providing an in-depth understanding of a context

Key points from Session 2: Migration, a perspective from South Asia

1. All governments within the South Asia region must work together and use existing platforms to secure safer migration practices.

2. Migration levels, which are already high, are set to increase in the region. Migration must be taken seriously as a key development and poverty reduction strategy.

3. More data is needed on migration, particularly qualitative data that allows insight into migrants’ stories and experiences.

1.6 Discussion

Q: The migration costs between India and Nepal are relatively low. Is there any research on who migrates where?

A: There is not much data on this, but there are generational differences. If you look at Kerala’s experience for the last 15 years, the earlier migrants who left to the Gulf were very poor migrants; this led to a lot of poverty reduction and reduction in inequality. Now, there is a different class of migrants and Kerala is the state with the highest income inequality.

Q: In terms of budget, what percentage was your M&E?

A: Monitoring and Evaluation was segregated from the research component. The team tried as much as possible to link the M&E to the research and produced a lot of framework indicators.

Q: Has the ODI research covered quantitative issues such as wages and occupational profiles? Is that data available?

A: Yes, the data is available. For example, Nepalese migrants in India tend to be restaurant or bar workers whereas only twelve per cent are factory workers.
**Q: What are you doing specifically on protection of migrant workers? There were some issues about protecting labour rights?**

A: The Government of Bangladesh is very responsible and is trying to reduce the cost of migration. It has already established a migrants’ bank and is working in collaboration with national and regional authorities to establish migrants’ rights law.

A: The Indian government say that they do not promote migration, just facilitate it. However, this is a problem. If the governments want money in the form of remittances, their policies must change.

**Q: What’s the link between more developed areas in India and emigration?**

A: Keralan people first started internally moving because they were highly educated. During the 1950s-60s they migrated internally and in the 1980s-90s, they started going to the Gulf. The same is happening again now: people know they can make more money elsewhere, so they leave.

**Q: We have the numbers of migrants and data on remittance figures, but we don’t hear about the number of dead bodies that families are receiving every day. Do we have research on the number of deaths?**

A: Deaths are very important to take into account. Talking about jail is important too. This is a serious issue in destination countries, especially countries such as the UAE. Labour ministers must create opportunities to meet each other and discuss these problems.

**Q: What challenges are there to training migrants in destination countries?**

A: There are two kinds of migrants: registered with the government and unregistered. The issue of training becomes difficult for unregistered migrants. Those who are registered have been given a few days of training.

**Q: How receptive are destination country policy officials to messages about strengthening migrant rights?**

A: In the initial days, local governments were not interested. Guided by community groups, the EMPHASIS team set up drop-in centres. These centres facilitated dialogue with the local communities: they were inclusive and people became receptive. This helped with changing the perceptions within local communities. The evidence EMPHASIS produced has appealed to some government officers and relationships have been built.

**Q: What’s the policy debate at regional level? Are there any efforts from regions to influence the global perspective?**

A: SAARC does not have migration on its agenda at the moment. It will take time to develop concrete initiatives. Multilateral and regional agreements are preferable to bilateral agreements, because the latter are always influenced by the bargaining positions of the two parties and are often difficult for source countries because they don’t want to lose the labour market. Destination countries are sometimes willing to become observers of regional consultations.
Session 3: Safe migration for women

Gibril Faal, Co-Chair of GFMD, chaired this panel. It uncovered the problems and peculiarities of women’s migration experiences and explored options for gender-specific solutions.

1.1 ‘Overview of Gender in Migration’ - Priya Deshingkar, Research Director, Migrating out of Poverty Research Programme Consortium

“It’s important not to make value judgments about the ‘worst’ forms of migration, but instead recognise why certain people are going on these trajectories and then offer protection rather than control”

The Migrating out of Poverty Research Programme

- Works in five global regions: South East Asia, South Asia, East Africa, West Africa and Southern Africa. Each region has a partner academic institution.

- Focus countries: Singapore, Indonesia, Bangladesh, India, Nepal, Ethiopia, Kenya, Zimbabwe, South Africa and Ghana.

- Mixed methods research (quantitative household surveys as well as in-depth interviews to really understand migration experiences)

Emerging findings

- Poorer people tend to move shorter distances, though brokers help facilitate longer journeys

- Most migrants end up in “precarious forms of employment”; without fixed contracts, with unspecified working terms and conditions, long working hours and no minimum wage. The possibilities for exploitation are huge.

- There is a contrast between media accounts of migration and how migrants themselves describe their migration.

- Brokering is a huge industry but is completely unregulated. For example, with findings from Indonesian female domestic workers in Singapore, brokers are involved and take the first eight months of pay (female workers don’t get paid anything). Brokers occupy space between the state and employers.

- Women have difficulties getting any time off from work.

- 73% of migrants had improved consumption in their households.

- When talking to migrants, it’s clear they embark on this risky process because compared to risks at home this is a much better option. Some migrants were able to buy land, improve their houses and repay debt.
Analysis

- There are employment opportunities in Indonesia where women can access remunerative labour markets through recruitment agents; however the structure in which this happen creates opportunities for exploitation. There is a need to take a balanced view of this all and take a balanced view.

- The type of work that poor migrants engage in is often characterised as ‘forced labour’ or ‘slavery’. However, it’s important to recognise agency of migrants themselves; the forced migration debate portrays them as helpless victims. However, women often migrate because they actively seek opportunities.

- For girls, social reasons for migration may be way more important than economic. They may be escaping early marriage or abusive situations. This often doesn’t feature in discussions on migration. There is a need to bring this into the discussion.

- Implications for social protection: it’s important not to make value judgments about the ‘worst’ forms of migration, but instead recognise why certain people are going on these trajectories and then offer protection rather than control or impede migration flow. It’s essential to accept that people are vulnerable, but trying to keep them in rural areas and prevent migration does not help; some governments and CSOs are unfortunately still inclined to take this position.


“The notion that irregular migrants pose a threat to national security distracts the debate from gender equality.”

- Migrant women send remittances more frequently than men. If migration reform granted status to irregular migrant workers, wages could be increased.

- The EU estimates there are up to 3.8 million undocumented migrants in its territory and the US estimate up to 12 million. An increasing number of these migrants are women.

- Migrant women are a growing force in the economies of source countries, but are also essential to the economy of destination countries. Irregular migration status serves as a fundamental barrier to empowerment and safe working conditions.

- Because of limited opportunities and flexibility to migrate, women have an increased chance of becoming undocumented migrants.

- States are unfortunately turning to criminal approaches to deal with the social issue of undocumented migrants.

Main routes into irregularity for undocumented women

- Lack of independent legal status: when women migrate for “low-wage” work or family reunification, their employer or spouse controls their immigration status. This dependency creates a power imbalance that can lead to violence.

- Asylum systems are failing to recognise gender-based violence claims and to protect women fleeing conflict situations.

- Irregular entry exposes women to particular risks of human rights abuses when migrating through irregular channels.
Human rights violations

- The labour rights of undocumented migrant workers are not respected. If a woman gets pregnant, she may be fired and lose her visa. A lack of work permits denies undocumented migrant women the right to organise; migrant domestic workers are not allowed to engage in any political activity.

- Migrant women are filling social protection gaps in destination places (for example, healthcare and homecare), but female migrant workers are often the most excluded from social protection in destination countries. Social protections are deliberately restricted as a tool of immigration control.

- Many of the so-called safeguards that are in place are designed to stop migrants’ abuse of this system but are actually abusing the migrants. This allows employers to control workers and prevent them from pursuing a complaint.

- There is increased military control of border areas and migrants are pushed to take increasingly dangerous routes or rely on smugglers to complete their journey. There are gender-based vulnerabilities and abuses are sexualised.

Solutions

- Lots of agreements involve paying governments to clampdown on irregular migration; through this method, they are getting financial aid to stop migration by any means and human rights are being disregarded.

- Undocumented migrants should not be stereotyped just as victims. Actors need to create an enabling environment where rights, dignity and quality are at the forefront. This involves repealing policies that prohibit or criminalise women from accessing services.

- Female migrant workers should have their rights protected at every stage and have access to justice and redress mechanisms. Trade unions play a key role in this.

- Migrant women, regardless of immigration status, should have full access to public healthcare. HIV was removed from the UK’s official list of communicable diseases so it wouldn’t be free for undocumented migrants. Healthcare services should always be free of charge.

The notion that irregular migrants pose a threat to national security distracts the debate from gender equality. The existing debates on border control and trafficking are too narrow and to falsely segregate labour from migration is disadvantageous to all. It’s essential to comprehensively address undocumented migrant workers.

1.3 ‘Gender on the Move’: Allison J Petrozziello, UN Women

“So-called developed countries have been experiencing structural changes that have led to the feminization of migration”

- UN Women have created a ‘Gender on the Move’ manual in order to facilitate work on migration and development from a gender perspective.

- Labour migration is feminized. More women are migrating and the capacity in which they migrate is changing: women migrate autonomously and as economic providers, not just for family reunification purposes.

What factors are driving the feminisation of migration?

- Migration is bringing about structural changes that are social and economic. When “developed” countries structurally change, and governments do not provide enough care services, a flexible, cheapened workforce (migrant women) fill in the gaps in care work.
Neoliberal policies and structural adjustment programmes have led to increases in inequality, poverty, privatisation of services, social spending and unemployment provider. This has damaged gender roles and women must complement or substitute family income.

Policies that carry requirements for cutbacks on social spending have a disproportionate effect on women.

Even though women are working, they also still take care positions; for example, when relatives can’t stay in hospital longer. There has also been an increase in female-headed households, which has led to more women’s poverty.

Gender is a key organising principle in segregating labour markets. An upsurge in demand for women’s labour has led to dismal working conditions and no representation.

Regulatory frameworks in destination countries tend to promote the migration of certain types of women; for example, nurses or ‘cabaret dancers’. Indirect recruitment happens through the non-regulation of sectors in which there is growing demand; this ends up becoming the default option for migrant women.

Key rights of migrant women that are absent from policy agendas:

1. Migrant domestic workers’ rights
   - The absence of work permits, social invisibility of domestic workers, low levels of education, low pay and contradictions between migration policies and regulations on domestic work all violate migrant women’s rights (i.e. either a verbal contract or no contract at all).
   - Extreme examples include exploitation, forced labour, withholding passports and sexual violence.
   - Migrant women work long, excessive hours and no rest days.

2. Migrant women’s right to sexual and reproductive health
   - Limited access to healthcare
   - Exposure to sexual violence along the migration route
   - Exposure to illness and mental health problems due to stress and isolation
   - Women are given social responsibility for family health
   - Migrant women are at a higher risk of pregnancy, HIV/AIDS and cervical cancer

Solutions

- Worker’s rights
  - Stop using migrant women to solve society’s care needs
  - Promote organization of domestic workers.
  - Promote the regulation of domestic work and ensure decent working conditions
  - Encourage dialogue between different actors.

- Sexual and reproductive health
  - Train service providers
  - Encourage collaborations with migrant women’s organisations
  - Language training
  - Documenting incidents when migrants are denied access to health care. This will detect bureaucratic obstacles.
  - Guarantee security, privacy and protection for women and children
  - Create assistance funds for women and undocumented migrants unable to access care

1.4 ‘Gender in the EMPHASIS project’ - Nabesh Bohidar, CARE

“By being a signatory of a bank account, women could access remittances and make decisions about how money would be used”

- CARE studied both women who migrated and women who remained in the source countries.
• The cross-border referral network was rooted in the project’s outreach strategy.

• EMPHASIS’ scope and scale was expanded through social mobilisation strategies.

• It’s important to monitor and address violence and harassment. IEC messages about travelling safely were included in the information network and stakeholders were enlisted as allies. The project worked with duty bearers to activate accountability mechanisms.

• Banks and money transfer services were lobbied at source and destination; migrants said they wanted this to be facilitated.

• Trust was built in the use of official money channels.

Women’s Empowerment
• A key strategy of the project was to facilitate and strengthen women’s, men’s and mixed groups.

• The project focused on women; training sessions enhanced confidence and parallel sessions were held with men’s groups. These facilitated an environment where men became willing advocates for women’s rights and issues of stigma and discrimination were addressed.

• Over 700 families in source and destination locations opened bank accounts for the first time. Beforehand, transferring money was extremely difficult. As a result, in Delhi there was a 400 per cent increase in the number of people remitting money. This rise in income created greater economic empowerment for women as they opened bank accounts. Being a signatory of a bank account meant wives could regularly receive remittance and make decisions about how the money would be used.

• Spouse groups and women’s groups helped each other ensure money went to education.

Results
• EMPHASIS played a facilitative role in setting up women’s groups. It was up to the groups to take issues forward.

• Women felt great not having to depend on moneylenders. They took decisions on how loans were disbursed. They ensured that migrants use safer remittance modes – they said “don’t carry money, send it through safer remittance channels”.

• Some groups challenged social norms such as chaupadi (menstrual discrimination).

• Women looked at domestic violence within their groups and gained skills for micro-business activity.

• Over a 12-month period in Delhi, a group of women were able to negotiate a raise in their salaries.

• The project showed that working with both women and men can lead to significant impacts and reductions in vulnerabilities. Women created their own agenda.

One potential target for the post-2015 agenda: lowering the cost of migration.
1.5 Discussion:

**Q:** What can be done about the cost of migration? The government fixes a cost, but agents charge six times more. People pay under the table and visas are often sold in the destination country.

A: Migration costs are huge if you compare them to wages and earnings, but it’s a market. There’s demand and supply and it cannot be easily controlled. People want to migrate and other people want to employ migrants, another set of people procure visas and negotiate regulations; this is what drives up the cost. High costs are not fair, but people are knowingly embarking on these trajectories. Problems occur when people are deceived about the true costs.

**Q:** Since Indian financial inclusion laws came into force, there have been positive results. We have a comprehensive framework to support migrant workers: Convention 189. Surely we should have a more forceful campaign?

A: There’s been an increase in access to banking. In terms of financial inclusion, it’s possible. The process that EMPHASIS has undertaken has led to many changes, especially financial decision making for women.

The ILO convention is an excellent framework, but it’s also important that even in countries where it’s ratified that the migrant workers need to be informed and empowered. Leadership needs to be fostered in domestic migrant workers. Accountability measures for employers and states are important, as labour inspectors can come into the private home.

There are other things, noted in the CEDAW General Recommendation Number 19 and General Comment Number 2 of the Migrant Workers’ Committee. We need to question and have coherence in gender equality, health and migration policies. Ratifications are fine but we need to put practical steps in place.

**Q:** Do you think there is potential for migrant women’s rights, particularly those of domestic workers, to be improved with the increased value of care and gender equality in receiving countries?

A: Increasing opportunities for national women to work outside of the home has led to an increased reliance on migrant domestic work because gender roles are not being adequately questioned. We need to value care work and look at the consequences of deregulation and the disproportionate impact of social spending cutbacks on women.

UN Women have worked on the rights of domestic workers as part of a larger gender inequality issue; it has been on the agenda for decades. It’s not enough to simply ignore the rights of domestic workers. Women are not the only ones responsible for providing care; the government are too. Charities and CSOs have been leaders in creating nurseries and men also have a role to play. There has to be a more equitable distribution with men in our
own households and in the employment that we create. We need to create employment with subsidised state childcare and decent working conditions.

**Q: Regarding the cost of migration, are we forgetting the social cost related to children and family/reintegration problems? When we talk about the social cost, there are gender dynamics at play and we need to talk about that.**

A: The social costs of migration are significant but must be viewed in perspective with the overall situation of individual migrants and their families. Migrant women face horrible choices and none are good or bad. We need to try and understand how migration affects family structures and gender norms.

If we’re looking at the impact of women’s migration on children left behind, let’s ask what the impact of men migrating has on children’s development and wellbeing. Men have a part to play in children’s development. We need to define what’s empowering and disempowering for women.

**Other comments:**

Origin countries should try to ratify conventions if they want to be on good terms with receiving countries.
Breakout session: Wrap-up of day one

The delegates were divided into groups to discuss what’s missing from the day one wrap-up paper (Appendix 3) and how we should take insights further.

What’s missing from the conference paper?

- Building capacity for agency and self-determination within migrant communities.
- A bold, scene-setting statement at the beginning with rights-based approaches of non-discrimination and equality underpinning everything.
- Create two columns: which actors are responsible for which problems.
- Change “migrants” to “migrant men and women” to ensure that migrant women are visible at all points of discussion.
- Take point 2.2 regarding changing public perceptions and make it a separate point about encouraging civil society to create testimonies.
- Recommendations should be more specified for different actors, for example governments of origin, governments of destination, UN organisations, civil society and the private sector.
- It’s important to mention undocumented and illegal migrants, not just legal and documented migrants.
- In the first section, include promoting social dialogue between world of work actors and government on implementing migration policy.
- Use the terms “origin” and “destination” rather than “sending” and “receiving” countries.
- Consider what incentives we can use to encourage business to extend their due diligence into labour supply chains and encourage better practice. They need to widen their scope from just ethical recruitment.
- Good to refer to post-2015 goals as SDGs.
- Point 4 should include women’s social and economic contributions.
- The term “duty bearers”? Would be better to use the term ‘regulators’
- It should include conflict sensitivity and recommendations in this area.
- There is no reference to transit countries and how to work with them or what that means in terms of services.
• It’s important to recognise underlying and structural causes of vulnerability.

**How do we take insights further?**

• Make strategic alliances with UN agencies to communicate common messages

• Change of culture and family views regarding gender roles

• Recruitment agencies must explain why costs are so high and there are barriers in place

• Workers need to be educated on their rights in a collective way

• Technological solutions, for example regarding remittances, must not be monopolised.

• It’s very important for states to focus on implementation, not just ratification. They must sign up to already-created frameworks and be held accountable.

• Mainstream migration into development agendas with a focus on gender concerns

• Facilitate national and international-level discussions. There are currently several agents involved who never meet each other, but they are all talking about migration.

• There could be incentives for business, to encourage better practice.

• Value chain and logistics chain analysis

• Operationalise ‘regional cooperation’ into actions and what needs to be done next. Engage and connect national actors such as civil society, the private sector and trade unions.

• Unpack what the ‘private sector’ actually means: employers and/or service providers?
Summary of key messages from day one

- Migration is a **key part of poverty reduction and development**; we know that remittances significantly contribute to the economies of developing countries. However, migration is often discussed negatively, stigmatized or ignored, which puts migrant women and men in danger. Migration should be viewed positively, **although policies must not instrumentalise** migrants and lose sight of their **human rights, especially those of women**. A focus on labour rights and public health is needed to ensure migrant rights are protected.

- Migrants must be treated as humans with **dignity, equality and security** at every stage of their journey. They must be “in the room” and involved in the policy discussions to improve their current situation, which is likened to “modern-day slavery” in countries like Nepal. Economic empowerment measures such as guaranteeing safe channels to send remittances through are key to migrants’ development. Female **migrants** face more stigmatization, discrimination and risks of gender-based violence than men; it is imperative that migration is viewed with a gender perspective in order to protect and address the specific needs of women migrants, who often face unique risks working in the informal, domestic sector.

- There was a regional focus on **South Asia**, as this is where the **EMPHASIS** (Enhancing Mobile Populations’ Access to HIV and AIDS Services, Information and Support) study was based. Regional migration trends were discussed and it was highlighted that bilateral agreements between certain countries can mean that some migrants have access to more rights than others; this is why a multilateral, regional approach is recommended. A sticking point was that, although the EMPHASIS study highlighted the value of cross-country communication, particularly for health services, there is little dialogue between source and destination countries regarding migrant rights.

- We need more data on migration; estimates are available but not always accurate. Although figures are important, **qualitative data** is particularly valuable in gaining a detailed picture; it is paramount for understanding migrants’ stories and specific needs. Migrants have previously faced significant health risks that have been overlooked; **women migrants in particular face a set of specific health risks relating to sexual and reproductive health**. Actors must be sensitive to the vulnerabilities and needs of certain demographics (such as **undocumented workers**, who are often women), and further research needs to probe the social issues surrounding migration by asking why people migrate. Although it is difficult to carry out this type of research, particularly in marginalized populations, first-hand, high quality data has proven to be valuable in facilitating meaningful dialogue with governments who are looking for evidence.

- **Multiple stakeholders should be involved and accountable in enabling safe migration**: government ministries in both origin and destination countries, CSOs, health service providers, trade unions and **private sector employers** all have a part to play in regulating migration (including the costs) and ensuring that it safeguards labour rights. They must work together regionally to achieve sustainable solutions. Policy and high-level advocacy is important, but **practical solutions and systems directly influenced by the voices of migrants must be put in place**. A top-down, patronizing approach will limit the impact of any initiatives.
Day 2 – Policy, advocacy, recommendations and actions

1.1 Re-cap of Day 1 and Agenda Setting for Day 2

Delegates recalled the most interesting points from Day 1:

- The social cost of migration must be redefined according to what this implies in terms of gender equality and household roles.
- There is a lack of data, particularly in the South Asia region.
- Empowering groups of people can lead to sustainable transformation.
- Research is very important in order for knowledge sharing on what works in development programmes.
- Women’s agency is important, particularly collective action and empowerment in challenging the issues that face them.
- International and regional cooperation is vital.
- Domestic workers must be linked to a bigger question on how we can re-evaluate the care economy and redistribute unpaid care.
- Migrants often go abroad alone and they need social protection at both source and destination.
- Don’t just link migration and development to remittances because migrants’ contribution to governments is more than that; look at social remittances.
- Migration should be a top priority for governments.
- Ratifying conventions on human and labour rights – such as ILO conventions – is important. However, ratification is only the first step. National legislation has to be defined accordingly.
- There are two types of migrant - documented and undocumented – and the latter need attention and care.
- Migrants should have access to insurance.
- EMPHASIS created long-term outcomes that will outlive the programme.
- Rephrase “migrant” to “migrant men and women” in order to keep women visible.
- Welfare funds are an innovative approach to ensuring welfare.
- Financial institutions and banks must ensure that remittances can be transferred easily.
Session 4: Empowerment in the balance, Allison Petrozziello, UN Women

Allison facilitated a group activity from UN Women’s Gender on the Move manual to think about what empowerment of female migrants actually means.

- The session explored answers to the following questions:
  - What does empowerment mean?
  - To what extent is migration empowering for women?
  - What factors may impede women’s empowerment?
  - How and where can we intervene to empower migrant women?

- There is a tendency to talk about migrant women as victims, but they must be seen as agents of change.

- Empowerment means agency. Agency is inherent to all humans, and must be facilitated as much as possible. Empowerment is the
  “Process through which women individually and collectively become conscious of how power relations operate in their lives and gain the necessary confidence and strength to change inequalities and strengthen their economic, political and social position”

- There are four types of power, and empowerment has nothing to do with the first type:
  - “Power over” - domination
  - “Power to” – creative power
  - “Power with” – shared power
  - “Power from within” – personal power

Empowerment:
- Political empowerment through women’s groups articulating their needs
- Financial empowerment including opening bank accounts
- Having access to information for personal and collective empowerment
- Joining trade unions (especially domestic workers)
- Social empowerment – an increase in status (eg decision)
- Social recognition of women’s work at community, family and national levels
- Equal wages
- Women’s full involvement in the public sphere and policy making
• Access to education and vocational training
• Increasing and facilitating options instead of proscribing them
• Bring men into the discussion as allies
• Increased mobility of women
• Ability to own rights and hold duty bearers accountable
• Increased opportunities for women and the capacity to challenge social norms
• Enhanced skills
• Access to health services
• The ability to remit earnings safely
• Increased negotiating power with spouse, regarding remittance use, sexual behaviour and transferability of social security benefits
• Dedicated domestic worker arrangements – access to communication, passport, standard employment contracts and a revision of recruitment system

Points of intervention:
• Access to social protection in both countries origin and destination (can be facilitated by bilateral agreements)
• Frame narratives positively in order to regain social recognition
• Networks for communication
• Decent work for women: wages, legal systems, regulation and protection
• Don’t open the door just for male-dominated labour migration (construction and agricultural work), but for feminised sectors too
• Trade unions reaching out to migrant workers. CSOS must engage women in collective action.
• Facilitate autonomy – rather than authority - so women can take personal decisions.
• Ease of access to healthcare regardless of migratory status

Disempowerment:
• Social stigma
• Over-emphasis on remittances and economic agency as opposed to social agency leading to the instrumentalisation of women.
• Gender based segregation of the labour market
• Social isolation and being confined to private households.
• Non-recognition of certain jobs – jobs in labour codes – leading to non-regulation of feminised sectors (such as domestic work)

• Stigmatisation of returning female migrants

• Terminology and use of negative terms that frame discourse: “illegal” as opposed to “undocumented”, “low skill” as opposed to low wage, “children left behind” as opposed to “children denied the right to family reunification”

• New power relations related to business

• Social status changes: decrease in social status in destination countries

• Sexual abuse and lack of reproductive freedom

• Mental health issues

• Violence in general. GBV as a cause of migration, violence in transit, violence against women in destination countries (especially when visa status is linked to that of their spouse or employer and they’re not able to leave abusive relationships).

• Lack of accountability in sub-contracting and supply chains and use of agencies.

• Health stigma: women are rejected or expelled from countries if they are pregnant/ HIV positive or unwell.

• Patriarchy at the family level

• Government regulation of migration status

The 'Gender on the Move' training manual also contains further causes for empowerment and disempowerment (see figure 2).

Migration has mixed results in terms of women’s empowerment and actors need to work in tandem for migrant women’s empowerment as well as their protection.
Key points from Session 4: Empowerment in the Balance

1. Migrant women’s empowerment must be operationalised into tangible capacities and provisions such as increased negotiating power, access to financial and health services and dedicated labour standards that support their rights.

2. The gender specific disempowerment that migrant women face must be recognised and addressed by interventions from governments, CSOs, trade unions and private sector actors.

3. If empowerment means agency, then women migrants must be seen as autonomous agents of change whose decisions must be supported and facilitated, not prescribed or proscribed by authorities.
Session 5: How do we achieve fair and dignified work for migrant workers?

Doris Bartel, Senior Director of Gender and Empowerment at CARE-USA chaired this panel.

- It’s important to focus on fair and dignified work that specifically addresses the needs of women and their experiences in the informal sector.
- Issues such as job availability, skills and training and advancement are just as important as equitable pay.
- Environmental factors should be considered; not only the provision of safe working conditions that are free of sexual harassment, but access to mechanisms for reporting unsafe conditions.

1.2 ‘Maximising the Contribution of Women Migrant Workers’: Dr Gloria Moreno-Fontes Chammartin, Senior Specialist on Migration Policy, ILO

“Migrants contribute to social security systems, but they know they will not be able to obtain any benefits from them”

- Women migrant workers are concentrated in the informal economy and their contribution to development must be maximised.
- Often, international discourse on migration and development gives too much emphasis on the issue of remittances and is indeed the only linkage between development and migration.
- Women and men migrants create jobs through their presence in countries of destination by paying taxes, buying goods and services.
- Migrants are necessary contributors to labour markets of destination – they fill in labour and skill needs that are there and need to be filled in many countries.
- Part of the social security system is supported by contributions from migrant workers. Migrants acquire skills in the country of destination and help to develop new markets.

Informal economy

- Informal employment refers to employment in informal jobs inside and outside the informal sector.

- It is not just regular migrants who end up in the informal economy. There are also:
  - Asylum seekers who don’t have work permits or are dependents of principal applicants work here
  - Documented migrants who have been there for generations but have language barriers or cannot obtain work permits due to discrimination
Migrants that do not want to pay social security contributions (i.e. pensions and taxes) because there is no system that makes sure they can obtain any benefits from their contribution.

- In 30 of 41 countries in an ILO study: the percentage of women in informal, non-agricultural employment is higher than that of men.
- For women there is a large proportion of informal employment outside the informal sector.
- Self-employed migrants are concentrated in the informal economy.
- 90% of all international migration is linked to the world of work, so the ILO want to emphasise the centrality of decent work.
- Domestic work in Latin America is mostly, but not exclusively, performed by women (increasingly by migrants).
- Domestic work is an important source of employment in Latin America, involving 16-20% per cent of immigrants in Costa Rica, Chile and Argentina.
- Most immigrants employed in domestic work are women.
- We need to be thinking about women outside of the informal sector.

**Equal treatment**

- There must be equal treatment and opportunities between not only women and men migrant workers, but women and men nationals regarding:
  - Working conditions
  - Occupational safety and health
  - Access to social security benefits
  - Portability of pensions
  - Recognition and portability of diplomas and qualifications
  - Contributing to the social security system

- In the ILO’s 2013 report on migrant workers, it was found that, in 2010:
  - 5.3 million domestic workers (10%) were covered by general labour legislation
  - 15.7 million (29.9%) were completely excluded from the scope of national labour legislation.
  - More than 50% of domestic workers were not covered by national legislation setting limits on normal working hours per week
  - Approximately 45% had no entitlement to weekly rest periods and or paid annual leave

1.3 ‘Making decent work a reality for domestic workers’: Miriam Moya and Tom Aston, Latin America Regional Office, CARE

“Domestic workers are a ubiquitous population”

**Lessons learned from working with migrant domestic workers**

- Domestic work is a choice, but not always a desirable choice. There are various demographic and economic pressures that have pushed women into domestic work.
- The labour burden related to free trade agreements and structural adjustment programmes is driver of domestic work.
- Many domestic workers are rural-urban migrants.
• Domestic work is easily accessible, regularly available and is flexible for people who need a job.

• Well-skilled workers may de-skill to do domestic work.

• The labour codes within the region (such as ILO Convention 189) have shortcomings.

**Discrimination and challenges facing migrant domestic workers**

• There is multi-layered, intersecting discrimination:
  o Gender based: domestic work is perceived as “women’s work”
  o Class based discrimination: domestic work emerged from feudal labour
  o Ethnic-based discrimination: this work has historically been performed by slaves and servants
  o Xenophobic discrimination: in some countries, the bulk of domestic workers are migrants

• Domestic workers don’t fit within other labour organisations or women’s organisations and often need the support of other groups to help them claim their rights.

• Few domestic workers are affiliated with unions, meaning that they are unable to mobilise themselves in sufficient numbers

**Coalitions and campaigns**

• The ILO offered a legal compendium for domestic workers to lobby for their rights.

• Constitutional assemblies generated debate on labour codes and the value of unpaid and paid domestic work is recognised in constitutions (Bolivia and Ecuador).

• In Ecuador, the ATRH focused its advocacy on the political executive and was able to hold regular meetings with key power figures.

**Actions going forward**

• Attitude adjustment is imperative; employers need to be engaged as allies, not enemies.

• Engage in labour unions more broadly.

• Push for better representation and greater affiliation.

• There is a need for a more intersectional-intercultural view, with the provision of spaces where organisations can prevent their views.

• CARE has provided technical support in the form of:
  o Larger budgets
  o Better resource coordination
  o More consistent accompaniment
  o Tailored technical assistance
  o Conducting research on female migrant domestic workers

• We all need to push harder for more credible data, both nationally and internationally.

• The global care economy must be addressed: there needs to be investment in childcare, social security and social protection.

• Labour ministries must have the necessary capacity to visit homes and ensure that ombudsmen take up abuses –i.e. sexual violence – or non-payment.
Invisibility is a real problem, so collective action is one of the solutions. Unifying and affiliating with unions is important, as well as engaging employers as allies.

1.4 ‘Frameworks for Change: Applying the UN Guiding Principles for Business and Human Rights to Migrant Worker Recruitment’: Neill Wilkins, Institute for Human Rights and Business

“Migrant labour is a key human rights challenge for business”

**Ruggie Principles**
A key framework for business to engage with human rights:

1. **State duty to protect human rights**
   - State protection is as much about enforcement as it is about legislation. State legislation and matching enforcement would offer protection for citizens and workers, protection of remittance revenues, protection of law-abiding businesses, and protection of the reputation of a brand.
   - Supply chains must also be considered within this framework.
   - The state is also an economic actor; public procurement is a key area to drive up business and human rights standards.

2. **Business responsibility to respect human rights**
   - The existing, dominant business model seeks to distance brands from their workforce. Businesses must make use of the variety of tools, codes and guidelines to respect human rights.
   - Agency working is very much a global, growing phenomenon that impacts on all migrant workers. A transparent process promotes more business planning and ensures business is not complicit in or harmed by criminality.

3. **Access to remedy when human rights are harmed by business activity**
   - Grievance mechanisms only serve their purpose if people can trust them and are willing to use them.

**Dhaka Principles**
- Migrant labour is a key human rights challenge for businesses and states. [The Dhaka principles](#) for migration with dignity are an overarching set of human rights principles for the responsible recruitment and employment of migrant workers from recruitment, through employment, to return.
- The 10 key principles help all stakeholders to articulate key points in an employment cycle. Migrants can use the Dhaka principles as a key point of reference.
- Due diligence implies that risks can be managed and overcome, and diligence must be applied to flawed recruitment processes that involve exorbitant fees.
- Brokers and bad practices must be regulated. Nepalese migrants remit around 5 billion dollars (25% of the country’s GDP), but much of this money ends up in the hands of brokers.

1.5 ‘Protecting the right to decent work for Nepali migrants: Insights about the issues and policy reforms generated by CARE’s Subha Yatra’: Cathy Riley, CARE International, Nepal

“People who have already experienced social exclusion tend to be even more marginalised when they migrate’

**The Subha Yatra project focused on:**
Empowering potential Nepali female migrants to make informed choices/decisions about migration

Strengthening capacities and linkages of CSOs along the mobility continuum to prevent and address exploitative migration and trafficking.

Influencing policy and other actors based on learnings.

Problems in the migration system

- Not receiving specified job in destination countries
- Not receiving remuneration and other benefits
- Workers subjected to exploitation and sexual abuse
- Lack of fundamental knowledge about destination country (such as language)
- Mismatch between supply and demand (what countries are looking for and what women are able to supply)
- Ineffectiveness of orientation and pre-departure programme
- Gender discrimination in policies
- Centralization of the regulation of foreign employment
- Delays in justice for the victims of exploitation
- Inadequate human resources and means at consular missions to address the problems of workers in destination countries
- Inadequate safe houses
- Ineffective monitoring of foreign employment agencies and listed agents
- Vulnerabilities of domestic work in destination countries (e.g. the kafala system)
- High levels of informal migration which is unchecked and unregulated.

Policy recommendations

- Increased in-country job creation to offset migration.
- Development and establishment of vocational training centres.
- Language and life skills training for destination country.
- Specialised training for previously socially excluded groups.
- In South Asia, issues around caste are a problem. People who have already experienced social exclusion tend to be more marginalised when they migrate.
- Develop income-generating and entrepreneurial programmes for returnee migrants, includes supporting effective remittance utilization.
Information
• Must reach people in rural locations, where migrants come from.
• Should be transmitted through trained outreach workers.
• Incorporate foreign employment into school curricula.

Contracts
• Prohibit the practice of dual contract papers.
• Impose penalties on those involved in formulating dual contract papers.
• Prepare and enforce a common format of contract paper on foreign employment for all destination countries.
• Use of Nepali language in the contract format to be compulsory.
• Incorporate a model contract into labour agreement with major destination countries.

Financial
• Underwrite risks run by financial institutions for bad loans to migrants.
• Discourage the use of Hundi (an unregistered remittance firm).
• Link migrants to banks, financial institutions and remittance services (loan assistance, transfers).

Administration
• Decentralise the Department of Foreign Employment in all regions.
• Keep records of migrant workers at local authority level.
• Identify the actual age of migrants while providing recommendation for citizenship certificate or passport (make provisions for compulsory verification evidence where required).

Strategic
• Formulate and implement a strategic plan for Foreign Employment Promotion Board to identify, promote and develop the labour market (in destinations) for Nepalese workers.
• Review labour agreements with the destination countries to ensure Nepali citizens’ rights are upheld.

Embassies
• Check demand papers are legitimate
• Keep record of demand papers
• Make provision for the renewal of expired labour permits
• Strong risk that, as they expire, people have to return or become undocumented
• Safe houses in destination countries
Recommendations

- Men should be oriented on their supportive roles in women’s wellbeing and returnee women’s reunion with family and reintegration into community.

- Men need to be sensitised on their roles in contributing to harmonious relationships.

- Migrant women should be psychosocially supported; this helps with informed decision-making and family reunion and community reintegration.

- Outreach workers should be trained in psychosocial support, active listening and communication skills.

Regarding children who remain in the source country: if there is not a mother in the home, there is still a father and they have responsibility for the child’s development too.

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**Key points from Session 5: How do we achieve fair and dignified work for migrant workers?**


2. Communicate with migrants and ensure they have access to information about their rights, redress and representation through unions.

3. The informal economy, largely populated by women and domestic workers, needs attention and regulation so the migrants in this sector do not become invisible.
Session 6: Accessing healthcare for migrants

Dr Samantha Watson, London School of Hygiene and tropical Medicine, chaired this panel.

1.1 ‘Lack of access to health and why it is a concern': Barbara Rijks, IOM

“Just saying, “migrants should have the right to health” is not convincing by itself”

- The right to health is expressed by the ICESCR and CESCR General Comment No. 14.
- Migration is a social determinant of health for migrants, their families and host communities.
- Access to healthcare is extremely important and must be available and accessible to migrant men and women.
- Health is impacted in different stages of the migration process. Often, migration status exposes people to various health issues. When migrants return, they may introduce new diseases into their community.
- There should be a focus on keeping migrants healthy and avoiding problems that require health services.

IOM approach

1. Migrants are human beings and have a right to health
2. Migrant-inclusive health systems improve public and global health outcomes
3. Healthy migrants contribute to positive sustainable outcomes

- Health is a migrant’s main asset; people work better when they are healthy.
- The WHO Assembly resolution on the health of migrants calls upon member states to promote:
  o Equitable access to health promotion and care for migrants
  o Bilateral and multilateral cooperation on migrants’ health among countries involved in the whole migration process.

Key actions that need to take place

- Monitoring of migrant health
- Implementation of legal frameworks, especially around social protection
- Partnerships and networks: a multisectoral approach is important, as is cross-border cooperation.

- A comprehensive approach must be developed at all levels - policy, environmental/ community level and on the individual level, including health literacy and health-seeking behaviours.
- Migration must be integrated into the health sector and vice versa.
- The IOM promotes a whole government approach, focusing on national/federal, provincial/regional and local municipality levels. A local-level health promotion model in the context of migration has also been developed by the IOM.

- Sri Lanka is an example of a multi-agency approach; there is a National Steering Committee on Migration Health, a National Migration Health Task Force and the Migration Health Secretariat.

- Recommendations from the 2010 Regional Dialogue on the Health Challenges for Asian Labour Migrants should be followed.

**Post-2015**
- Look at the social determinants of health such as living and working conditions.
- Migrants must be included in public health agendas – alongside disabled populations and children
- Advocate for inclusion of migration in Ministries of Health, Labour and Immigration/Overseas Migration

**Recommendations**
- Discussions on migration and health need to reach the “unconverted”
- Evidence on cost-effectiveness of health access must be available
- Health should be used as an entry point for dialogue and cooperation; employers must understand the importance of being healthy in the workplace.
- Shared responsibility = shared prosperity
- Enforce bilateral agreements including social security entitlements and portability of health benefits
- Countries of origin (COO) should counter exploitation by recruitment agencies and provide social protection for overseas workers and families who remain.
- Partnerships are vital to success, so actors should avoid working in parallel. UNSG 8 points on High Level Dialogue should be implemented.

1.2 ‘Sri Lankan Domestic Workers And Access to Healthcare: Emerging Issues from Sending and Receiving Contexts’ - Dr Hiranthi Jayaweera, COMPAS, University of Oxford and Dr Elizabeth Shlala COMPAS

“There are a lot of contradictions in the whole institutional framework for migration”

**Research Background**
- 12-month project funded by the International Migration Initiative of the Open Society Foundations
- Collaboration between COMPAS and LSE in the UK, and CENWOR in Sri Lanka
- Particularly focusing on anomalies and gaps in health insurance provision, access to healthcare and health status of Sri Lankan women migrating as domestic workers to West Asian countries.
- Most women migrants leave for domestic work in Saudi Arabia, Kuwait, UAE, Jordan, Qatar, Lebanon, Bahrain and Oman
- Domestic work is negatively associated with health and social protection
• There is a significant gap in knowledge and in concrete policy solutions on healthcare protection and access to healthcare in destinations.

• Sri Lanka has yet to ratify the ILO Convention 189.

• The evidence base on the impact of migration on the health of domestic workers is limited and COMPAS hope to use their findings to affect policy gaps and make recommendations to governments, service providers and NGOs.

Methodology
• In-depth interviews in Sri Lanka with a purposive sample of 60 migrant women domestic workers

• Semi-structured qualitative interviews with stakeholders in the source and destination countries (policy makers, health officials, recruitment agents)

• Review of policies and practices across the region and internationally

Initial findings
• Health issues and challenges throughout the entire migration process: mental health, pregnancy, injuries such as broken bones. Agencies lose money if a woman is pregnant.

• Domestic workers are not normally required to pay a fee up front to agencies, but this is happening.

• Welfare and medical agencies don’t seem to be working together.

• Institutional factors impact on returning migrants’ health.

• Private sector taking control of the sector and there is little state regulation

• Across the region, policies regarding access to health care vary widely; some conditions are covered by insurance, others are not and sometimes hospitalisation is not covered.

• Visa-overstaying impacts on access to healthcare

1.3 ‘Reducing HIV vulnerability and promoting access to health services for cross-border migrants, EMPHASIS project’ - Dr Jahingar Hossain, CARE, Bangladesh

“It’s important to have health facilities at source, transit and destination locations.”

Barriers to access health services
• Destination country:
  o Proof of identity
  o Low level of knowledge on rights and entitlement
  o Low level of knowledge on HIV and AIDS
  o Language barrier
  o Poor economic condition (Travel, cost, lost working day)

• Source country:
  o Limited/ no VCT and STI service facility at grass roots level
  o Poor financial condition
  o Low level knowledge on HIV and AIDS
  o Low level of knowledge on treatment, care and support among service providers
  o Misconceptions and fear
  o Stigma around HIV and AIDS within family, wider community and service providers.
EMPHASIS responses

- India:
  - Prevention program - knowledge on HIV, STI, VCT and safe mobility, condom promotion
  - Cross border ART referral
  - Linking livelihoods and nutritional services for PLHIV

- Bangladesh:
  - Health system strengthening and mainstreaming on treatment, care and support services (VCT and STI)
  - Community support system strengthening (including women’s self help group)
  - Strengthen referral linkages

- Nepal:
  - Cross border ART linkages
  - Direct services on STI and VCT
  - Technical and financial support to ART sites

Lessons learned

- Address migrant rights and entitlements

- Increase knowledge about HIV and AIDS

- To maximise impact, ensure services are accessible at source, transit and destination

- Cross border NGO programmes are vital to ensure access to health services for undocumented migrants

- Mainstreaming and strengthening existing services system are essential for ensuring sustainable access to HIV services

- Effective referral linkages can be developed through context specific partnership and through capacity building

- Address migrants’ rights and entitlements

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Key points from Session 6: Accessing Healthcare For Migrants

1. Migrant healthcare must be addressed at each point of their journey; from source, through transit and in their destination country.

2. Governments and employers must view migration as a social determinant of health, closely linked with migrant men and women’s capacity to work.

3. Multi-sectoral, multi-level approaches need to work on an individual level with migrants, communicating information and encouraging health seeking behaviours.
1.4 Discussion

Q: We haven’t spoken about the specifics involved in guaranteeing migrant women’s access to sexual and reproductive health. In the discussions on barriers and access to health services, power relations and gender based violence were not mentioned once. Could the speakers please share gender analyses?

It’s important to continue to sharpen our skills in gender analysis so that we are not missing the root causes. If HIV is driven by unequal power relations in relationships and the inability to negotiate safe sex, we must talk about gender inequality and those power relations.

A: Women’s health and the way gender intersects with health are being considered in the research.

Q: Detention has a devastating consequence on health: physical health, mental health, children’s health and women’s reproductive health. Are the health impacts of detention being discussed?

A: The IOM is looking at health in detention, training in this area with border guards and in centres. The IOM have developed a training manual on gender, HIV and migration.
'Migration and remittances': address from Dilip Ratha, CEO, KNOMAD

'Trends and Outlook for Migration and Remittances Worldwide'

Key messages

1. There is a need to increase labour migration due to income gaps and demographic pressures; this contrasts against rising anti-immigration sentiments in recent years
2. Migrant resources can be leveraged for financing development programs – via remittances and diaspora bonds
3. Reducing the costs of migration – i.e. recruitment, visa, passport and residency permits - will increase migrants’ incomes and ability to help families back home.
4. There are important gender dimensions to migration that warrant much attention – we need substantive research to develop it further

- Economic migrants account for 93% of international migrants and economic migration is set to increase in future. However, there are mobility barriers to both internal and international migration.
- South-south migration is larger than south-north migration and will increase in the future.
- In a turbulent global economy, remittances have been growing strongly and are three times the size of official aid.

Long-term outlook:

- We have rising anti-immigration sentiment in Europe and all over the world, even though there has been a sharp surge in forced migration.
- Migrants – especially women and children – continue to take major risks in crossing borders.

How migration is linked to development:

- Remittances
- Philanthropy
- Investment and entrepreneurship
- Skills
- Tourism
- Trade
• Values and advocacy
• Knowledge and technology transfer

Migration specific goals:
• Reduce the cost of remittances
• Mobilize additional sources of financing for development
• Reduce the costs of migrating including recruitment, visa, passport cost and residency permits
• Protect the rights and safety of migrants, especially women and children.

Key gender dimension of migration:
• Combined with migrant status, being a woman can make it harder to access employment and health services.
• Migration to urban areas and abroad may open up new opportunities for work and education.
• Migration can enable women to escape normative constraints that limit their choices at home.
• Women are more likely to send more money, through more reliable channels (even if this costs more), and send it to support a larger group of people.

Recommendations:
• Reduce remittance costs
• Reduce recruitment costs
• Improve migrants’ rights – especially women migrants

Economic benefits of migration:
• Diaspora savings could be mobilised in significant numbers
• A nation comprised of the world’s migrants would have a GDP of 2.6 trillion dollars in 2012. This would be the 6th largest economy in the world; bigger than the UK.
• Development funding could be created through offering investment opportunity to migrants.
Session 7: Exploring the role and responsibility of the media and CSOs in influencing policies and perception around migration

Ayesha Kariapper, the Programme Management Team Leader at CARE UK, chaired this panel.

- There is a need to shift public perceptions on migration; particularly how migrant men and women are perceived when they go from their countries to their destination and also how they are perceived when they come home.
- We know the role of the media is important in changing public perception of migration. This session will address how the media can be engaged to enable a greater policy-making environment.

1.1 Yasmin Alibhai Brown, Journalist and Author

“Public opinion is not with migrants and refugees.”

- Public opinion is not with migrants and refugees and parliamentarians will not stand up for migrants.
- The media is also against migrant workers, including the BBC, despite the fact that our economy has depended on migrant workers since the sixteenth century.
- The BBC belongs to the public and migrant groups should write to it daily because they are compelled by law to listen and answer. People are powerless when it comes to most newspapers, but collective action can pay off when it comes to the BBC.
- It’s important to provide evidence-based, sober counter-narratives as well as stories. Numbers have their limits.
- Migrants must not side with the anti-immigration lobby.

1.2 Awale Olad, Migrants’ Rights Network

“We don’t fight fire with fire, we fight fire with evidence.”

- The media is superficial and subject to bias.
- In the UK, our resources are at a stretch and our communities are changing. There is a sense of anti-migrant hysteria.
• According to public opinion, 70% of the UK public are against immigration. However, these respondents don’t understand how many migrants come in, and who these migrants are. The majority of migrants are students, and the second largest share are spouses and children of British residents.

• Policy makers are moving away from a right-based approach to policy-making.

• Migrant Rights Network produced a report called The Family Migration Income Threshold, which triggered three parliamentary debates and successfully changed public attitudes.

• It’s worth investing NGO energy into providing evidence and having a sustained campaign.

Key points from Session 7: Exploring the role and responsibility of the media and CSOs in influencing policies and perception around migration

1. Media discourse surrounding migration is hostile and public opinion is not on the side of migrants.
2. The general public should write in and complain when media sources speak negatively of migration or use incorrect terms such as “illegal immigrant”. This type of action can have powerful impacts with publicly accountable media outlets, such as the BBC.
3. To persuade the media or politicians, it’s imperative to bring plenty of evidence and be willing to disseminate this information as far as possible and through multiple channels. This can influence debate at public and political levels.

1.3 Discussion

Q: The media is supposed to shape public opinion. What are the influences on the media itself? How can CSOs work better with media organisations?

YAB: Since the latest form of global capitalism, there’s a whole received wisdom that the political spectrum has moved right, apart from a few issues; one is gay rights. Newspapers are owned by magnates. Within this drift to the right, defence of trade union activity is almost treasonable. When you defend migrants, you get such flack.

YAB: I’ve embarked on an experiment. When people say “I hate migrants” I say “for one day only, how many foreigners have you met in your interactions, and did you hate them at that point?” We need a big study into this. If you ask people, “what do you think of migration?” they’ll tell you “we don’t want them”. If you said “what has been your experience of interactions with migrants?” I think we would get a bigger picture made of personal experience, rather than what you think you think. Everybody thinks everybody hates migrants. We know that’s not true – every day our experiences are not utterly negative.

Q: We need to get people to live as people, not numbers. To what extent do you think using different words may be useful? Migrant is such a tainted word.

YAB: In the 1980s, there was a strong anti-racist, pro-migration movement. Lots of people used to say “Don’t call me an immigrant, I’m British”. We thought that to be called an immigrant was something bad. People are proud that they migrated. We should reclaim the word, not come up with another word. If more of us did that, by saying, “I’m the son/ daughter of a migrant”, it would get its mobility back.
Race and culture are part of this issue and racism is a given in every society.

Q: The BBC is becoming a non-neutral voice by using terms such as “illegal” in reference to migrants, going against migrants. The New York Times use it too.

AO: The problem does not come from the media; it comes from immigration ministers. Immigration ministers love to say they “caught illegal immigrants” or send out illegal “go home” vans. “Undocumented” and “irregular” aren’t going to catch people’s attention but “illegal” will. This is deliberate.

YAB: When these terms are used, it’s important to write in and complain.

Q: How do we use social media to get our message across, beyond a photo of a poor child? That is a paternalistic and derogatory way of communicating development. How do we modernize ourselves?

YAB: Social media is an important tool that gives us a fair ground to fight from. The people we target with social media aren’t the people we should be targeting. The people who don’t use social media are the problem (especially those over 60 – those who have the greatest concerns) – we need to find out how best to contact those guys and find impact.

Q: You’re portraying this as a British problem. Are the roots wider? Take the recent elections in Europe for example.

AO: The difficulties stem from a whole host of issues, especially the debate around deepening European ties with the Eastern Bloc. There is an anti-other sentiment mixed with hysteria and lots of islamophobic sentiment seeping through Europe. This is linked to the War on Terror and European governments cultivating hatred and anger. Countries feel anguished, that they are being invaded by others. That’s being driven by harsh, angry, political rhetoric.

Concluding thoughts:

YAB: To be proactive is a fundamental duty of every individual and organisation. The sector really plays it safe, but there’s no point in playing safe when the other side is so heavily armed. When your objections are fair, you’re asking for fairness; there’s no point in being sweet and polite. You can be quite assertive.

YAB: People must approach the media when they do things wrong. Don’t think that its okay for these organisations to carry on in the way they are doing – their ratings depend on everybody watching. There is a power that good people have that we’re not using.

AO: If you really want to engage with the media or politicians, you really have to be armed with a lot of evidence and be patient when it comes to getting what you’re trying to achieve in the end. There are a lot of good politicians out there; there are lot of good journalists. Cultivate relationships with journalists as much as you can.
In the morning, delegates divided into three groups to discuss the following three issues in relation to migration:

1. Financial services
2. Health
3. Safe working conditions

The goals of the discussions were to identify recommendations, whom the targets for these recommendations are and to understand how, as a group of individuals, conference delegates can act to take these issues forward into the post-2015 agenda.

1.1 Finance

Two-way recommendations that apply to source, destination and transit countries:

1. **Financial service providers** should develop migrant-friendly products and services. We need business solutions that work both for the needs of migrants and financial service providers in terms of loans, the costs of migration and transferring remittances. This includes financial capacity building within source populations.
2. **Insurance companies** should develop migrant-friendly insurance policies and products for migrants.
3. Advocacy with **governments** using **UN agencies and international organisations** on banking rules, regulations and requirements. Governments must regulate costs, brokers, remittances charges and migration requirements (for example, by requiring that a bank account is open when applying for a visa).
4. **Innovation and technology.** Different options should be explored in order to meet migrants’ financial, social and wellbeing needs.
5. **Working at community level** with individuals and groups of migrants to understand what costs there are – high costs, low costs – where these are and what might suit individuals better. At this level, also assess source populations’ financial literacy.

Action points:

1. Apply for funding for advocacy mentioned
2. Apply for funding for programmes and operations to support migrants (such as business planning for migrants)
3. NGOs to explore partnerships with the private sector
4. Gather examples of good practice, successful pilots, models and case studies.

Discussion

- It’s important there is a clear electronic trail of payments. Frequently, payments are cash-in-hand and there’s no record. When you use a proper banking system, you get clear trails of where payments have gone in/out of accounts. Migrant workers can use these records and this helps companies monitor recruitment intermediaries.

- It would be good to probe existing research and thinking on financial inclusion and private sector engagement.

- UN Women have conducted 10 case studies on remittances, featured in the [Crossing Borders II](#) report. Remittances need to be accessible to women.
1.2 Health

Recommendations:

1. Support existing frameworks and bilateral agreements. Use qualitative and quantitative data to compare national populations’ health problems and outcomes with those of migrants.

Monitor instances of denied access to care so barriers (such as language or health cards) can be documented and the private sector also needs to take action on migrant health. Ministries of Health and Labour are responsible for these actions, with support from the ILO, WHO and IOM is valuable too.

2. Source countries should facilitate pre-departure training for migrants on occupational health and safety, insurance, language, culture, dignity and rights and provide access to sexual and reproductive healthcare.

Training for border officials to recognise vulnerable people such as trafficking victims.

Agents and employers must be trained, especially those employing domestic workers. Both source and destination countries are responsible for these measures.

3. Contracts of employment must include health benefits. Access to healthcare must be included in bilateral agreements. CSOs, governments and trade unions should undertake capacity building for recruitment agencies and employers.

4. Monitoring must be put in place for migrants including attachés, safe houses, computerisation and home inspections. Rescue and return aid should be provided by source governments, especially in the case of death and disability. Conventions must be ratified. Government, NGOs, Civil Society and businesses are responsible for these steps.

5. The media and government should develop school-level educational campaigns on dignity and safety of labour to improve the perception of migrant labour overall and rehabilitate image of returnees and show the contribution that migrants have on the economy. Social media, journalism and government campaigns will facilitate this.

Discussion

- CSOs should work together and use existing platforms such as the annual GFMD.

- The more partners from different fields, the better; currently, health partners are not really engaged in development discussions. Civil society needs to diversify; organisations working on health should consider migration. CSOs should advocate on a national level to get governments engaged in international dialogue on migration.

- UN representatives often attend civil society events, and these are good opportunities for CSOs to present ideas to them, which UN representatives can carry into government meetings where civil society does not have access.

- Undocumented and irregular migrants must also have access to health services. There should be no firewalls. To facilitate undocumented migrants’ access to health, the framing around undocumented migration should not be negative.

- Sexual and reproductive health should not be forgotten in health discussions.
1.3 Safe working conditions for migrants

Recommendations:

1. **States should ratify international conventions** such as the UN Convention on the Protection of the Rights of All Migrant Workers, and ILO Migrant Workers’ Conventions (especially 189) to ensure fair working conditions and enforce and implement concomitant national legislation. Although governments are responsible for ratifying and implementing, UN and CSOs are responsible for monitoring.

2. **Engage public and private sector** to respect labour rights and their implementation, particularly concerning working regulations and occupational health and safety conditions. Private and public sector employers must recognise skills of migrant workers.

3. **Extend social protection to the informal economy**, thereby ensuring that all migrants receive equal treatment with nationals. Government, employers and trade unions are responsible for this.

4. Governments and the private sector must **prevent illegal and exploitative recruitment processes** through condemnation and litigation. Promote fair recruitment processes and practices instead.

5. Research institutions and national statistics offices must collect gender disaggregated data and data on migrants’ status.

Discussion

- It is useful to refer to the Ruggie principles. There is also a [good guide produced by SOMO](#) on how to use the UN guiding principles on business and human rights.

- The ILO’s working strategy is complicated but it’s important. Civil society has an important part to play in engaging with unions, employers and governments in those dialogues.

- Bolivia ratified ILO Convention 189 on Domestic Workers and established a steering committee, representing employers, to implement the convention. Other groups do shadow reporting.

1.4 Ideas for moving forward

- It’s important to keep a strategic focus for impact in a crowded and complex field.

- There are so many issues, but it’s vital to focus on the most vulnerable people.

- We can learn from each other in wider geographical contexts; many challenges represented over the conference apply in other locations. Civil Society needs to be organised and make the most of everyone’s voices.

1.5 Concluding Address: Lex Kassenberg, CARE Nepal

- It has been a real joy and pleasure to see the EMPHASIS project evolve over the years. It has been a really encouraging, positive experience.

- Thanks to ODI and CARE UK, the Big Lottery Fund and the EMPHASIS team as well as international organisations and key guests: the Health Secretary of Bangladesh and the Joint Secretary of the Ministry of Overseas Affairs in Nepal.

- The EMPHASIS team were able to implement the project in a way that other international agencies – such as the UN – are unable to do. Its success is not built on anecdotes but thorough, independent consultants doing evaluations and assessments.

- This conference is the swansong of EMPHASIS, but the team have not given up on identifying new funding. Hopefully the project can be revived with new resources; CARE want to continue their work in this important area.
Key messages from day two

- Migration and development discussions must move past remittances.

- Evidence is imperative for bringing migration onto public agendas and changing the negative discourse surrounding migration.

- The language we use to talk about migration issues (“illegal immigrant” versus “undocumented migrant” / “migrants” versus “migrant women and men”) is powerful and we need to be conscious of it.

- Be sure to keep a gender perspective at all levels of research and analysis.

- Migration needs to be enabled, not stopped. Migrant women and men need to be empowered (particularly women) and have their full agency realised.

- Discussions on migration – particularly informal domestic work – must look at the broader context of the demand/supply in the informal care economy. Migrant women are filling in the care gaps of destination countries.

- Social costs of migration must be recognised, but within this, gender roles should be addressed.

- To promote health, change needs to happen at all levels: from state healthcare systems to encouraging health seeking behaviours in individual migrants.
Appendix

Appendix 1: Agenda

International Conference on Women, Migration and Development: Investing in the future
Overseas Development Institute (ODI)
203 Blackfriars Road, London
17-18 July, 2014

Key Objectives:

✓ To highlight the challenges faced by vulnerable migrant workers, including the particular vulnerabilities faced by women migrant workers.
✓ To advocate the strategies, policy and practical responses, based on CARE, our partners’ and others’ experiences, which need to be taken by policy-makers to protect migrant workers’ well-being particularly with respect to safe mobility and access to healthcare.
✓ To recognise women migrants’ contribution as economic actors and advocate for policies and planning processes that ensure their protection.
✓ To advocate for the recognition of the role of migration as a key development enabler in the post-2015 development agenda.
## Day 1

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<thead>
<tr>
<th>Time</th>
<th>Objective</th>
<th>Session</th>
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<tbody>
<tr>
<td>0900-0930</td>
<td>Registration</td>
<td><strong>Inaugural</strong></td>
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<tr>
<td>0930-1030</td>
<td>Setting the scene for the conference; to establish the growing relevance of migration in the development agenda and to introduce the EMPHASIS project.</td>
<td><strong>Introduction and Agenda Setting:</strong> <em>Catarina Tully, Conference Facilitator</em></td>
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<td>• Opening Address: <em>John Plastow, Programme &amp; Policy Director / Acting Chief Executive Officer (joint), CARE International UK</em></td>
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<td>• Welcome Address: <em>Albert Tucker, Big Lottery Fund</em></td>
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<td>• On EMPHASIS and Migration: <em>Prabodh Devkota, Senior Regional Project Director, EMPHASIS, CARE</em></td>
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<td>• Keynote Address: <em>Jill Helke, Director, International Cooperation and Partnerships, IOM</em></td>
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<td>1030-1100</td>
<td>To ground the conference discussions in the reality of migrant workers actual experiences and to share the 'EMPHASIS model' on addressing vulnerabilities of cross-border migrant populations in South Asia.</td>
<td><strong>Session 1: EMPHASIS</strong></td>
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<td>• The Story of EMPHASIS: <em>Tahseen Alam, Regional Advocacy Manager, EMPHASIS CARE and Nabesh Bohidar, Regional Knowledge and Monitoring Manager, EMPHASIS, CARE</em></td>
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<td>• EMPHASIS Film Screening (7 mins) Q&amp;A: 10 minutes</td>
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<td>1100-1130</td>
<td>TEA BREAK</td>
<td><strong>Session 2: Migration, a perspective from South Asia</strong> (10 minutes each panelist)</td>
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<td>1130-1300</td>
<td>To provide overview of migration profile in South Asia, challenges faced by migrants; policy and good practices at the national levels; and to explore the scope for improved regional cooperation on migration.</td>
<td><strong>Chair: Dr. Piyasiri Wickramasekara, Vice President, Global Migration Policy Associates</strong></td>
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<td>• Overview of migration in South Asia: <em>Dr. Piyasiri Wickramasekara</em></td>
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<td>• Md. Neazuddin Miah, Health Secretary, Government of Bangladesh</td>
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<td>• Narayan Prasad Kaphle, Joint Secretary, Ministry of Women, Children and Social Welfare, Government of Nepal</td>
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<td>• Dr. Irudaya Rajan, Chair Professor, Ministry of Overseas Indian Affairs (MOIA) Research Unit on International Migration at the Centre for Development Studies, Kerala, India</td>
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<td>• Dr. Fiona Samuels, Research Fellow, Social Development Programme, ODI</td>
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To highlight the need to develop a better understanding of contributions of women migrants, and recommendations for migration policies and good practices that promote women’s empowerment.

### Session 3: How do we promote safe and effective participation of women in migration?
(15 minutes each panelist)

**Chair:** Gibril Faal, Co-Chair GFMD

- Overview of gender in migration: Dr. Priya Deshingkar, Research Director, Migrating out of Poverty Research Programme Consortium
- Gender on the Move: Allison J.Petrozziello UN Women
- Being an ‘undocumented’ migrant: Eve Geddie, Programmes Director, Platform for International Cooperation on Undocumented Migrants
- Gender in EMPHASIS project: Nabesh Bohidar, RKMM, EMPHASIS, CARE

Q&A: 30 minutes

### 1400-1545

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<tr>
<td>1400-1545</td>
<td><strong>LUNCH</strong>&lt;br&gt;Wrap-up of Day 1 and conclusions so far</td>
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### 1545-1615

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<tr>
<td>1545-1615</td>
<td><strong>TEA BREAK</strong>&lt;br&gt;Wrap-up of Day 1</td>
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### 1615-1700

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<tr>
<td>1615-1700</td>
<td><strong>DRINKS RECEPTION AND CANAPES</strong>&lt;br&gt;Wrap-up of Day 1 and agenda setting for day 2.</td>
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### 1700-1900

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<th>Time</th>
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<tr>
<td>1700-1900</td>
<td><strong>DAY 2</strong>&lt;br&gt;Scene setting: Re-cap of day 1 and agenda setting for day 2.</td>
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### DAY 2

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<th>Time</th>
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<tr>
<td>0900-0915</td>
<td><strong>Introduction</strong>&lt;br&gt;Facilitator</td>
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<tr>
<td>0915-0945</td>
<td><strong>Session 4:</strong> Opening activity: Empowerment in the balance</td>
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- **Allison J.Petrozziello, UN Women**
### Session 5: How do we achieve fair and dignified work for migrant workers? (8-10 minutes each panelist)

**Chair:** Doris Bartel, Senior Director, Gender and Empowerment at CARE-USA

- Maximising the contribution of women migrant workers: Dr. Gloria Moreno-Fontes Chammartin, Senior Specialist on Migration Policy, ILO
- Making decent work a reality for domestic workers: Miriam Moya and Tom Aston; Latin America Regional Office, CARE
- Frameworks for change - Applying the UN Guiding Principles for Business and Human Rights to Migrant Worker Recruitment: Neill Wilkins, Programme Support Manager, Migration, IHRB
- Sharing from Shubha Yatra Project: Cathy Riley, Assistant Country Director, CARE International, Nepal

**Q&A:** 10 minutes

### Session 6: Accessing Healthcare for Migrants (8-10 minutes each panelist)

**Chair:** Dr. Samantha Watson, London School of Hygiene and Tropical Medicine

- Lack of access to health and why it is a concern: Barbara Rijks, Migration Health Program Coordinator, IOM
- Sri Lankan migrant domestic workers and access to healthcare: emerging issues from sending and receiving contexts: Dr. Hiranthi Jayaweera (University of Oxford) and Dr. Elizabeth Shlala (London School of Economics)
- Reducing HIV vulnerability and promoting access to health services for cross-border migrants, EMPHASIS Project: Dr Jahangir Hossain, Health Director, CARE Bangladesh

**Q&A:** 20 minutes

### Breakout Sessions

Working groups and discussions around the post-2015 development agenda including topics such as access to health services, fair and dignified work and financial inclusion.

### LUNCH

1415 - 1430 Special Address

**Migration and Remittances:**

- Mr. Dilip Ratha, CEO KNOMAD, Development Prospects Group, World Bank
The objective of the session is to highlight the importance of creating an enabling policy environment for addressing migrants’ well-being and using the media as a tool to do so. This session will also explore the roles and responsibilities of media in addressing perceptions of migrants and highlighting their contributions to influence public opinion.

### Session 7: Exploring the role and responsibility of the media and civil society organisations in influencing policies and perception around migration
(10 minutes each participant)

**Session Chair:** Ayesha Kariapper – Programme Management Team Leader - CIUK

- Yasmin Alibhai Brown, Journalist and Author
- Awale Olad, Migrants’ Rights Network

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<td><strong>TEA BREAK</strong></td>
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<td>1545-1630</td>
<td>Sharing the outcomes from the breakout session, and the revised conference statement</td>
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<td>1630-1700</td>
<td><strong>Conclusion</strong></td>
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<td>• Concluding Remarks: Lex Kassenberg, Country Director at CARE Nepal, CARE International</td>
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<td>• Wrap-up: Facilitator</td>
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Appendix 3: Day One Wrap-up, convened by CARE

CONFERENCE ON WOMEN, MIGRATION AND DEVELOPMENT: INVESTING IN THE FUTURE

DAY 1-WRAP-UP

A. High-level Recommendations

1. Promote regional cooperation to protect migrants’ and their families’ wellbeing at both source and destination countries.
2. Urge states to ratify and implement relevant international and regional conventions and standards to protect migrant workers.
3. Ensure that migrants’ rights and entitlements are safeguarded in the post-2015 international development agenda and should be incorporated in targets or indicators where it is directly relevant to the achievement of other development goals in the MDGs.
4. Promote more nuanced research on both the quantitative and qualitative aspects of women’s contributions across the migration cycle to create an enabling environment for gender-responsive policies and programming and to recognize them as economic actors.
5. Mainsteam migration into development agendas with a focus on gender concerns;
6. Promote social dialogue among Government, workers and employers’ representatives in the formulation and implementation of migration policies and legislation;
7. Enhance coordination and policy coherence on migration among all national constituents and other stakeholders.

B. Detailed Recommendations:

I. Access to basic health and financial services

- Set up information and referral networks across the continuum of mobility (source, transit, and destination) that connects existing public and private health care facilities and builds linkages with community led-groups and grassroots organizations.

- Access to ART should be made available to migrants, free of cost through the mobility continuum, regardless of legal status and the ART regime should be made seamless across national borders in accordance with WHO Guidelines.

- Strengthen existing (government and non-state) health services for greater sustainability than standalone services.

- Programmes to prevent and reduce HIV should not exclusively focus on HIV service provision but address the social determinants in a comprehensive and context-specific manner.

- Reduce costs for sending remittances and expansion of migrants’ access to financial services both at origin and destination, including simplifying banking procedures.

- Raise the level of financial literacy amongst migrants as well as of remittance recipients to increase familiarity with banking procedures and reduce obstacles to remit through official channels.

II. Ensure Safety and dignity of mobile populations

- Strengthen accountability of duty-bearers at source, transit and destination to guarantee the safety and dignity of mobile populations and reduce violence, harassment and discrimination.
• Inform and engage with migrant groups and stakeholders to create space for dialogue to demand duty-bearer accountability and change public perceptions of mobile populations.

• Sensitise key stakeholders (transporters, rickshaw pullers, hoteliers, employers) so that they can play a positive role in promoting safe mobility.

• Multilateral agencies e.g. ILO, IOM, UN should take a lead in facilitating the dialogue between sending and receiving countries.

• Promote productive utilization of remittances through promoting women’s decision-making within the household.

• Sending and receiving countries to ensure that there are effective grievance redress mechanisms, access to justice and protection measures available to migrant workers at destination in case of rights violations.

• Sending countries to ensure sufficient budgetary allocation in national budget for providing effective pre-departure, in-service and reintegration support to migrant workers, by placing standardized, multi-lingual and context-specific information IEC material along the mobility continuum.

• Develop bilateral agreements with major receiving countries ensuring that these agreements fully reflect women’s human rights and are in conformity with CEDAW.

III. Promote fair and decent working conditions

• Engage with the public and the private sector to promote better working conditions (including minimum wages, regulated working hours, and leave entitlement), coverage and portability of social security, recognition of skills and safety and health conditions.

• States should ratify relevant international conventions such as the UN ‘Convention on the Protection of the Rights of all Migrant Workers and Members of their Families’ and the ILO migrant workers Conventions, as well as other relevant labour conventions such as Convention 189 on Domestic Workers’ to ensure fair and decent working conditions.

• Advance on formalizing the informal economy, especially those dominated by women such as domestic work, and also to ensure that migrants enjoy equal treatment and opportunities compared to national workers.

• Promote fair recruitment, improved recruitment processes and practices and regulation of recruitment agencies.

• Collect data on migrant workers and their labour market situation

• Reduce discriminatory and xenophobic practices against migrant workers and improve their labour market integration

• Recognize labour market needs and provide regular channels of migration for women on an equal footing as men

• Repeal discriminatory restrictions on women’s migration, such as those that discourage women from migrating for work to certain countries or that restrict them to certain occupations, and instead focus on ways to promote safe migration and an enabling work environment for women.
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Our mission is to inspire and inform policy and practice which lead to the reduction of poverty, the alleviation of suffering and the achievement of sustainable livelihoods.

We do this by locking together high-quality applied research, practical policy advice and policy-focused dissemination and debate.

We work with partners in the public and private sectors, in both developing and developed countries.