



BUILDING CAPACITY FOR SRI LANKAN CIVIL SOCIETY TO EFFECTIVELY ENGAGE IN POLICY DIALOGUE ON LABOUR MIGRATION NATIONALLY AND INTERNATIONALLY

Module IV

20th – 23rd July 2015

Hotel Mirage, Colombo

The Helvetas/ DTP/ MFA capacity building series of modules held its 4th Module in July 2015 in Sri Lanka. The overall focus of the module was the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (hereafter Migrants Workers Convention or CMW) and the related procedures at the UN level. As the CMW celebrates its 25th year anniversary of adoption, the module was complemented to commemorate this event, as well as the ratification of Sri Lanka, with a high level dinner celebration including invitees from the relevant Ministries, representatives from Embassies of sending and receiving countries, international organizations, as well as civil society representatives.

Module III focused on challenges faced in the destination countries and helped the participants better understand the situation at the receiving end, as well as facilitated an exchange between civil society organizations working on both sides of the corridor. In addition, the group together with relevant resource persons reflected on the recruitment process, its flaws and how the Code of Conduct for Ethical Recruitment can contribute to better protection of the migrant workers. The knowledge gained through these discussions has contributed to further refine the thematic areas chosen for advocacy.

In between Module III and IV, the participants have collected further evidence on the sub-topics which they shared with the group in Module IV. These presentations have been found extremely useful in enhancing the knowledge, but also in laying the basis for further work.

However, the main spotlight of Module IV was on the CMW. Mr Bradford Smith, Secretary of the Committee on the Protection of the Rights and of All Migrant Workers and Members of their Families (hereafter Migrant Workers' Committee) and H.E. Mr Prasad Kariyawasam, Ambassador of Sri Lanka to the US and member of the CMW Committee were the extraordinary resource persons for this workshop – imparting their knowledge and experiences in working with the CMW, the treaty body and engagement of civil society in those processes.

Day 1

Patrick Earle and Katrin Rosenberg welcomed the participants to Module IV. After recapping the main outcomes of module III and the in-between follow-up work, participants were walked through the schedule for the next 4 days. It was highlighted that in this module several high-level resource persons would be participating – Bradford Smith, Prasad kariyawasam and Dr. Nizar Kochery.

A brief re-cap of the previous modules.

Module 1: Existing legal frameworks

Module 2: Prioritizing

Module 2.5: Civil society and Ministry discussion tool place in an open manner and environment

Module 3: Destination Countries and recruitment policy

Key objective of the 4th module:

- To bring together previous work (consolidated through group work) and to link this to the issues raised in the LOIPR.
- Better understanding the UN processes and mechanisms (incl. LOIPR) linked to CMW
- The Convention on the Rights of Migrant Workers: At its core is the belief that our nationals deserve to be treated with dignity wherever they are.
- This year also marks the 25th anniversary since the CMW was adopted as a UN core convention. Convention is a milestone in a journey in a realization of rights – and one we should pause and reflect upon and commemorate.
- 'Change is in your hands, you are the drivers of change'

At the end of the 4 days, the participants need to take stock and see what was the value added through this collaborative process. How do we translate this in to something sustainable? Identify what needs to happen to bridge the gap between international standards and national level policy and practice.

Reporting back by the group coordinators on their assignments:

Group Presentation on 'CONTRACTS : How to streamline the Standard Domestic Workers Contracts of Jordan and Lebanon

Members: Ruchira, Sujeewa, Thushara, Chandrasekeran, Leela, Geeshani and Yogesh

- Two agreements are being signed between the parties (Employer, Employee, Agents of respective countries), one in Sinhala language and the other in English and Arabic languages. However, when comparing these contracts, it becomes evident that the Sinhala one, 16 clauses and in the English contract there are only 15 clauses; as well as other differences are highlighted.
- The following shortcomings have been identified in the Lebanese contract:
 - Contract should include a job description / type of work
 - There is no provision for rest periods, weekly/ annual leave/ sick leave
 - There is no provision for overtime payments or increments
 - Domestic Worker has to give employer two months' notice - altogether therefore, they have to work for 5 months before they can leave the employer
- The following conclusions were suggested by the group
 - SLFEB should intervene to negotiate these rights to be included as clauses in the employment contracts.
 - Tamil language contract isn't official. It is just an agreement signed between recruiter and migrant.
 - The Arabic language contract is what's finally operational once the migrant is in destination country and no one actually knows what it contains.
 - Jordan contract is an improvement when compared to S.A.
 - Pilipino contract to be taken as a model as the obligations of stakeholders are very clearly stated.

➔ Refer to the presentation for further information

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The Challenges of Protecting the Rights of Sri Lankan Migrant Workers – Reflections from Saudi Arabia and Beyond – by Prasad Kariyawasam

Domestic workers make-up the single sector which brings in the most foreign remittances to SL. Contributes more to our economy than tea, rubber, coconut and garment sector. And yet, continue to have an inadequate voice when it comes to decision making. They don't vote. Their views are not adequately reflected in the discourse in SL.

Identified 3 types of migrants:

1. White collared technocrats, doctors, engineers...working under contracts that they had properly entered in to. Good money. Living well. Most migrate later to western countries in search of greener pastures and don't return to SL.
2. Housemaids – Larger number when taken as a group
Most vulnerable. At the time, when he was Ambassador to Saudi Arabia, SL passport could be easily tampered with (aka 'changing helmets') this led to non-Muslims going on Muslim passports and underage women travelling for work.
In his opinion, the difference in culture and social structure between sending and receiving countries is the biggest reason for difficulties. In his view, about 10% of migrants suffer while 90% have a good life and this is why migrant women continue to go.
3. Blue-collar migrant workers – who are covered by labour laws and are less vulnerable than domestic workers.

Only 47 countries have signed the MWC, the most of which are labour sending countries. (Except- Mexico, Libya, Turkey). Most countries - sending countries as well as receiving countries - opt for bilateral agreements and MOUs rather than being a signatory to convention. However, in Sri Lanka, none of these MOUs are publicly available in Sri Lanka which demonstrates a lack in good governance and transparency. In addition, MOUs are to a great extent toothless. Eg – In Bahrain in case of conflict between employer and employee it just states that rules of the private sector there apply - Irrespective of nature of conflict or context.

The competitiveness in migrant labour markets allows receiving countries to have a disproportionate bargaining power and this diminishes the impact a single migrant sending country can have. Hence, regional corporation is essential. Colombo Process is a group which can mobilize such an initiative.

Several questions were raised by the participants on the labour attachés in destination countries.

- Sharia Law is applicable only for grievances which are taken to courts. For other disputes, there are labour/administrative laws that apply. At the level of the private household there are no laws of dispute resolution.
- What we can do is to aim to- send well trained people, who are committed and have the right attitude as labour attachés on a regular basis. And also make them accountable.
- A participant cited failure by the SLBFE to pay the compensation in case of permanent injury while working abroad. The response was to use press, mass media to report such cases and create pressure and also make people aware of their rights.
- The topic of 'Safe Houses' came up and the lack of a monitoring system as to what happens once they reach a safe house. In response Mr Kariyawasam stated that the individual ambassador was responsible and there was no such mechanism as far as he was aware. In the event of abuse, even to escape from the employers house and get to the mission/safe house is a risk to a housemaid moving without her documents in strange land. And are more often than not fall in to the hands of traffickers at the point.
- Even if the new MoU entered in to with SA has a clause about the passport and travel documents having to remain with the employee-who is to monitor to see if it is implemented, when the woman is trapped behind 4 walls in a private residence. Similar

fate shared by domestic workers in Colombo Households. Are they being treated any better here? Rights evolving? Matter of time?

Reporting back by the group coordinators on their assignments:

Group on RECRUITMENT: 'Regulation of the Recruitment Industry & Phenomenon of Sub Agents' - Sri Lanka Bureau of Foreign Employment (SLBFE) Act 1985

Group members: Ranjan, Thushara, Gamage, Sanjeeva

Many challenges encountered by migrant workers find their root cause in the recruitment process. The presentation outlines those challenges and suggests the following actions:

- Implementation of existing law, i.e. the Act
- Addressing the issues of subagents- e.g. by having additional legislation regulating the subagents
- Decentralization of recruitment process
- Revising recruitment process
- Using existing research for advocacy, and/ or carry out research to understand the topic
- Civil societies continues engagement
- Review the composition of the SLBFE Board of Directors, and include civil society representatives and female Directors. With members of recruitment agencies sitting on the SLBFES board of directors, conflict of interest is hampering its effectiveness

➔ Refer to the presentation for further information

Reporting back by the group coordinators on their assignments:

Group on 'Training/ resourcing of Development Officers'

Members: Wimala, Sachi, Subajini, Uthayan, Godwin, Lathan

Some organizations participating in the DTP workshops have engaged through their project activities in capacitating the Development Officers and other officers at Divisional and GN Divisional level. The challenge is to institutionalize such trainings and avoid that only DOs in the working Districts of organizations are capacitated.

The following suggestions and recommendations have been made by the group

- Ensure recruitment of DOs-MFE in all the Divisions of district & provide compulsory training on job related responsibilities.
- A minimum qualification of GCE (O/L) as the eligibility criterion for training the expecting migrants
- Providing a good understanding to the migrants about the nature of work at the workplace prior to departure.
- Raising awareness on the migrant and women's rights in a legal framework
- Introduction of a case-study oriented training
- The process needs to be institutionalized with Ministry or SLBFE to have officers based island-wide trained and subsequently, a monitoring system has to be put in place overseeing the DOs implementing their work as per their ToR.
- Competency-based training of D.O's important, but on the other hand, all staff and D.O.s have to know the Act and the MWC.

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➔ Refer to the group presentation for further information

Reporting back by the group coordinators on their assignments:

Group on ‘Analysing gaps deficiencies and problems in the present grievance handling mechanisms`

Group Members: Chathurani, Godwin, Gamage , Geeshani, Menike, Premalathan, Ranjith, Subajini, Sis.Susila, Sanjeewa, Sachi, Sis. Thushari, Wimala

Identified gaps in the process

- Low Capacity and Inadequacy of Conciliation Officers
- Capacity of the MEA’s Consular Division
- Gaps in the Coordination between MEA, MFEPW and SLBFE
- Duplication of Complaints Handling
- Gaps and Deficiencies in the Embassy Affairs
- Inadequacy of Staff at the Diplomatic Missions
- Divisions Among Staff Members
- Professionalism and Capacity of Labour Welfare Officials
- Constraints in Accessing Outsourced Services
- Poor Coordination with Host Country Authorities
- Poor Coordination with Home Country Authorities
- Non-availability of Structural Mechanism or Manual of Procedures, Guidelines

Gaps and Deficiencies at Policy Level

- Non-practice of Regional Consultative Processes (RCPs)
- Ad hoc Policies Adopted in Mitigating Grievances
- Hotline Facilities and 24-hour Resource Centers
- Lacking commitment to combat Contract Substitution
- Lack of Policy on Minimum Wage
- Gaps in the Involvement of the Police Department
- Sub-agent Factor
- Gaps in the Participation of Local and Foreign Agents in the Complaint Resolving Process
- Role of Civil Society, NGOs and Trade Unions
- The Role of the Media

➔ Refer the presentation for further information

Session on ‘The UN human rights system’ - Bradford Smith

Overview of the UN Human Rights protection system and the role civil society can play.

TREATY-BASED BODIES	CHARTER-BASED BODIES
Ten human rights treaty bodies (“committees”) established under the core international human rights treaties, tasked to assist SPs in the implementation of	Human Rights Council: Inter-governmental body composed of UN Member States

<p>these treaties.</p> <p>Treaty bodies are made-up of experts of high moral standing and recognized competence who serve in their individual capacities.</p>	<p>Mechanisms established under the HRC:</p> <p>Special Procedures</p> <p>Universal Periodic Review (UPR)</p> <p>Complaints Procedure</p>
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Through providing information, civil society plays a crucial role.

The Human Rights Treaty Bodies

Universal Declaration of Human Rights (UDHR) - 1948

Covenant on Civil and Political Rights (ICCPR), 1966

1st Optional Protocol (individual complaints), 1966

2nd Optional Protocol (abolition of the death penalty), 1989

Covenant on Economic, Social and Cultural Rights (ICESCR), 1966

Optional Protocol (individual complaints), 2008

- Legally binding treaties negotiated and adopted by States within the framework of the United Nations General Assembly; Commitments undertaken voluntarily by States;
- Once ratified/acceded to and have entered into force, the State party is legally bound by the obligations undertake;
- Treaty obligations are not optional;
- Implementation in law and in practice.

Treaty bodies main functions

- Monitor State parties' compliance with their treaty obligations
- Examine reports from State parties
- Adopt concluding observations and recommendations
- Follow up of COBs
- Adopt General Comments
- Consider individual complaints
- Inter-state complaints
- Conduct inquiries (CAT, CEDAW, CRPD) and country visits (CED, SPT)

Treaty bodies - Interaction with Stakeholders

- NGOs and NHRIs: Committees interact with civil society and national institutions: Written reports/information, oral briefings and side events.
- Confidential comments: Information from UN system and other international organizations Play a key role in monitoring and assisting with implementation of recommendations, and in the reporting process.

While civil society acts as a channel of information to provide information to the UN mechanism, once it appears as recommendations by a treaty body or special rapporteur report, it once again gives added validity to the claims and serves to give more leverage to civil society in their advocacy work from that point forward. Can say - 'look here, it's not just us demanding this particular change; the special rapporteur has stated it here.'

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The charter based bodies (Special Procedures, Universal Periodic Review, Complaints Procedure) – act as a mechanism through which civil society can raise key issues and concerns, thereby, putting more pressure on Governments to take action. Important to raise issues in a concise and specific manner – grounded on valid data. Use the knowledge you have on how things need to be done from your experience working on the ground and include this information.

The Civil Society and Points of Entry

Treaty Bodies:

Work with State in preparation of report;
Input to reports (written and oral) as well as individual complaints and inquiries;
Follow-up to recommendations contained in observations of Committee;
Individual complaints and inquiries (Treaty specific);
Days of General Discussion/General Comments.

HRC:

Participate as observers in sessions (ECOSOC consultative status)
Submit written statements, make oral statements and organize side events;
Participate in meetings, e.g.: Forum on Minority Issues;
Complaints (consistent patterns of gross and reliably attested violations of all human rights and all fundamental freedoms)

UPR:

Work with State in preparation of report;
Summary of stakeholders' submissions and follow-up to reviews;

Special Procedures

Submit individual cases (mandate specific);
Provide information;
Support country visits;
Follow-up work/recommendations of special procedures mandate holders.
Nominate candidates;

Day 2

Recap of Day 1

Representatives of the SLBFE participated.

Dr. Nizar Kochery – ‘Protecting migrant worker rights and representing migrant workers in the GCC – A legal practitioners’ perspective

Dr Nizar Kochery has been practising as a lawyer defending migrants workers rights in Qatar and shared in a presentation his experiences and findings. Please see the presentation for further information.

The key points of the discussion following the presentation are summarised below:

- During the discussion, Mangala Randeniya pointed out that there is a discrepancy between information being presented and what happens on the ground. In response, Dr. Nizar stated that – what he was sharing was the way things stand ‘as per law’. What is enforced may be contrary and this gap between legislation and implementation is ‘exploitation’.
- The gap between law and implementation once again came up when the issue of passports being kept with the employers was discussed. Dr. Nizar stated that even when legal provisions are in place and it can be challenged, the social practice is to say nothing. In reality – how many workers are going to agree to appear in court to say their passports were taken? When the situation is such that if they were to go for a court case, subsistence stops! Laws may be in place but when push comes to shove ‘the employers say everythings ok, the employees say everythings ok and the embassies say everythings ok! And so it continues.
- It’s a competitive market. States are not acting collectively but instead trying to capture a larger share of the market. As states we are still not ready to take a collective position. And as long as this continues, we will continue to compromise the safety and welfare of migrant workers.
- Clarifying the concept of ‘Kafala system’ – Common perception is inaccurate. ‘Kafir’ means ‘head of the family’. The law says that the particular employer is the head of the family to which you are entering. This essentially means, if the employee wants to engage in part time work- she must go through the due procedure. Must get a ‘no objection’ from current employer, then submit it to the Ministry and is they say yes, she can go ahead. Discretion of employer.
 - Once period of contract is over, it automatically is converted to a period of indefinite duration. Terminable by notice.
 - In the instance that the employer is not terminating contract, employee must go to courts.
 - Reference to a slide (46) in his ppt. - Article 43
- Participant question : Is the Kafala system a law or a belief? A belief.
- Question raised by Mangala Randeniya : We are comfortable in handling issues faced by male workers in Dohar as we have provisions to go to courts. How do we proceed with domestic workers?
- Response: In all GCC countries, you can insist for terms and conditions in the contract. You can challenge the civil contract in courts. In most GCC countries employment contracts are of 3 types:
 1. Definite term contracts : You can challenge in courts
 2. Indefinite term contracts : You can terminate contract by giving notice to employer
 3. Project contract: Only till project ends

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- There will be space to play around with employment contracts to benefit employees IF provisions have been included. This is something to look in to – Giving power of attorney to the embassies.
- Employment disputes: The law says go to dept. of labour first. If summoned and both parties agree, the issue is settled. If not, it will be forwarded to the labour courts. There's no fee. Can appear alone in courts. Court will appoint an expert. Case is filed and the courts will appoint an auditor. If employer can't pay, must go to head of court. 1 year from date of due.

The following sessions of the module would be focusing on CMW - The Road Map:

1. Background –CMW
2. Overview of provisions- Provisions most relevant to SL
3. Concluding Observations of the Committee on SL – Exercise
4. Jurisprudence of committee
5. Background on reporting and types of reports
6. Report of Phillipines – Exercise

Prasad Kariyawasam - Background to CMW

- Opportunity to access what has been done since last report and to prepare for next report.
- Context is of great importance when working on a phenomenon which is global as well as local. Migration is a human phenomenon and it has and will be on the rise with globalization. When the notion of Nation State comes in to play, it begins to require management and regulation through a set of modern rules.
- There are different categories of migrants, including asylum seekers. Here, we focus on a specific category.
- Rights based approach: Focus on individual freedoms and vulnerable groups.
- Rights based convention- Human Rights at its core.
- In 1979 UN membership began negotiating MWC. After 11 years of negotiations it was adopted in 1990.
- SL ratified convention in 2003.
- Reasons:?
 - ✓ 10% of population are migrant workers.
 - ✓ SL joined primarily because
 - ✓ SL has a democratic government on the assumption that the convention regime would guarantee rights and safety of migrants. Best possible form of protection.
- Convention covers : country of origin, country of transit, country of destination.
- Migrant workers contribution not only to the sending country but also the destination economy. Cited the example of Saudi Arabia during the gulf war, when 1.5 million blue collar workers were migrants. SA was worried that if they left, their systems would collapse.
- SL migrant workers in a sense are a disenfranchised group with no voting rights – in their own country nor their adopted country.
- Other intl. bodies do deal with migrants but convention regime is different. (UNCTAD: commercial movement of people, ILO: Employment)
- MWC is a forward looking convention.
- Adopted by only 48 states, most of which are labour sending countries.
- Common arguments against adopting convention by destination countries:
 - Convention provisions provide rights that are burdensome and require substantial outlay of resources to safeguard.
 - It provides roads for irregular migrants to become regular migrants. (But in fact, the convention gives a framework of incentives for irregular migrants to be responsible for their own actions.)
 - Fear that they will take-up jobs available for locals.

- Economic, social, cultural rights- most sensitive at this point in time. (with economic crisis and political xenophobia)
- There is however space for destination countries to adopt convention with reservation. Eventually the committee will push them to adopt fully.
- Functioning in a market setting – so countries that have ratified the convention go in to MOUs and bilateral agreements with destination countries – often there is a compromise and to stay competitive, they demand for fewer and fewer rights on behalf of migrant workers.
- Stated that according to convention - there is no such thing as a 'Illegal' migrant –There are "Irregular" migrants.
- Relevant local laws are to be made in line with provisions in the convention.
- Treaty bodies recommend that an undocumented migrant be considered an irregular migrant.
- Treaty bodies clarify and put forward the concepts enshrined in the convention. It's up to the Government to adopt.
- Liable for persecution for an illegal act but cannot be termed an illegal migrant.

Group work on Concluding Observations of the Committee on SL – Exercise

Participants including SLBFE members divided in to 5 groups.

Group 1: 11-22 (paragraph # of handout on concluding observations)

Group 2: 23-28

Group 3: 29-36

Group 4: 37-44

Group 5: 45-52 (group 5 reported back next day)

Questions to reflect upon:

1. Still relevant?
2. What information needs to be provided?
3. Issues not covered?
4. Progress?

Presentations of the group work

- **Group 1**

Next year- 2016- SL has to respond to committee and show progress made.

What information would you report?

There if a welfare fund established by SLBFE. There is an ongoing discussion with regard to a pension scheme for migrant workers but still not implemented.

Recommendations?

Improve access to information . Better cooperation and coordination with civil society. With regards to the 'Ratavirowa' programme' civil society doesn't know its status. Was it stopped? Why? Politically motivated or does the SLBFE have a rationale and procedure in place?

(Mangala randeniya from the SLBFE responded- In partnership with IOM disaggregated data has been made available at district and provincial level. Rataviruwo programme continues only the name was changed. Reality show stopped. He further claimed that the objective of these programmes were to – recognize the contribution of migrant workers.)

Comments/ Follow-up questions:

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- What kind of information?
- Perhaps civil society could come in to add qualitative data?
- What is the impact for migrants?
- No. of complaints?
- Is data being updated?
- Is it disaggregated data?

Group 2

	Still relevant ?	What info is needed?	Issues not covered	Progress
Training & dissemination of convention (23-24)	yes	What specific trainings? Is convention translated to national languages? Included in the domestic worker contract?	No official Sinhala and Tamil translations available Must be made compulsory for public officials	several CSOs have emerged and are carrying on awareness raising SLBFE provides awareness programmes for police officers
Non-discriminatory (25-26)	yes	To negotiate with labour receiving countries with regards to contracts On equality, Trade Unions, Right of assembly	No independent monitoring mechanism	Signing bilateral agreement with S.A.
Human Rights of MW and their families (27-28)	Yes	Minimum wages to be included in contract Complaint mechanism at airport Empowerment of MWs	Supervision/empowerment of agents An online complaint mechanism Specified punishments for errant officers	24 hr desk at airport-to receive complaints Negotiating with Saudi, Qatar, Malaysia

Comments:

- From a committee point of view- Good. Not only general issues but specific information to address the issues- civil society can assist with this.

- Translation of convention and training material necessary but the language and style should cater to the audience. It's not always persons with legal background who will read this. A simpler handbook also.
- 28Committee would want to know – is it a 1 off training/continuous? How many complaints? What type of complaints? What is the disposition of complaints? Numbers?
- How do you come to US\$ 275 as a minimum wage? Mangala Randeniya: Arbitrary. 5 years back it was US\$ 100 – revised that rate in consultation with recruiting agents! Basically decided by market forces!
- Best way to protect your migrants is to upgrade their skills.
- But the reality remains that for the next 10-12 years countries like ours will have to depend on remittances sent by unskilled labour. Resources and time which will have to be invested- Long term, before we start producing high skilled migrants to export.
- Prasad Kariyawasam: Regulators must stay above operators and not become their victims.

Group 3

- Focused on 'Remittance' and 'training'
- Before 2013- after 2013
- Now there is a training programme for labour attaches (with ILO?)– so situation is generally improving.
- Before 2013, labour attaches didn't have any legal knowledge. We failed Rizana Nafeek.
- Sending country should provide a lawyer in such instances.
- Remittance: There are schemes to connect banks with migrants
- NRFC account facilities available
- But migrants don't seem to be sending money to those accounts. Loans are not being paid back. Lack of monitoring.
- WHY informal transfers? Not maintaining NRFC accounts – lack of awareness of the procedure? No trust in bank system?
- There are many methods of sending money home. (both secure and not so secure- eg: hawala system, western union) But migrants are ill-informed of available processes. As a result the operatives (middlemen) agents become everything to them. They turn to them for everything.
- Ranjith: SLBFE has asked banks to carry out awareness programmes. But migrants choose to send through Western Union because it's convenient. The negative aspect to this is that, then they are not saving unlike through the bank system.
- Mangala Randeniya: There is a manual developed and we educate the migrants. Try to cultivate a sense of ownership- especially among women, to emphasize that they own the money they earn. We tell them to send the money to your own account through the formal banking system. Under the programme? 'country loving migrant worker', we emphasize the importance of saving.
- Participants: Our experience in the field has shown no evidence of this kind of awareness raising being done for migrants!

Comment:

Facilitating remittances- The State can only put in place proper channels and create awareness. Cannot tell individuals what to do with their earnings.

Predeparture training – financial literacy can be improved.

[Type text]

Group 4 - Key points

- Voting rights – Responsibility lies with legislature to ammend election law. That is not the responsibility of embassies or ministry.
- Having said that – your observation about lack of political will because migrant population is not easy to manipulate is accurate.
- Practical aspects to be considered- Half a million migrants in SA – only 2 missions which can act as polling stations. Only some will get to go and vote. Bound to be allegations of partiality.
- One way around it is perhaps to have an advanced electronic voting system in place with monitoring.
- The Phillipines and Indonesia have given voting rights to migrant workers.
- It has to be a goal we strive towards- cannot allow disenfranchisement of migrant population.

Day 3

Recap of Day 2

On day 2 'the past recommendations of the committee had been the focus. Continuing from previous days group work....

Group 5 reported back - exercise on 'concluding observations of the committee'

- 45-46:
 - No record of returnees unless they approach SLBFE on their return to make complaint or obtain a service
 - Recommendation: NCPA, Samurdhi and Development Officers (who provide integration services like loans) – can maintain a systematic data base.
 - Rataviru programme: Mangala Randeniya stated that only the reality show had stopped, that the name was removed but the other programmes are continuing. Other officials from the SLBFE who were at other tables told participants that the programme is no longer being carried out.
- 47-48: Group said not relevant.
- 49-50:
 - With regard to mothers with children below 5 years of age... There are instances when the D.O.s can bribe and give false information.
 - There are deliberations being made on increasing children's age to 12 years: Such a move would be a clear violation of rights of the women, who are not provided alternatives.
 - Recommendation: To have a database that includes list of guardians for children of migrants.
 - Progress – questionable.
- 51-52:
 - Still relevant.
 - Information required.
 - Issues not covered here: Regulation of subagents.
 - Progress – IOM shelter with Govt for trafficked persons.

Bradford Smith and Prasad Kariyawasam - comments and observations on the group's presentation.

- 45-46: Ambiguous information on reintegration programme. That's important to highlight in a shadow report. Questions that need to be asked: What's the allocation for programme? What do they do through the programme? How do they do it? Is it suspended or has there been a name change? This information wouldn't be submitted by Govt.
- Wherever possible also include specific recommendations of your own. Good recommendations will dovetail with your mandate, since at the end of the day you also want to see things change.
- 49-50: D.O.s bribing migrants with regard to children? If it is prevalent, show it as factually as possible. That's very important.
- Shelters for victims of trafficking: Are there other types of shelters providing information to victims? What kinds of services are offered at shelters? Are psychosocial services available? The committee would want to know of the dispositions of cases, numbers, so that they get a good sense of what's happening on the ground.
- Back you claims with solid evidence- give numbers and where you have no access to statistics, supplement with anecdotal evidence from the ground. But keep it brief, precise and to the point.

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- Prasad Kariyawasam: If SLBFE wants to cooperate- take that as a positive move, but make sure to use your report to say what you know needs to be said.
- The committee is your lever – use it to help the migrants.
- Brad: The greater the difference in the 2 reports, the more interesting it is for the committee and that pushes them to probe.
- A question was raised by participants: Can individuals be encouraged to submit information to the committee in addition to the shadow report?
- Response: Better to forward through a civil society organization like Migrant Forum Asia. Individuals can write to committee but the committee will not officially respond. It will be circulated among committee members. The committee doesn't have jurisdiction over individual complaints. Two things will be done:
 1. If it is a violation that comes under another treaty, we will forward to them
 2. Will forward to the special rapporteur as he is not predicated on a treaty- so that's another avenue.
- Question: How does the committee recognize or define a CSO?
- Response: Convention doesn't specify what civil society is. (CSOs are however recognized by HC on human rights, there is criteria and accreditation done by ECOSOC – to say that a CSO is UN recognized. Meaning that they then obtain consultative status with UN.)
- Treaty bodies don't require a highly defined, accredited CSO to report.
- Having said that, of course, it does have more validity if it comes through a CSO or an individual reknowned as a human rights defender.

The Reporting Process – by Bradford Smith

The Purpose of Reporting

- Reporting is a legal obligation
- Opportunity for critical self-assessment of States
- Comprehensive review of measures taken to harmonize laws and policies
- Monitor progress in treaty implementation
- Identify problems and shortcomings
- Plan and develop policies to achieve goals
- Intergovernmental response and coordination
- Consultation with civil society – Reporting process should encourage and facilitate, at national level, public scrutiny of policies, and constructive engagement with civil society;
- Aim of reporting should be to ultimately benefit rights-holders at the national level.

Thus the reporting process:

- Enable Governments to know their own national situations through:
 - ✓ Legislative review
 - ✓ Meaningful data collection
- Raise awareness among and enlist assistance from civil society, UN agencies, other international organizations and Governments
- Create an opportunity for national dialogue
- Creates a basis for constructive dialogue with treaty bodies and enables countries to benefit from the experience of international experts

'Purpose of reporting'

- not only compliance with treaty but an opportunity to fully comprehend the state of HR protection within SP;
- SP reports consist of 2 parts – common core document and treaty-specific document;

- Common core document contains general information about SP and general framework for the protection and promotion of HR;
- Treaty-specific document should not repeat information contained in common core;
- We also now have simplified reporting procedure –LOIPR¹;
- In all cases, reports should contain specific information relating to implementation of articles of Convention (laws, policies, strategies etc);
- Report should reflect actual situation (in law and practice) as regards implementation and progress achieved;
- Should contain responses to concerns expressed in COBs as well as information on recommendations;
- Should provide information on national machinery to ensure follow-up to COBs, including involvement of civil society;
- Data is key – statistical data disaggregated by sex, age, population group and allow for comparison over time, e.g., regular/irregular migrants, major States of destination, nationalities of migrant workers in State party, child migrants, women migrants, etc.
- Factors and difficulties in implementing provisions of Convention?
- From the perspective of a Committee member, after reading the report, are you able to have a good grasp of the status of the implementation of the treaty?
- Report should repeat each recommendation of the Committee from last COBs and where there has been no change from information provided in the last report, it should mention that there has been no change and specify why (otherwise it makes it difficult to read);
- Lack of statistics – disaggregated data, percentages, and trends and so no clear picture of situation of migrants, for example;
- Lack of specific information: “When preparing this report, consultations took place with NGOs...” Which NGOs, which consultations? When? What type of information did NGOs provide?
- Lack of examples, court cases to show the application of the laws – de jure and de facto!

- **EXERCISE** - Everyone received the Report from Philippines to CMW;
Breakup into groups and each group will be responsible for:

I: Q1, 4, 6

II : Q14 to 15

III : Q18, 21,23 to 19

IV: Q 24, 25,26

Each group will review their part of the Report and discuss:

Format?

Whether report followed guidelines on reporting?

How could this report be improved?

What are some of the good elements of the report?

Lessons learned?

- After the groups were formed – broke for lunch
- Screening of ‘4th of February’ – a short documentary film by Nadya perera

Comments/remarks:

- Prasad Kariyawasam stated that he had not been aware of local recruiters keeping passports in their possession in the event of a visa applicant, changing

¹ (from ppt) Potential added value of the LOIPR procedure...

Substance and Format: In general, there are two sections

A)General information on the national human rights situation, including new measures and developments relating to the implementation of the treaty

B)Questions organized according to clusters of provisions, highlighting specific issues depending on the situation of the concerned State party and the information available to the Committee,

[Type text]

her mind about migrating. In spite of it being illegal the participants gave examples to how prevalent it was on the ground. Recruiting agents in such instances are prone to saying – ‘we have spent this amount for your health tests and processing of papers - now you must go abroad through our agency’. If she refuses the common practice is that the agency keeps her passport and demands a large sum of money if she wants it back. They also threaten to blacklist the migrants travel documents. The participants said that as CSOs they too have not highlighted the issue enough.

- Bradford Smith stated that a copy of the film would be given to the committee.

- Group work continued

Key lessons learned from exercise...

- ✓ Data is key – statistical data disaggregated by sex, age, and population groups and showing a comparison over time;
- ✓ Report should provide sufficient information and data so that an evaluation can be made on progress regarding implementation (benchmarks)

- **Prasad Kariyawasam – on ‘General Comments’ section of report.**

2 handouts circulated – General comment # 1 & # 2

- General Comments are a norm setting exercise.
- They are an extension of the work of the committee bodies.
- Does not exist in isolation. When a committee examines country situation, they will have general comment as a basis – therefore, a G. comment is an advancement from the convention provisions. Important to international jurisprudence and State parties are expected to follow these.
- When you, as civil society, engage with the State, this can be used as a departure point. If the State is not doing what is stated here, they are in breach of committee recommendations.

1st G. Comment:

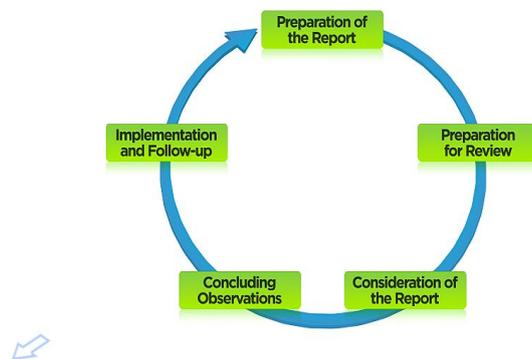
- Why? There was a sense that the aspect of ‘domestic workers’ was not adequately addressed through the provisions.
- Purpose: Provides stakeholders of the convention an additional set of norms to be followed besides the provisions of the convention. Arrived at after elaborate consultation with stakeholders.
- 1 & 2 are both important but G. comment 1 is more so, because 70% of migrant workers are domestic workers.
- G. comments are not limited to parties of convention. Other HR defenders can weigh in.
- Why it’s important for civil society to engage with committee

There is opportunity for more than 1 treaty body to come together and work on joint general comment.

Example was cited of CEDAW GC No 26- at a point when discussions on that G comment got blocked, the civil society had the space to engage with MW committee to raise this urgent issue and sustain momentum on advocating that issue. Achieves a higher profile. A similar tactical move is now being made with regard to child rights.

- The case of GFMD in Athens. Global civil society was meeting next in Mexico and we were in a hurry to elaborate on the issue of; undocumented migrants' and why states need to take notice.
- You can write to committee to ask if we can have a day of general conversation on this topic.
- It helps to keep the discussions relevant and alive, without sticking blindly to the convention provisions
- Question: Are the general comments also taken in to consideration when committee ask the State a question? YES
- Tools to engage with State party:
 1. Convention provisions
 2. G. comments recommendations
 3. Concluding observations for State party in a report
 (He also stated that the these texts should be translated to Sinhala and Tamil –would be a valuable contribution if civil society could take this on)

- **Reporting Cycle**



'Civil Society Input' - Chart presented by Brad

- Report drafting stage
- Prior to constructive dialogue
- At constructive dialogue
- Follow-up

Key Stages

- Preparation of the Report
 - Consultations with civil society?
- Report Submitted
 - Written information for PSWG at which LOIs will be adopted (CEDAW, CRC);
- Replies to LOIs submitted (consultation with civil society)

[Type text]

- Dialogue scheduled
 - Written information can be submitted in advance of the dialogue.
 - Informal meetings (public) with NGOs during session– oral briefings (brief interventions, Q and A);
 - Private meetings during sessions (lunch meetings);
 - Information Notes with relevant information on dates, venue, written submissions, side meetings, deadlines, copies, page limits and accreditation are made available by all treaty bodies at <http://www2.ohchr.org/english/>

Input – Practical aspects when reporting

- Provides an opportunity to present to the Committee views of civil society actors on priority issues under Convention for the State party;
- Identify priority issues;
- Provide clear information with good data on concerns/issues highlighting why they are a priority for State party.
- For example: Domestic laws which are not in line with treaty (legal obstacles to the enjoyment of rights by individuals);
- Law is in place but no policies or strategies to effectively implement or lack of adequate coordination, funding, personnel, capacity?
- Training and awareness-raising of rights among all stakeholders;
- Highlight positive developments and initiatives;
- How to improve further;
- Make recommendations to Committee – specific recommendations on steps that need to be taken by State party;
- Be concise.

Group work

Handout circulated - 'LOIPR for Sri Lanka'

Group 1 – Part I

Group 2 – Part I, A

Group 3 – Part I, B

Group 4 – Part I, C

Group V – Part D

Each group asked to review their part of the LOIPR and discuss:

- Priorities
- Elements of the response/report
- Follow-up to prior COBs
- What information should be included; Data

Debriefing

Group 1:

1. We have a database but it's not comprehensive, disaggregated or regularly updated.
2. Lack of consistency at National policy level: Decisions change every time a minister changes or the governing party changes. No continuity and lack of coordination.
3. Lack of transparency.

Group 2:

Article 7

10.

11. Suggestion to have a hotline/online facility to lodge complaints about employers of domestic workers in each embassy. Blacklist employers who have violated rights of employees.

'Sahana Piyasa' has such a service but limited to SL. No tracking system in place with a reference number to follow-up.

12. "Workmen's compensation" – we assume that migrant workers are included in this category.

Brad: With regard to labour attaches in missions – can learn from the Phillipines. Their rationale – number of labour attaches correspond to number of migrant workers in that destination country. Also if the majority are female migrants, they make sure that all the officials are not male and that atleast a female welfare officer is present.

Prasad Kariyawasam: Agreed that the appointment of labour attaches to foreign missions needs to be a more transparent process – not based on patronage.

Group 3: 8 & 9

The returnees are at times ill-treated, at times arrested. Difficult to get information on what becomes of them after arrest.

Women and children are targeted. Preventive measures are needed – instead of waiting for complaints to react.

Labour attachés at foreign missions need to have knowledge of legal environment in the respective countries they are posted. Training recommended.

Include legal representation in agreements (or contracts?? -ref to point # 9)

Priority: A 24 hour help desk at airport to accept complaints.

Mechanism to recover compensation of unpaid wages – we suggest they be accompanied with a rep. from SL mission to the police there so the money can be recovered while migrant is still in the destination country.

Embassies need to stay open 24 hours a day in case of emergencies.

(Prasad Kariyawasam: Suggestions such as this are not practical and as civil society when you make recommendations take this in to account.)

Safe Houses- Safety not guaranteed even within those walls. Shortage of staff and inefficiency of staff. They must be able to communicate in Sinhala, Tamil and Arabic. Resolution of problems needs to be expedited. Monitoring is needed.

In detention centers there are offenders on criminal matters and civil matters – There needs to be a way to transfer them to their home country for justice to be meted out.

Group 4: 26, 40, 41

There is a general sense among migrants that the SLBFE is not approachable and that it is an institution they must keep away from. Officials have a reputation of ill-treating migrants and having a patronizing attitude towards them. It is important to train those officials and change their mindsets.

[Type text]

Bilateral agreements should include- Right for peaceful assembly

Voting by migrant workers- We need it as a provision in the SL constitution. But also would like to suggest – a postal/electronic voting system.

On this last point, Prasad Pariyawasam: Very important and urgent need. Elaborate and thrash-out more. Perhaps speaking with the elections commissioner may help. I can assist in arranging that.

Group 5: 20 & 21 analysed on field experience.

20 – The 21 day pre-departure training does cover complaint mechanism but it is vague and general and specific examples are not used. All they say is in case of a problem go to the mission. This is insufficient.

A close family member in addition to the prospective migrant should also receive this information, so they know what to do at this end.

Law does not cover sub-agents.

Recommendation: Either implement fully the SLBFE Act or

Recognize sub-agents by law so they can be made accountable

When we raise issues related to them with the SLBFE, their response is: subagents are not acknowledged by our act so they must be tackled by law.

21. From our experience in the field, we are unaware of such efforts being made. A comprehensive assessment is needed.

So far, not aware of ‘collaboration with NGOs’

We think a reintegration programme was formulated with certain organizations but not yet implemented.

‘National advisory committee’ does exist but only includes 2 CSOs. For a long time it has been exclusive to them.

There is a lack of clarity on our part as to the role we can play in order to engage in a meaningful manner.

22. After 2009 an amendment was made and it’s not compulsory for all recruiting agencies to register.

25 a – In 2009 a reintegration policy was declared but as a result of political tug-o-war it was not implemented.

25b. No one has any information or insight in to the Compensation fund of SLBFE.

26. There is no bi-lateral consensus or commitment on this issue. We only have MOUs with destination countries. We need strong bilateral agreements.

Prasad Kariyawasam pointed out here that – Return and reintegration of migrant workers is not a responsibility of the destination country. It is a matter which warrants attention but not sure if a bilateral agreement is the solution.

Feedback from Brad

Participants were encouraged to refine their shadow report using the Philippines report as a good example.

Reiterated the usefulness of referring to the special rapporteur's report to validate your points, as there is a lot in common.

Highlight main priorities.

Back them with analytical and qualitative data and provide statistics.

Include targeted recommendation specific to SL context.

[Type text]

Day 4

- **Way forward/Revisiting Priorities and Strategies for Change – by William Gois**
On the final day of the 4th module the participants were asked to reflect on the work ahead and what each civil society organization, with its different capacities and expertise can contribute to avoid both replication and an artificial sense of working together on everything. The 6 groups were encouraged to take time to get a sense of what each others were doing and to allow natural intersection to emerge. Identify which areas of work to tackle individually and collectively according to different strengths.
- **Patrick Earle – Engaging and Interacting with OHCHR**
How can we make the best use of both standards SL has agreed to and other standards that exist as part of international law?
The process of submitting reports to the treaty body provides possibility of advocacy.
'Shadow report' – some prefer to call it a parallel report as it sheds light on issues for the treaty body
Also possible for representatives of civil society to go to Geneva to physically meet and lobby members of treaty body – both officially and unofficially.
Concluding observations are made - as an outcome of this advocacy work.
Once the recommendations come out, you have significant space for further advocacy.
Most often, concluding observations are shelved by state authorities. Civil society has a responsibility to follow up and wherever necessary, support – what can we do to assist?

Reporting back by the group coordinators on their assignments:

Group on 'Memorandum of Understandings and Bilateral Agreements'

Review of MOUs

- Inconsistent, broad, sectors are not specified
 - A win-win agreement?
 - Defining the employee-differ from MW convention
Different terminology used-Employee, worker, migrant worker,
 - Contract
Working for other employees-specified
Obligations of the worker specified, but not employee
Language of the contract-local languages not specified
 - Dispute resolution
"Min of Labour of Jordan shall resolve disputes according to laws and regulations of both countries, failing which referred to judicial authorities"
"To be resolved according to Labour Law of Private Sector in Bahrain"
 - Probation period
 - Gender related concerns are not speculated
 - Lack of focus on capacity enhancement
- ➔ Refer to the presentation for details

Discussion:

- Unlike in the Philippines MOUs in SL are not accessible to public. The content is unknown and there is a lack of transparency and accountability.
- Basic rights, working conditions not specified. Eg. 90 days probation period – Does that mean employee can be exposed to abuse within that 90 days!? Eg. MOU with SA on dispute resolution at the household level says a consensus is to be reached between employers and employee.... But what is a consensus is not reached, then what?
- For advocacy purposes it may be useful to demystify the process – find out who and what department in what Ministry is responsible in drafting agreements and meet with them.

- Ranjan: As far as we are aware...Foreign relations unit of SLBFE drafts ⇨ Legal Unit of SLBFE⇨ Ministry of External Affairs
- The presenter revealed that during the session with officials of the SLBFE, when he inquired from Mangala Randeniya about the process he received the following response : “MOU’s are like a conversation you have over drinks....the Chatham House Rule applies”
- Ideally, it should be a win-win, or rather a triple win situation – whereby the sending country, the destination state and the migrants benefit.
- No follow-up mechanism.
- No dispute resolution mechanism.
- Are the MOUs being updated and if so how?
- Patrick: What value can be added by incorporating Human Rights in to MOUs
- A contract between employer and employee is legally valid. But if we have a MOU with destination country, and if the MOU is detailed, then the conditions of the contract can be fleshed out.
- Human Rights dialogue: Even if a state has not ratified the convention, if you use other Human Rights standards which that state is bound by, then advocacy will gain more validity.
- Potential benefits of incorporating HR:
 - Can try and address the power imbalance and level the playing field
 - Human Rights can influence the content: How do we reflect the rights in MWC in the MOU?
 - Grievance mechanism: Right to redress

A point made by Brad on day-2 on common misconception about MOUs: MOUs are NOT ALWAYS non-binding. It depends on the language used. Some MOUs can be treaties also. If the text says that it is binding, then the MOU is binding.

**Reporting back by the group coordinators on their assignments:
Group on ‘Reintegration of labour migrants’**

➔ Refer to the presentation for details

Discussion:

- ‘Reintegration’ needs to be incorporated from the beginning of the migration process- it cannot be suddenly tackled on a migrants return. The awareness raising on how to manage their earning and secure options available to them, guidance has to happen through a continuous process.
- The concept of reintegration is broad. Not only includes livelihood and money management but other psycho-social aspects as well.
- Participants who work with migrants in the East and tamil speaking areas also brought up cultural prejudices in migrant sending communities- where there is a common perception that a female returnee is not ‘pure’ and suitable for marriage. On the other hand, there are also cases where husbands force their wives to go abroad again and again, on their return.
- There are also cases where the female has migrated to escape from domestic violence and does not wish to remain in SL even after her contract period is over.
- A 21 day training course is insufficient – prospective migrants are overloaded with a whole array of information. That becomes a token exercise.
- Suggestion to work out a way for one day in the training programme to be allocated to CSO representatives so that they can give it due weight and proper information.
- There are SL support groups and small networks based in some destination countries like the Phillipines and Singapore for example which CSOs could inform migrants of. At the pre-departure training they are only told about SL mission.
- SL State is dragging its feet on issue of reintegration of returnees. Only token measures are taken. And content in plans drawn out with ILO is not accessible. Everyone is in the dark.

[Type text]

- We need to acknowledge that from the State's point of view (from a primarily economic perspective) while a migrant worker has some value as long as she is bringing in remittance and migrating multiple times, what happens to them on their return is less of a concern. Reintegrating them to society and assisting them to find alternate employment is not in their interest – except as an incentive to lure them in to migrating. Rather than being naïve or shocked by the fact that programmes such as 'Rata-wiru programme' have been discontinued, civil society needs to be one step ahead of the State and be cleverer in advocacy strategy on this point. Lumping it together with demands for safeguarding migrant rights WHILE working aboard may be ineffective and counter-productive.

Session on - Special Procedures

Hand-out circulated: Special Rapporteur Report – Focused on pages 18 & 19

- Within the UN Human Rights protection system, the Special Rapporteur on the human rights of migrants is a 'Special Procedure'
 - Makes both complaints and recommendations.
 - It's important to see how the whole system is interconnected when submitting a shadow report – You can also use as a basis the recommendations made by the Special Rapporteur.
 - Advocacy objectives: Look at...what you identify here in the 6 groups + concluding observations in the MWC + recommendations made by the Special Rapporteur and also facts from the 'general information' section of report.
 - The committee relies on you for information. They incorporate this information and amplify your voice.
 - One participant observed that all the issues raised by him and 3 migrant returnees at a discussion with the Special Rapporteur during his recent visit had all been incorporated in the report. This came as encouraging news and also opened up the possibility of civil society representatives and migrants themselves having one-on-one meetings with the Special Rapporteur, in addition to the reporting process.
- **Practical tips on navigating official website- Bradford Smith**
Further information, including Factsheets on various treaties and other publications regarding implementation of treaty obligations: www.ohchr.org
All committees share webpages which are identical in format and will tell you how to engage as civil society.

Also passed around his card and encouraged the participants to directly contact him via E mail if they should have further questions.

Review and Planning

William:

As the 4th module reached its end, the participants were asked to form the working groups to...

- Identify priorities
- Deliberate on the strengths your own organization has individually
- Find natural intersections and identify areas to work on collectively

Each organization will have different levels of engagement and emphasis. That's the beauty and strength of civil society. The current political context in SL is changing and if it is sustained, space is opening up for driving change. The represented organizations were asked to exchange about their organizational mandate and interest to work on labour migration and related advocacy.

The following discussions took place after the groups had briefly presented an overview of the organisations' mandates and interests:

- A concerted and coordinated effort needed to attack a problem from different angles. Eg. Research organizations can develop their own strategies, Development organizations, women's organizations, legal organizations each can have their own strategic entry points.
- It was observed that while a lot was said on networking agreement to share each other's expertise, there was no strategy linked to outputs. Coming together as a group is important but first and foremost must reflect on what it is we are coming together for.
- Do we pick or zero in on a few areas and then push the envelope to make a change
- Networking dot for the sake of networking but as a process to drive change.
- Some of the participants shared ideas on expectations of a future session:
 - Munaz: We are not clear about how larger processes work, like policies and MOUs. Lack sufficient information. We may need this input from the authorities in a future module. (William: Don't expect authorities to be open about how decisions are taken – it is likely that the process is not what it's meant to be.)
 - We feel like we have a wealth of knowledge now but need to push the envelope- go a step further. What do we do with it?
 - The SLBFE and the civil society are moving along two separate tracks – each maintaining their own stand and the State giving diplomatic answers when questioned. Very defensive stance. To make real headway, a participant suggested that they be given an opportunity to engage with more senior or serious minded officials from the SLBFE, instead of the usual suspects who represent them at meetings.
 - Another participant emphasized the need to make pushing for the National labour migration policy a priority, as it was formulated in 2009 and is still not implemented.
 - This in turn, raised the question – Do we advocate for that as a whole, as it lumps everything together – or do we zero in on a few identified areas and really push for change.

Patrick/William:

At the end of the day it's a plan that civil society must formulate. Of course someone must take initiative and coordinate. Every meeting may not have to be in person. It could be simply communicating via Email and phone. But important to stay connected and communicate. Organizers would like to be kept informed and know what was done since this point onwards. And from feedback given by participants there appears to be a value in conducting another module – perhaps in November.

Organizers: Once you've had time to reflect along these lines, we would like to hear from you what new developments took place and what the priority areas should be in the next module.