

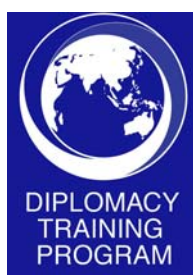
# Regional Capacity Building Program on Human Rights Advocacy and Migrant Workers in the Middle East and Asia



**Program Report**

**May 2017, Doha**

**Diplomacy Training Program in  
Partnership with Migrant Forum in  
Asia and Georgetown University Qatar  
21 – 25 May 2017**



---

## EXECUTIVE SUMMARY

This is the report of a regional training program on *Human Rights Advocacy and Migrant Workers in the Middle East and Asia*, held from 21 – 25 May 2017 in Doha, Qatar.

The training was organized by Diplomacy Training Program (DTP), Migrant Forum in Asia (MFA), and Georgetown University – Qatar (GUQ). It brought together over 25 participants from NGOs, trade unions, media journalists, lawyers, faith based groups, and youth leaders. The participants came from Bahrain, Kuwait, Qatar, United Arab Emirates, Jordan, Lebanon, Bangladesh, India, Nepal and Pakistan. (See Annex II for participant bios)

This was third program that GUQ has hosted in Doha with DTP and MFA, and the program itself is part of a broader strategy of building respect for the human rights of migrant workers who travel to the GCC and wider Middle-East to work.

The overall objectives of this, and the other, programs are to:

- Increase capacity to integrate knowledge of the international human rights framework to promote and protect the rights of migrant workers;
- Increase understanding of the role that civil society, NHRIs, and the UN system can play in the promotion and protection of human rights;
- Build knowledge and understanding of standards and practice from interaction with experienced practitioners – trainers and facilitators and other participants;
- Build skills in strategic advocacy techniques including lobbying and media;
- Develop collaborative working relationships across the region and between countries of origin and destination.

The program schedule was a busy and balanced building of knowledge and skills with the development of personal networks. Highlights of this program included sessions on *migrants rights* with William Gois, *reforming recruitment* with Professor Ray Jureidini, sessions on new approaches to Human Rights and Business with Mariam Bhacker and story-telling skills with filmmaker and journalist, Rawan Daman. The program was positively evaluated by the participants through an end of training questionnaire.

**Feedback from one of the participants:** *Thank you for all the energy, heart, and time you have devoted to this program. It is from your (the facilitators) commitment that we are all leaving, returning to our work, educated, better equipped and energetic to keep on advocating for the vulnerable. The value is immeasurable.*

**Feedback from one of the trainers:** *I enjoyed working with you all and with the participants. I have been training since 2004..., so I can tell with confidence: you at DTP have a special spirit.*

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

On behalf of these partners, DTP would like to express its thanks and appreciation to the trainers<sup>1</sup> who shared their knowledge and expertise, to the participants who created such a positive learning environment and to the Swiss Development Cooperation Agency (SDC) who provided the funding that made the program possible.

## **BACKGROUND**

The treatment of the millions of migrant workers in Qatar and the Middle-East has come under the international spotlight as Qatar prepares to host FIFA 2022 and UAE prepares for 2020 World Expo. There is growing international pressure for international human rights standards to be applied, for domestic laws to be reformed and for processes of recruitment to be more regulated.

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

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

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

DTP and MFA have worked together in partnership since 2004 to build this capacity. Capacity building programs have been held in Indonesia, Bangladesh, Nepal, Sri Lanka, Myanmar, Malaysia, Cambodia, Philippines, Timor-Leste, Thailand, Lebanon, UAE and Qatar. From 2009-2012, DTP and MFA worked in a formal partnership with the Asia Pacific Forum of National Human Rights Institutions (APF) to build capacity and collaboration. DTP & MFA held the first capacity building programs in the Middle-East in 2012, bringing together participants from destination and receiving countries to build knowledge, skills and collaboration. Since then, annual programs were held in Doha, Qatar with the purpose of engaging the community in the Gulf region, the Middle East and in South Asia on issues relating to migrant workers. The 2017 program continued this capacity building work – and complements other capacity building work on DTP and MFA in countries of origin. DTP/MFA continues to learn and to adapt its programs.

## **PROGRAM PARTNERS**

---

<sup>1</sup> (See annex III for trainer bios)

**DTP** is an independent NGO advancing human rights and empowering civil society through quality education and training and the building of skills and capacity in NGOs. It is affiliated with the Faculty of Law at UNSW in Sydney. **MFA** is a regional network of NGOs, associations, trade unions of migrant workers, and individual advocates in Asia who are committed to protect and promote the rights and welfare of migrant workers. **GUQ** is dedicated to fulfilling the university’s mission of promoting intellectual, ethical and spiritual understanding through serious and sustained discourse among people of different faiths, cultures and beliefs. This program have is their third collaboration together.

## PROGRAM CONTENT

Following welcome remarks from the program partners, participants introduced themselves. This was followed by a session where participants were asked to identify the key issues of concern.

### Identification of key issues

Participants in groups identified issues faced by migrant workers (MW) in countries of origin (COO) and in countries of destination (COD)

Issues for MWs in COD	Issues for MWs in COO
Contract substitutions	No information on working conditions in COD
Unfair terms in the contact	Lack of awareness of laws or culture in COD
Passports withheld	No/Inadequate pre-departure training
Low wages	No regulation on recruitment agencies
Being made irregular workers (employer did not renew their visa/leaving employer)	High costs of recruitment
Not being able to communicate with their family members	Family isolation
No day off	No injury compensation
Lack of safety in work place	No legal aid in seeking redress
Sexual harassment	Expensive and complex redress mechanism
No injury compensation	
No medical insurance	
Expensive and complex redress mechanisms	
Physical abuse	
Social discrimination	
Deplorable living conditions	
Sex trade, trafficking	
Not allowed to practice religion	
No proper monitoring and enforcement mechanism of employment agency	
Unfair dismissal	
Restrictions on exit	
No legal aid	
Employment termination of women MWs if they get pregnant or pregnant upon arrival	
Mental health	

Lack of cultural information	
Lack of social activities	
Language barriers	

This was a valuable session, enabling a sharing of perspectives and experience. There is a common perception in origin countries that all of the abuses occur in the destination or host countries. This is a cause of considerable anger that can also contribute to prejudice. Equally there is a common perception in destination countries, that the fault lies in the origin countries – whether through not providing decent work, or not preparing or protecting workers properly.

The reality is that current practices of recruitment in origin countries are often abusive, and contribute to future exploitation and abuse. Workers take on debts on often false or exaggerated promises of work, salary and conditions (contract substitution) leading to forms of debt bondage.

**Understanding Labour Migration as a Human Rights Issue – An Introduction to Human Rights Standards**

A significant proportion of the millions of migrant workers experience these issues on a daily basis in the region. William Gois, the facilitator for this session, highlighted that these issues are the *wrongs* that people see. These wrongs are the other side of the rights that individuals have – to be treated with respect and dignity, to be safe from the arbitrary exercise of power.



William highlighted that the *wrongs* done to people have driven the understanding of what rights people have. It was the great depression of the 1930's, the *Holocaust* and the horrors of World War II that prompted the adoption of the Universal Declaration of Human Rights (UDHR) by the United Nations General Assembly on 10 December 1948. Since then governments have adopted nine core human rights treaties – that all apply to migrant workers – and one treaty that is specific to the human rights of migrant workers and their families.

It is now accepted that States (governments) have the duty to respect, protect and fulfil human rights and they are responsible for putting the mechanisms in place to fulfil these rights.

William emphasised that if the wrongs identified above could be linked to specific human rights that governments had responsibility for, then it might be possible to hold them accountable – and to bring about change and redress.

The discussion was then led into defining *who is a migrant worker* - Article 2.1 of the Convention on Migrant Workers defines a migrant worker as, “... a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.”

### **Introduction to UN Human Rights Instruments**

International human rights treaties and standards are negotiated through the United Nations (UN). They include declarations that are not legally-binding, and treaties that are legally binding on the treaties that sign and ratify them.

The foundational human rights standards are:

- Universal Declaration of Human Rights (UDHR)
- International Covenant on Economic, Social and Cultural Rights (ICESCR),
- International Covenant on Civil and Political Rights (ICCPR)

These instruments, with their Optional Protocols have become known as ***the International Bill of Human Rights***.

In addition, the following core human rights treaties have been adopted by the UN:

- International Convention on the Elimination of Racial Discrimination (CERD)
- Convention on the Elimination of Discrimination Against Women (CEDAW)
- Convention Against Torture (CAT)
- Convention on the Rights of the Child (CRC)
- International Convention on the Protection of All Migrant Workers and Members of their Families (CMW)
- International Convention for the Protection of All Persons from Forced Disappearances (CED)
- Convention on the Rights of Persons with Disabilities (CRPD)

Key human rights principles that inform and apply to all standards are *non-discrimination, equality, universality, inalienability (inherent), interdependence, and accountability*.

Under international law, Governments are the primary duty bearer and individuals are the rights holders. The governments have three main duties to individuals. First, governments have to *respect* and refrain from interfering with the enjoyment of the right. The laws, policies, programmes and practices must not violate rights. Second is to *protect* and prevent others from interfering with the enjoyment of the rights. This is where laws enacted provide sanctions as well as give access to redress mechanisms. Lastly, the governments are obliged to *fulfil* and adopt appropriate measures towards the full realization of the rights. This can be done by facilitating, by allocating resources, setting goals and promoting rights.

### **Introduction to the UN's Human Rights Mechanisms**

Through the UN, governments have established a number of different international mechanisms to promote human rights, to monitor the actions of states and to hold states accountable. These have developed along two pathways:

- Human Rights Treaty Bodies



For each international human rights treaty, there is an international human rights treaty body, a committee of independent experts. When a government agrees to a human rights treaty it agrees to submit reports to this treaty body – and to receive recommendations for change and reform from it. There are known as Concluding Observations. A government may also decide (through an Optional Protocol) that an individual within its jurisdiction can make a complaint to this Treaty Body – where this individual has exhausted all domestic remedies. Treaty Bodies also produce *General Comments* that are authoritative interpretations of particular rights and issues.

There is space for civil society to engage in these processes and to influence outcomes – where governments have ratified specific human rights treaties.

- UN Charter based mechanisms

The UN's Charter based human rights mechanisms derive their authority directly from the UN Charter (mandate) which explicitly refers to human rights. These mechanisms therefore apply to all UN members, not just those governments that have ratified particular treaties.

- The UN Human Rights Council is made up of 47 governments proportionately representing different regions of the world. It is in session three times a year and is the peak political forum for human rights in the UN. It holds thematic and country focussed discussions, considers human rights emergencies, adopts motions and can take a range of actions.
- The Human Right Council convenes and conducts the **Universal Periodic Review (UPR)** which reviews the human rights record of all UN Member States, on a 4.5 year cycle. This leads to the adoption of recommendations for improving human rights.

*It is possible for NGOs to engage with this process formally and informally to influence its outcomes – the recommendations made to government.*

- The UN Human Rights Special Procedures address:
  - The human rights situations in specific countries or territories (known as country mechanisms of mandates); or
  - major phenomena of human rights violations worldwide (known as thematic mechanisms or mandates).

The Special Procedures consists of individuals, special rapporteurs or independent experts, or groups of individuals, called working groups. Each has a specific mandate and are flexible. They can respond to urgent human rights situations, have global coverage, and can direct communications to governments and employers.

*UN Special Procedures can accept credible information from NGOs. They can receive and act on complaints, write letters of allegation. They conduct country visits, engage governments in dialogue, write special thematic reports to highlight issues. NGOs can integrate knowledge of these Special Procedures into their advocacy work.*

### **Global Compact on Safe, Orderly and Regular Migration**

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

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

#### 4. Second UN High Level Dialogue on Migration and Development (2nd UNHLD)

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

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

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

The proposed Global Compact on Migration (GCM) will be a new governance framework for migration. What rights it will include, what issues it addresses and what responsibilities it imposes on governments will be negotiated between now and 2018. The Global Compact will be adopted in September 2018.

There are three phases that will take place before adoption of the Global Compact:

1. Consultations (Phase 1) – April 2017 to November 2017
2. Stocktaking (Phase II) – November 2017 – January 2018
3. Intergovernmental negotiations (Phase III) – February 2018 – July 2018

There are a series of both regional and thematic consultation processes and meetings. The process is being managed on the government side by the International Organisation of Migration (IOM) which has recently joined the UN. *William highlighted the need to be aware and to engage with these processes to ensure migrants' voices are heard and rights included.*

#### **ILO Conventions and Standards**

The International Labour Organization (ILO) was established in 1919, but is today a UN agency. It is a tripartite organization which consists of representatives of workers, employers, and governments. Every year, the International Labour Conference (ILC) brings tripartite representatives from across the world together. Issues are discussed, and new standards adopted. ILO Convention 189 was adopted in 2011 - the Domestic Workers Convention. This is also the first international convention that recognises domestic work as work, domestic workers as workers with the same rights as other workers in general.

Some other relevant ILO conventions that were discussed were:

- Convention 97 Migration for Employment (1949)
- Convention 143 Migrant Workers Convention (Supplementary Revisions) (1975)
- Convention 181 Private Employment Agencies

The ILO has a number of different complaints processes. These are not open to NGOs – unless NGOs work in collaboration with recognised trade unions. William emphasised the value of building such collaboration and cited Bahrain, where there is a good collaboration between the civil society and the trade unions on migrant worker issues. Bahrain, Kuwait and Oman, are the only countries in the Gulf that have trade unions. In the Middle East, Lebanon has a trade union called the Federation of Trade Unions of Workers and Employees (FENASOL) which works closely with migrant workers. *For countries without trade unions, the civil society can collaborate with the business sector or the*



*Chamber of Commerce, wherever possible. Alternatively, they can also bring cases through trade unions outside of the region.*

### **Human Rights and Business – The UN Guiding Principles and Assessing the Human Rights Impacts of Corporations**

The private sector plays a critical role in all stages of the labour migration process – in recruitment, employment, in transport and remittances. Many of the abuses that migrants report result from the actions of the private sector. It is therefore important to understand what the responsibilities of companies are to human rights.

This session was led by Mariam Bhacker, Project Manager at the Business and Human Rights Resource Centre (BHRRRC). Mariam introduced participants to the UN Guiding Principles on Business and Human Rights.



These principles are based on three pillars. The first pillar is the responsibility of governments to have laws, regulatory systems and mechanism to protect individuals from abuse. The second pillar is the corporate responsibility to respect human rights – to make sure that they do no harm. It is not enough for companies to simply follow the law, companies need to know their human rights impacts and take concrete steps to address them. The last pillar is about access to remedy – which it is a responsibility of both government and companies to provide.

Mariam discussed the BHRRRC web-platform. NGOs and civil society can submit their concerns to be relayed to companies for response. It has impressive databases on issues and companies and standards and codes of conduct. BHRRRC also produces a weekly newsletter. The web-platform is also used by businesses to find additional information and guidance.

### **Migrant Workers and the Private Sector – Reforming Recruitment and Engaging the Private Sector**

Professor Ray Jureidini led these sessions and started by defining terms – such as ‘recruitment agency’ which is located in the country of origin of the migrant worker, and ‘placement agency’ which is located in the country of destination. Ray highlighted that in the industry of recruitment, there is a widespread culture of corruption which starts when workers in the countries of origin pay charges imposed by recruitment agencies in their countries.

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

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

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

### **Practical Skills on Lobbying, Campaigning and Dialogue**

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

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

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



### **Storytelling: Migrant/Migrant Workers Voices, Impact Strategy – A Way Forward**

Rawan Damen challenged the participants to think about how they could communicate the stories of migrant workers effectively – in a way that engaged their audience and made them want to act to

uphold their rights. In order to motivate others to act there is a need to capture their hearts with stories.

A story has a timeline and is personal. Stories provide information and present the issues to the audience. It is important to make the stories short because the story-teller is pushed to capture the heart of the audience in a short time. It is also given that the people's attention span is very short. It is also crucial to make the story attractive – this helps people to remember the information. It is important to make the audience care about the character. End of a story should be a cliff-hanger – to make the audience keep thinking. It is important to convey the story as a beginning of another story. This makes the audience remember.

Moreover, in storytelling, there is a need to be able to detach oneself emotionally. Being emotionally attached to a story often ends up in including every little detail. Some of these details are not necessary or needed to successfully tell the story. Storytelling, as highlighted by Rawan, is the art of deletion. Exaggerating stories does not necessarily generate sympathy. The story must be credible too. They must trust the story teller. Rawan asked the participants to come up with their stories – and provided feedback on them.

### **Storytelling Impact Strategy – A Way Forward**

Rawan highlighted 12 strategies that is essential if the storyteller wants to campaign for the story successfully. There strategies are the following –

1. Issue context – it is important to gather information about the story and to study the context
2. Impact objective – creator needs to have an aim, and identify the outcome of telling the story
3. Target audience – it is essential to understand the readers and listeners of the story to make it easy for the target audience to visualize and understand
4. Outcome – outcome and the key performance indicators should be realistic, measurable, and tangible
5. Strategic partners – are people who can be help the storyteller move and spread the story across the viewers. When lobbying, NGO's and social media could help the members of the parliament get on board and discuss about the story
6. Impact timeline – it is important to be informed about the timeline because there are events that strategic partners are doing. Rawan suggested to the participants to keep a calendar of these events in order to know when a story should be released and where
7. Platforms – there are different social platforms for targeting different audience select such as Facebook, snapchat, LinkedIn, Twitter, etc. Storyteller should be knowledgeable as to when is a good time to post the story or when people would be most active on social platforms
8. Format – in conveying the story, it is important to categorise where the story would be most beneficial to be laid out – whether it would be in the news, current affairs and documentaries, talk shows or on magazines, and or in dramas.
9. Communication and public relations – it is important to identify what exactly are the facts that the storyteller would like to put in the website or in the campaign
10. Budget – this strategy should cater to the platforms, communication and other logistical concerns that is essential in developing and spreading the story out
11. Funders – there should be a clear idea on what should be done and what the story should look like in order for the funders to trust that the storyteller will deliver on the story
12. Evaluation – evaluation and monitoring of the story is important to identify what should be done in the next story or what should be included/ not included to create an impactful story



## REFLECTIONS AND NEXT STEPS

### **Program Participants and Their Reflections:**

A key value of this program is bringing people together – from NGOs and Trade Unions, from community based organisations and individuals and who are providing services to migrants in distress, to journalists and individuals working in the private sector and with governments. Collaboration is vital to making progress in addressing the problems.

The diversity of backgrounds of participants from countries of destination in the region and from countries of origin in South Asia, representing different organisations, and areas of work – employers and recruiters as well as migrant workers, was a positive.

The program was enriched by the variety in opinions, knowledge and ideas, with participants learning from the facilitators and presenters, and from each other. The participants quickly established a warm and supportive learning environment conducive to the sharing of knowledge and experiences. The program facilitated the building of connections and hopefully lasting collaborations.

In the evaluation sessions and written evaluations participants reflected that the course provided the opportunity for them to discuss, reflect, assess and evaluate the current issues facing migrant workers, and to formulate possible interventions and engagements to address the issues.

Participants agreed that it was valuable to learn about the rights that migrant workers have – and how these relate to the abuses they experience in reality. There was also value in learning about the different mechanisms covered in the course – some of which may be useful in both action on cases and in influencing policy and practice.

There was a keen sense that human rights standards enable advocates to talk about issues differently – that they can provide a way of engaging government and business in dialogue on the basis of accepted and shared values. There was also frustration at the weakness of the UN mechanisms, and the difficulties in making change quickly enough to benefit workers who are suffering at present.

DTP seeks participants through an open selection process, through its networks, and the networks of its partners, particularly MFA. The limited number of participants in this program from Qatar, and from different institutions in Qatar was disappointing. This partly reflects the limited extent of civil society in Qatar, and elsewhere in the GCC.

**Some participants feedback:**

- ❖ *Feeling much more connected to others, new friends from other places and being equipped with practical knowledge and skills*
- ❖ *This programme has made me happy because I have come to know that there are people around the globe working so hard for the common issue and I have become even more enthusiastic to work for the human rights issues.*
- ❖ *I have gained great knowledge and information, it will help me to improve my work towards human rights and migrant workers' needs*

**Recommendations:**

- In future programs, DTP is committed to working with its partners, including GUQ to reach out more widely to seek appropriate participants from different organisations in Qatar;
- DTP and MFA's focus in the Middle East has been on migrant workers from Asia, but it is clear there are an increasing number of migrants from East and West Africa and they are even more vulnerable, have less developed support networks, and less support from their Missions. Targeting individuals from these communities for participation should also be considered.
- DTP/MFA and GUQ will review and agree participant selection criteria for the next program

**Program Content, Trainers and Methodology:**

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

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

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

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

trainers were able to be present for much more than their own sessions and this added considerable value.

Recommendations:

- DTP will review the curriculum of this program and participants' evaluations in preparation for the next program; and look at the balance and breadth of content.

### **Program Outcomes and Impact:**

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

In the days after the program, a WhatsApp group was created for participants to communicate and share information and updates. Participants have continued to stay in-touch with each other to share news and updates from their respective countries and from their work. Participants from different countries and organisations have collaborated to provide assistance and complimentary work for better protection and promotion of the rights of migrant workers.

One of the participants had a story published on migrant workers in a major newspaper in the Gulf as a result of the program.

It is harder to assess long term impact of the program. This was DTP/MFA's fifth program in Qatar since 2012. In this time, the levels of engagement for institutions and individuals in Qatar has varied. Investing in the knowledge and skills of individuals, and facilitating linkages between them has to be a part of strategies for advancing the rights of migrant workers. Reforms have been announced in key areas although their implementation is questioned. It is hoped that organising these programs in Qatar contributes to the work of those who are seeking change.

Recommendations:

- DTP will conduct a follow-up survey of participants to seek information on whether/how the training has been useful/applied
- DTP will work with its partners to be strategic in its outreach and to explore how locating these programs in Qatar can contribute to efforts to ensure the rights of migrant workers in Qatar







# ANNEX I

	Day 1 – May 21	Day 2 – May 22	Day 3 – May 23	Day 4 – May 24	Day 5 - May 25
<b>Morning 1 09:00 to 10:30</b>	8.30 – 9.00: Registration  9.30: Welcome Remarks- GUQ, MFA, DTP  Introduction of a broad agenda of the program	<i>Feedback session / Participants' presentations</i>  Introduction to Human Rights	<i>Feedback session / Participants' presentations</i>  Getting Governments to Listen to Migrants – Reflections from UN & GFMD and Building Collaborations	<i>Feedback session / Participants' presentations</i>  Migrant Workers and The Private Sector – Reforming Recruitment Learning from Practice –Models of Ethical Recruitment	<i>Feedback session / Participants' presentations</i>  “Storytelling: Migrant/Migrant Workers Voices”, focusing on the media storytelling techniques.
<b>Facilitator(s)</b>	Patrick Earle/William Gois	Patrick Earle	William Gois	Ray Jureidini	Rawan Damen
<b>Tea 10:30-10:45</b>					
<b>Morning 2 10:45-12:30</b>	Participants' introduction; Training outline; Identification of key issues	Introduction to UN Human Rights Mechanisms - Part 1	Using the UN's Human Rights Monitoring and Accountability Mechanisms – Part 2	Reforming Recruitment – Part II - Challenges for Governments and the Private Sector	“Impact Strategy – A Way Forward”, across traditional media, social media and interactive media.
<b>Facilitator(s)</b>	DTP/MFA	Patrick Earle	Patrick Earle	Ray Jureidini	Rawan Damen
<b>Lunch 12:30-2:00</b>					
<b>Afternoon 1 2:00 - 3:30</b>	The Global Context for MW Advocacy:  The UNSDGs and Agenda 2030 The UN Global Compact for Migration	Migrant Workers, ILO Conventions and A Rights Based Approach to Migration	Human Rights and Business - The UN Guiding Principles, the UK Modern Slavery Act and More  -	Engaging the Private Sector –  Practical Exercise in Lobbying and Dialogue	Identifying the Priorities for Capacity Building – What, Who and How  Participant evaluations Closing Ceremony – Certificates
<b>Facilitator(s)</b>	William Gois	William Gois – MFA	Mariam Bhacker – BHRRC	DTP	MFA /DTP/GUQ
<b>Afternoon Tea 3:30-3:45</b>					
<b>Afternoon 2 3:45-5:30pm</b>	Understanding Labour Migration as a Human Rights Issue – An Introduction to Human Rights Standards	Practical Exercise – ILO Standards and Migrant Workers Rights	Assessing the Human Rights Impacts of Corporations – The BHRRC Documentation Checklist	Practical Exercise In Lobbying and Dialogue - continued	
<b>Facilitator(s)</b>	MFA & DTP	William Gois – MFA	Mariam Bhacker - BHRRC		

## ANNEX II

### PARTICIPANTS BIOGRAPHIES<sup>2</sup>

#### BAHRAIN

##### **Yusuf Ahmed (M), Assistant Secretary General for Private Sector at *General Federation of Bahrain Trade Union (GFBTU)***

Yusuf is the Assistant Secretary General for Private Sector at GFBTU. Part of his role is to mediate between employees and employers on labour issues, coordinate with concerned parties on collective bargaining, and resolve labour issues in the private sector with the authorities. He believes his participation at the DTP course will enhance his knowledge and skills on how to provide help for workers. He sees a potential in trade unions promoting migrant workers' rights.

##### **Maryam Ahmed (F), Director at *Tafawuq Consulting Center for Development***

Maryam is the Director at Tafawuq Consulting Center for Development. Maryam is an activist and advocates for human rights and women's rights. She was a former President of the Bahrain Women's Union. She has experience in organising a centre in cooperation with the Federation of Trade Unions and together they held a workshop on human trafficking, and the rights of migrant and domestic workers. Furthermore, she was part of the preparation team on CEDAW report. Maryam believes that the DTP course will enrich her knowledge on the current issues on migration and domestic workers. After the course, she plans to organise an awareness campaign on the rights of domestic workers in the labour law, and prepare a study on the current issues faced by female domestic workers.

##### **Raji Unnikrishnan (F), Senior Reporter at *Gulf Daily News***

Raji is the Senior Reporter at Gulf Daily News. Her role includes reporting on local and regional issues from Bahrain. She has focused on community issues and human rights affairs specific to migrant communities and citizens. As a journalist, she has heard stories of the migrant workers' plight with issues concerning non-payment of wages, contractual violations, withholding of passports, human trafficking, human rights violations and violations of the law. By participating in the DTP course, she believes she can be better equipped in hearing and sharing stories in her field, and providing advice and assistance to those in need.

#### BANGLADESH

##### **Mohammed Faruque (M), Proprietor at *Orchard International***

Mohammed is the Proprietor and President of Orchard International, migrant workers recruiting agency. His organisation recruits workers and provides them with training. He is also the Senior Vice President of Bangladesh Association of International Recruiting Agencies (BAIRA). This association works with national and international governments in ensuring the welfare of migrant workers are met. Since 1980s, he has also been affiliated with Manpower Recruitment Training and Export in many countries. At the DTP course, Mohammed would like to share his experiences and knowledge on recruitment and how to ensure the rights of migrant workers are protected.

---

<sup>2</sup> These biographies have been prepared by DTP on the basis of information submitted by participants.

## **INDIA**

### **Gilbertson Tom Wilson (M), General Secretary at CLEARCD**

Gilbertson is the General Secretary of CLEARCD in India. He is also a Social Worker, Software Engineer and a Lawyer. As a lawyer, he has worked on various social issues related with labour rights, prisoners' rights, and human rights violations caused by law enforcement agencies. He also assists Indian workers working in foreign countries by taking the issue before the Indian embassy and Ministry of Foreign (or External) Affairs. From the DTP course, Gilbertson would like to gain a better understanding of the international legal mechanisms available. He sees a potential in increasing legal awareness programs for migrant workers, as currently the biggest challenges include the difficulty in finding pro bono lawyers, and translating of documents in Arabic for migrant workers working in the Gulf region.

### **Muthukumar Devaraj (M), Consultant at Paul and Paul Advocates**

Kumar is a Consultant at Paul and Paul Advocates. He is an advocate practicing before the High Court of Madras and has 12 years of experience in this profession. He has come to know of migrant workers' issues through one of DTP's alumni and started providing legal support to organisations who are working on bringing migrant workers back home after suffering various kinds of abuses in foreign countries. In 2015, he helped move a petition before the High Court of Madras to rescue five women migrant workers. And in 2016, he moved a petition to rescue a woman domestic worker working in the Gulf region. Through the DTP course, Kumar would like to enhance his knowledge on international conventions and mechanisms to protect the rights of migrant workers.

### **Dr. Aslam Basha (M), State Chairman at the Minority Department of Tamil Nadu Congress Committee (TNCC)**

Aslam is a Lawyer, Politician and Social Activist. Currently, he is the State Chairman at the Minority Department of the Tamil Nadu Congress Committee (TNCC). At TNCC, Aslam organises awareness programs and promotes the protection of religious minorities and linguistic minorities. He has filed cases before the National and State Minorities Commission, National and State Human Rights Commissions, police authorities, and the courts to enable minorities to access justice and protect their rights. Aslam wants to create awareness on violations on migrant workers' rights and provide remedies through the legal system within India and abroad. He believes the DTP course will enhance his knowledge on the international legal mechanisms and will teach him how to apply the mechanisms in promoting and protecting the rights of migrant workers and victims of human rights violations.

## **JORDAN**

### **Rami Asrawi (M), Chairman of the Founding Body at Jordanian Society of Migrant Workers Care**

Rami is currently responsible for many divisions within his organisation: Activity Coordinator; Head of the Anti-Human Trafficking Committee; Head of the Legal Committee. Rami reviews the governing regulations of migrant domestic workers in Jordan and evaluates issues on a case-by-case basis. His role is to develop adequate protection and prevent the exploitation of domestic workers, as well as provide support to those facing difficult conditions. Rami is also engaged in the planning of human rights and anti-human trafficking training programs in an effort to build the knowledge and skills of his fellow members. He remains in constant communication with officials from the Jordan Labour Ministry and other countries in an effort to ensure greater international accordance for migrant workers. Rami is undertaking training in the DTP in order to update his knowledge about international human rights and use this in the development of regulations within Jordan.

## KUWAIT

### **Nourah Al-Sulaiman (F), Student Outreach Coordinator at *Ensaniyat***

Nourah is the Student Outreach Coordinator at Ensaniyat, a project by migrant-rights.org. Nourah works closely with university students who are completing their internships on a social justice campaign in Kuwait. The campaign is targeted towards bettering and spreading knowledge about migrant workers' rights and domestic worker's situations in Kuwait. She facilitates focus groups with her students and analyses research, articles, laws and news. They are also working on two nation-wide campaigns. Nourah has liaised with different NGOs, think tanks, MPs and other important figures and sectors in Kuwait. By participating in the DTP course, Nourah hopes to strengthen her network by engaging with the trainers and participants. She would like to learn from the experts in the field and help her hone her goals and skills better in her advocacy work.

## LEBANON

### **Maria Salmeh (F), Regional Field Coordinator at *INSAN Association***

Maria is the Regional Field Coordinator at INSAN Association and is responsible for coordinating a variety of different projects and services for refugees and migrants. This includes the provision of shelter, psychosocial support as well as training and education programs. Maria has noted that one of the biggest challenges that migrant workers face is the lack of legal protection afforded to them. Her role at INSAN allows her to witness the imbalances resulting from the Kafala system, as she is constantly in dialogue with migrant workers and their employers. Maria would like to participate in the DTP course to better understand and assess the conditions of migrant workers based on the requirements of international human rights standards. Furthermore, she believes that INSAN's continued expansion requires her to develop new capabilities and broaden her awareness of issues related to INSAN's advocacy work.

### **Tarek Ataya Abdul Sater (M), Office Director & Programs Coordinator at *Middle East Council of Churches (MECC)***

Tarek is currently the Coordinator for MECC's core programs which involve: advocacy for human rights (religious freedom, freedom of speech, freedom to gather, citizenship rights); social justice (statelessness, human trafficking, forced migration); and social projects that foster cohesion between refugees and host communities. These projects are currently placed in Lebanon, Jordan, Syria, while there are future plans to introduce them into Iraq. Tarek acts as the Oversight Program Coordinator for the MECC's core programs and is also responsible for managing their involvement in Gulf Fellowship of Churches, a collaboration which provides on-going work support for migrant workers in the Gulf region. Tarek believes that one of the biggest issues surrounding migrant workers within society is their 'invisibility.' By participating in the DTP Program, Tarek sees this as an opportunity to design and implement more effective programs that address the problems that migrant workers face.

## NEPAL

### **Kul Prasad Karki (M), Chairperson at *Pravasi Nepali Coordination Committee (PNCC)***

Kul has been the Chairperson at Pravasi Nepali Coordination Committee (PNCC) for two years. He has been working to promote and protect the human rights of migrant workers on both the national and international level. At PNCC, the organisation receives cases of victimised Nepalese migrant workers from around the world. Kul finds that the biggest challenge is protecting migrant workers in the country of destination. He believes the DTP course is very relevant to his work and that he can gain a deeper understanding on the current issues on a global level.

**Sabal Ghimire (M), Programme Coordinator at Asian Human Rights and Culture Development Forum (Asian Forum)**

Sabal is the Programme Coordinator at Asian Forum. He is responsible for corresponding and maintaining statutory formalities with concerned agencies. He works closely with the government authorities, stakeholders, and respective communities on project implementation. He receives cases on migrant workers' issues within Nepal and from abroad (the Gulf and Malaysia), and the issues consist of death of the migrant worker, contract violations, health and medical issues, withholding of migrant worker's passport and money in the country of destination and fraud etc. He raises the issues on migration on offline and online media. Sabal also works in the health sector and oversees the operation of health camps and clinics established by Asian Forum. The health center provides basic health services to the families of the migrant workers. The DTP course will give Sabal the opportunity to share and hear stories on migrant workers' issues abroad. He also wants to gain a better understanding of the CMW, ILO conventions and other legal instruments. He wants to learn how to advocate better and impart this knowledge to his colleagues.

**PAKISTAN**

**Israr Hussain (M), Member, Executive Committee at Pakistan Rural Workers Social Welfare Organisation (PRWSWO)**

Israr is a Member of the Executive Committee at PRWSWO. Israr is responsible for developing a working relationship with various Ministries and Departments at Federal, Provincial and District level. He has been in a direct contact with Members of the Parliament and Senate in bringing forward policy reforms on the promotion and protection of migrant workers. Israr identifies human rights cases and approaches authorities to take action against the perpetrators and undertake rehabilitative measures for the support of victims. The DTP course will enable Israr to effectively use internationally agreed standards and convention in his advocacy and campaigning work on migrant workers in Pakistan. The biggest challenges he finds are that there is lack of information on guidelines and minimum legal standards surrounding migrant workers.

**OMAN/INDIA**

**Prasad Marikkal (M), Lawyer at KW Advocates & Legal Consultants**

Prasad is a lawyer at the KW Advocates and Legal Consultants. His organisation conducts legal seminars, legal awareness campaigns, para legal training and pro bono legal consultations for migrant workers. As an advocate for human rights, Prasad is keen on raising awareness amongst workers about their rights, decent working and living conditions, social security, payment of wages. From the training program, Prasad would like to broaden his understanding of the international laws governing migrants.

**QATAR**

**Father Paul Scott Davies (M), Senior Priest at the Anglican Church of Epiphany**

Father Paul is a Senior Priest at the Anglican Church of Epiphany. He leads two multinational church congregations. As a church leader, Father Paul seeks to provide material and social support for migrant workers. He acknowledges fear as one of the biggest issues that underlines the experience of migrant workers – the fear of deportation and punishment. By participating in the DTP course, Father Paul seeks to provide guidance to the migrant workers. He sees an opportunity to set up legal advice, social support and opportunities for the migrant workers to find work in the church.

**Helene Dieck (F), Migrant Welfare Specialist at Qatar Foundation (QF)**

Helene is a Migrant Worker Welfare Specialist at Qatar Foundation (QF) and is responsible for auditing Qatar Foundation contractors, developing strategic documents, and managing external stakeholders' engagement. Qatar Foundation develops worker welfare standards for all its 20,000-strong migrant

workforce contracted for its construction projects or services and is implementing an auditing program to ensure compliance with these standards. Helene believes the training program will enable her to engage with new stakeholders and share her experiences.

#### QATAR/NEPAL

##### **Deependra Bhetwal (M), Board Chair at Asia Training Center**

Mr. Bhetwal from Nepal lives and works in Qatar as a migrant worker from the past 10 years. He is the Board Chair of Asia Training Center. Asia Training Center is established to train the soft skill training to the low end aspiring migrant workers about their job, migration system and about destination country. Furthermore, he volunteers to support the victimized migrant workers in Qatar. He has been writing different articles and story of migrant workers frequently to different newspaper in Nepal and abroad. He believes the upcoming DTP workshop will be a great opportunity to strengthen knowledge on human rights of migrant workers, to enable him in his work at the Asia Training Center.

##### **Yoba Raj Pathak (M), Council Member at NRNA-NCC Qatar**

Yoba Raj is a migrant worker working as a marketing executive at a private company in Qatar. He is also a social welfare activist and holds a position of council member of a Nepalese social organisation – NRNA-NCC. Yoba Raj believes that lack of information and awareness amongst migrant workers is one of the biggest challenge to protect the rights of migrant workers. Currently, he is involved with a local organisation which is actively working on creating awareness about the changes in the labour law in Qatar. From the program, Yoba Raj seeks to stay updated and broaden his knowledge and skills on the human rights of migrant workers.

#### QATAR/PAKISTAN

##### **Rumsha Shahzad (F), Project Facilitator at *Caravan Studios***

Rumsha is the Project Facilitator at Caravan Studios. Rumsha facilitates the development of a mobile application called Worker Connect. The mobile app improves the working and living standards of migrant workers in Qatar. She is also involved in interviewing migrant construction workers in Pakistan and Qatar, as well as designing technology based solutions to ensure auditing of accommodation standards and protection of workers' rights in Doha. Rumsha also works with migrant-rights.org as a student outreach coordinator to help raise awareness for migrant workers. Rumsha is passionate in learning more about the different mechanisms available in alleviating the plight of migrant workers. The DTP course provides her with this opportunity through its in-depth training. She sees a potential in strengthening the coordination between sending and receiving countries, and recruitment agencies being more accountable.

#### QATAR/PHILIPPINES

##### **Pastor Cecilio Cawayan (M), President at *We Care Outreach Ministry***

Pastor Cecilio is the President at *We Care Outreach Ministry*. Pastor Cecilio is a Filipino human rights advocate and defender. He looks after cases where victims have been physically assaulted or intimidated by their employers or sponsors, and victims who are faced with illegal termination and contract violations. He schedules counselling sessions for the victims, and advises the victims to go to hospital for medical examination and the police to write a formal complaint. Pastor Cecilio coordinates with the Philippines Embassy to provide the victims with assistance when filing a complaint. When the cases are severe, Pastor Cecilio and his colleagues assist the victims to the Labour Court. He hopes the DTP training will enhance his diplomatic skills in finding solutions to migrant's workers facing labour abuses.

## UAE/INDIA

### **Arul Raj Kovil Pillai Nadar (M), Social Worker at *Christian Protestant Church***

Arul Raj is a Social Worker at Christian Protestant Church. Part of his role entails visiting labourers at labour camps and providing them with counselling and assistance. He looks at their contracts and see if the labourers are getting the benefits written in their contracts. He recognises that the labourers face many challenges. Arul Raj will explain their rights according to what is laid out in the labour law and the contracts they have signed. He believes by attending the DTP course, he can improve the service he provides for the labourers. He would like to enhance his knowledge on the labour laws and international conventions and mechanisms.

## UAE /USA

### **Erika McDonnell (F), Volunteer at *St. Joseph Church***

Erika is an American but is currently residing in UAE. She is a volunteer at St. Joseph Church in UAE. As a volunteer, she works with the parish and assist those who need help. She has been acting as Co-Chair and Secretary of the Committee and is entrusted with developing a proper process in dealing with cases. The network of volunteers are experts in the legal, financial and medical fields and work as advocates in alleviating the plight. Before her work in UAE, Erika volunteered in Bangkok, Thailand where she met many political and religious refugees, and migrant labourers from Myanmar. The DTP course will enable Erika to become more educated and skilful in her advocacy work. She wants to learn how to assist the individuals her Church encounters and apply the right mechanisms.



## ANNEX III

### TRAINERS BIOGRAPHIES

#### **Mariam Bhacker, Project Manager, Business & Human Rights Resource Centre**

Mariam Bhacker is an Omani-English development professional who leads Business & Human Rights Resource Centre's project on migrant workers in Qatar and the UAE. Her work focuses on increasing corporate transparency and accountability for the rights of migrant workers in the construction and hospitality sectors in these countries. Mariam has previously researched access to healthcare among migrant workers in Qatar, UAE and Kuwait, and tracked Gulf health spending in Africa. She has extensive experience in digital communications and advocacy around health, policy and human rights through her work with Inis Communication, Global Health Middle East and Let Girls Lead. Mariam holds an MSc in Global Health from the University of California, San Francisco and a BSc in Natural Sciences from Durham University, UK.

#### **Rawan Damen, Filmmaker and Media Consultant**

Rawan is a Co-Founder & CEO of Stream Media Consultancy. As a trainer, she comes from fifteen years of practical and academic experience in documentaries, TV programs and digital storytelling. Holds an MA (with Distinction) in Communications Studies from Leeds University, UK. She as a one-woman-show researched, produced, edited and directed more than 30 hours of TV documentaries, translated to multiple languages, including the internationally renowned award-winning documentary series Al-Nakba. She worked as a senior commissioning producer at Al Jazeera Media Network for ten years supervising over 250 documentaries. Founded and led teams on multiple digital platforms, notably the internationally award-winning project, Palestine Remix, the largest visual interactive website on Palestine. Invited speaker at more than 100 conferences and symposiums, jury member in a number of Arab and international film festivals, and invited specialised trainer in more than 10 countries. Recently, Rawan received the Media Creativity Award by the Arab Thought Foundation in Beirut (Dec 2015).

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

Dr Ray Jureidini is professor of migration ethics and human rights at the Center for Islamic Legislation and Ethics at the Hamad Bin Khalifa University, Doha, Qatar. His human and labor rights based research and activism centers around migrant labor exploitation, human trafficking, racism, debt bondage and slavery-like practices in the Middle East. He completed his doctorate in 1986 in economic and industrial Sociology at Flinders University in South Australia. After teaching Sociology in several universities in Australia, he spent 6 years at the American University of Beirut from 1999 where he began researching and publishing on human rights issues concerning migrant domestic workers and conducted the first survey of domestic workers in the region. At the American University in Cairo from 2005-2011, he became director of the Center for Migration and Refugee Studies and conducted a number of research projects on migrant and refugee issues, including household domestic workers, child domestic workers, Egyptian families of migrant workers abroad and trajectories of Somali and Ethiopian asylum seekers in Yemen and Turkey. In 2012, Dr Jureidini spent a year as research consultant for the Center of Design Innovation at Qatar Foundation in Doha. He was one of the authors of the Qatar Foundation's 2013 Mandatory Standards for Migrant Worker Welfare and the author of a 2014 report, Migrant Labor Recruitment to Qatar for the Qatar Foundation. Dr Jureidini has collaborated on research and migrant labor reform advocacy with many human rights organizations such as the International Labor Organization, International Organization for Migration, Migrant Forum Asia, KAFA (Enough) Violence and Caritas in Lebanon.

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

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

**Patrick Earle, Executive Director at *Diplomacy Training Program***

Patrick Earle has over 20 years' experience working in the human rights movement, both in Australia and internationally. Since 2003 Patrick has been the Executive Director of the Diplomacy Training Program, and in this role has developed and facilitated human rights courses in the region – including new thematic courses focusing on human rights and business, human rights and trade, human rights and migrant workers and the rights of Indigenous peoples. From 1996 until 2003, Patrick worked with the Human Rights Council of Australia with a focus on its ground-breaking project on the relationship between human rights and development and is co-author of “The Rights Way to Development – Policy and Practice”. Prior to that he worked for Amnesty International in London and authored its first International Campaigning Manual. Patrick is on the Steering Committee of UNSW's Initiative on Health and Human Rights, and a member of the Human Rights Council of Australia.

## **ANNEX IV**

### **Contents of Training Manual**

#### **Section 1: Introduction**

- 1.1 Introduction to the DTP Manual - Patrick Earle (English - E)
- 1.2 Introduction to Basic Terminology (E & Arabic - A)
- 1.3 Quick Guide to Common Acronyms (E&A)
- 1.4 Useful Human Rights Websites (E)
- 1.5 Undocumented and Irregular – but not illegal (E)
- 1.6 Group Work and Diary Exercise Guide (E&A)

#### **Section 2: Migrant Workers and Human Rights**

- 2.1 An Introduction to the International law of Human Rights - Dr Sarah Pritchard SC (E & A)
- 2.2 The International legal framework on the rights of migrant workers – DTP & AFP Manual (E & A)
- 2.3 The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families – DTP & AFP Manual (E & A)
- 2.4 Other UN instruments and mechanisms relevant to the rights of migrant workers- DTP & AFP Manual (E & A)
- 2.5 The International Labour Organization and migrant workers – DTP & AFP Manual (E&A)

#### **Section 3: Human Rights Documents**

- 3.1 The International Bill of Rights (E)
  - Universal Declaration of Human Rights (UDHR) (E&A)
  - International Covenant on Civil and Political Rights (ICCPR) (E&A)

## **Section 4: UN System, Treaty Bodies, Special Procedures, Universal Periodic Review**

### 4.1 UN System Chart

### 4.2 UN Human Rights Treaty System

Chart of UN Human Rights Treaty Bodies

Human Rights Ratification Chart MENA and ASIA (AS of 2017)

Table of Treaty Ratifications and Reporting Schedule - MENA

Treaty Body Recommendations for Middle East and North Africa - compiled (E)

Treaty Body Reporting Calendar - 2017

10 Steps to Write a Shadow Report - The Advocates for Human Rights

### 4.3 Human Rights Special Procedures

Special Rapporteur on Migrant Workers: Mandate 2017

### 4.4 Universal Periodic Review (UPR)

UPR Schedule

UPR Recommendations MENA Region (Bilingual)

UPR Conclusions and Recommendations – Qatar 2014 (E & A)

## **Section 5: Other Documents**

Sustainable Development Goals and Migrants/Migration

UN Global Compact on Safe, Regular and Orderly Migration - FAQs

Mapping The Movement: The Business And Human Rights Regulatory Framework

Conclusion and Recommendation - Report on Recruitment in GCC Construction