



# DIPLOMACY TRAINING PROGRAM

AFFILIATED WITH THE FACULTY OF LAW AT THE UNIVERSITY OF NEW SOUTH WALES

A training program for peoples of the Asia-Pacific region

## Migrant Workers 2007

**A Capacity Building Program for Advocates in the Asia-Pacific Region  
Held in partnership with Migrant Forum Asia (MFA) and CARAM Cambodia**

**15-19 October 2007  
Phnom Penh, Cambodia**

## **Final Program Report**

### **1. Executive Summary**

The Diplomacy Training Program's 4<sup>th</sup> Regional Capacity Building Program on Human Rights and Migrant Workers took place in Cambodia from October 15<sup>th</sup> - 19<sup>th</sup>, 2007. There were participants from Cambodia, Mongolia, Australia, Burma/Thailand, Hong Kong, Malaysia, Bangladesh, India, Indonesia, Singapore, Sri Lanka, South Korea, Taiwan, Vietnam, Timor-Leste and the Philippines.

The participants came from a range of women's, health, and migrant worker NGOs as well as trade unions, health NGOs, and national human rights institutions.

The program focussed on developing knowledge and understanding of the international human rights framework, with emphasis on those specific international standards relating to Migrant Workers. There was also a focus on building practical skills in lobbying and advocacy. The program provided participants with an opportunity to share knowledge and experience, strategies and skills. The program encouraged participants to explore how they might work together in different ways, within countries and across borders, to uphold the human rights of migrant workers.

For the 4<sup>th</sup> year in succession, the program was held in partnership with Migrant Forum Asia (MFA). It was hosted by local partners, CARAM Cambodia. This report provides background to some of the key issues facing migrant workers in the region, and some of the challenges advocates face in promoting and protecting the rights of migrant workers. It describes some highlights of the training program and provides some recommendations for DTP's/MFA's future programs.

This program was notable for the interaction between participants from different countries and backgrounds, as well as for the opportunity for the participants to engage directly with Cambodian government representatives and officials and also with representatives of migrant labour recruitment agencies. The Diplomacy Training Program would like to acknowledge the work of CARAM Cambodia and the involvement and contribution of the Secretary of State for Women, H.E. You Ay, and a representative from the Ministry of Labour, Mr. Hu Vunthy, that added to the richness of the program.

The following report draws on three evaluation forms completed anonymously by participants at the end of the program. On the basis of these evaluations, the program successfully met its objectives. At the conclusion of the report there are some brief reflections/recommendations for DTP's further work in this area. These flow from discussions between DTP and its regional partner, Migrant Forum Asia and participants' feedback in this and previous courses. Selections of participant's comments are included in the body of the report. Full copies of the transcripts of participants' evaluations are available on request from the Diplomacy Training Program.

The program was made possible through funding support from the *Norwegian Ministry of Foreign Affairs*, *Caritas Australia* and the support of the *Friends of the Diplomacy Training Program*.

## **2. Background to the Project**

The Diplomacy Training Program has been facilitating human rights training programs for advocates in the Asia-Pacific Region since 1990. The human rights challenges have changed considerably over this time and the Diplomacy Training Program has responded by developing a number of specialist thematic programs. These programs seek to address some of the challenges and opportunities for advocates and human rights defenders arising from processes of globalisation.

Rapid economic growth in some societies has seen widening gaps between rich and poor, within countries and between countries. There is an associated acceleration in population movement from country to the city that began with the industrial revolution in Europe in the 18<sup>th</sup> Century. The movement of people across national borders in search of decent work has also increased. Some of this international movement is of highly skilled workers, but many more are relatively unskilled workers moving into relatively low-paid sectors of the formal and informal economy.

These workers often leave their homes and families with a mixture of hope and fear, excitement and worry. They leave in the hope of making a better life for themselves and their family. These hopes can be fed by the promise of work, of higher wages and new opportunities. They often leave because they have little choice, because of poverty, discrimination and the lack of work or opportunity at home. In moving, they leave behind their support systems of family and community, and their knowledge of the familiar.

The vast majority of these workers travel to do the jobs that nationals in other countries no longer wish to do – work that is dangerous, dirty and low-paid. Even so these jobs still often offer more than is available at home. The growing middle-classes of Malaysia, Singapore and Hong Kong and elsewhere are driving a demand for cheap domestic labour. This demand draws in hundreds of thousands of women from Indonesia, the Philippines, Nepal, Bangladesh and Sri Lanka to work as maids. The oil-rich economies of the Middle-East and Gulf attract construction and service industry workers from across Asia. While the economies of the countries they work in, and the countries they leave behind, benefit from their labour, and the wages they send home as remittances, migrant workers are often the subject of hostility and discrimination.

Migration across borders in search for a better life is nothing new, but the global environment in which people are moving is different. Processes of globalisation have in many areas eroded the sovereign power of nation states. An exception to this is in relation to the control of people's movement across national borders. This trend has

accelerated following the terrible events of September 11, 2001 and a new emphasis on national security, and combating terrorism.

In contrast to a global push to reduce barriers to movement of capital, goods and services, migrant workers today encounter an ever greater number of barriers to movement, both formal and informal. These include restrictive visas, cost, and obstructive and sometimes corrupt officials. Once they have negotiated these barriers migrant workers often face hostility, prejudice and intolerance from the broader community in host countries making them more vulnerable.

Recruitment agencies offer many a way through these barriers, but often at a very high cost. Migrant workers can find themselves working in situations akin to slavery as they work to pay off the debts owed to unscrupulous labour recruitment agencies. These recruitment agencies in some cases withhold the passports and identity documents of workers, making them vulnerable to arrest and extortion by police, or detention and deportation. These recruitment agencies may also switch the destination employer, immediately transforming a documented (official) migrant worker to an undocumented (or illegal) migrant worker. Undocumented migrant workers are particularly vulnerable to abuse and extortion by both employers that may withhold wages, and change conditions of work and to officials who have the power to detain and deport them. There is often a blurring of lines and distinctions between migration and trafficking, and increasingly NGOs seeking to stop trafficking are highlighting the need for effective, safe and transparent processes of labour migration.

Policy makers, international bodies, governments and NGOs have collaborated to develop international legal standards that recognise the particular vulnerabilities and rights of migrant workers. These standards offer migrant workers the promise that their rights will be protected and provide a framework for NGOs and government to work together. The most recent of these standards to come into force (July 2003) is the UN Convention on the Rights of Migrant Workers and Their Families (CMW). Because it is the newest of human rights instruments to come into force, awareness of the Convention, its key provisions and its implications for policy makers, NGOs and migrants remains very limited. This has been highlighted in a number of recent studies as a barrier to wider ratification of the treaty.

Other relevant standards include ILO Conventions and more widely ratified human rights instruments that call for states to address issues of discrimination and the rights of vulnerable and marginalised groups – which often include migrant workers – such as the Convention on the Elimination of Discrimination Against Women.

In addition, recognising the significance of modern migration the then UN Secretary General, Kofi Annan, in December 2003, launched the Global Commission on International Migration *“to place International Migration on the Global Agenda, analyse Gaps in Current Policy Approaches to Migration and, examine Inter-linkages with Other Issue-Areas, present Recommendations to the United Nations Secretary-General, governments and other stakeholders.”* One outcome of the Commission’s work was the need to apply internationally accepted standards to migration policy and practice.

There are many NGOs which focus on the issue of migrant workers alone, and in many countries they have made significant advances. Most are members of DTP’s regional partner organisation, Migrant Forum Asia. Beyond these NGOs, there is growing concern about the rights of migrant workers among women’s organisations, trade unions, human rights NGOs and National Human Rights Institutions. Organisations

concerned with health and with HIV/AIDS are also addressing the vulnerability of migrant workers that results from discrimination and denial of their rights.

At the same time, available research and anecdotal feedback from NGOs in the region suggests that advocacy on migrant workers rights too rarely refers to relevant international standards, or seeks to avail of existing international mechanisms – such as the UN Treaty Bodies, UN Special Procedures or the ILO’s complaints procedures. Effective NGO advocacy has contributed to the shifting of policy and practice in some countries such as the Philippines, but there is considerable potential to make advocacy for migrant workers more effective in the region more broadly.

*‘Participants come from different countries and backgrounds but all of them have the same commitment to the better condition of migrant workers and their family.’*

Participant Evaluation

### 3. Project Objectives and Participant Evaluations

The training program had five objectives. At the end of the program participants were asked for their honest and anonymous assessment of whether the program had been successful. The following are the results of the completed forms.

There is some anecdotal evidence that suggests that the numbering system used was not well communicated/understood. The longer evaluation forms did not reflect the sense from these results that the program failed for some participants to meet its objectives.

This training program has the objectives listed below. Please could you tick the box (1-5) that best reflects your judgment on whether the program was successful in achieving these aims. 1 is the best and 5 is the least.					
Objective	1	2	3	4	5
Build the capacity of NGOs and advocates in Asia and the Pacific to integrate understanding of human rights standards and ILO Conventions into work for migrant workers.	6	9	4	2	2
Build greater awareness of the Convention on the Rights of Migrant Workers and their Families among NGOs, trade unions and National Human Rights Institutions (NHRIs) in the region.	9	5	4	3	2
Enhance the capacity NGOs, Trade Unions and NHRIs in Australia and the region to work together on the promotion of migrant workers’ rights.	4	10	5	3	1
Provide an opportunity for participants to share perspectives and experiences and to identify challenges in relation to migrant workers rights and ratification of international standards relevant to migrant workers’ rights.	8	7	2	3	3
Contribute to the capacity of advocates in the host country to promote ratification of the ICRMW and other relevant standards for promoting and protecting the rights of migrants.	6	9	4	4	0

In one of the evaluation forms participants were asked “what was the best thing about the training program?” The responses included the following comments:

*‘The friendly atmosphere in which the sessions were conducted. It was a wonderful learning atmosphere. It opened us to learn quickly and pleasantly.’*

*‘This training, participants are very good and they have always positive in participation, sharing and learning’*

*‘Well organised in whole program – accommodation, materials, trainers and presenters’*

*‘Participatory approach: sharing among participants, good practice exercise’*

*‘Role play practices and lesson learnt exchange the information’*

*‘The encouraging trainers and participants who truly ‘walk the talk’ of giving dignity and respect to everyone’*

*‘Diversity of participants with different backgrounds’*

*‘The best thing in this training is to teach us how to speak in the public and make a presentation.’*

*‘It was a great experience to share my organisation doing combating trafficking and illegal recruitment in our country. It is good and my first to speak in front of other NGOs, human rights advocates in different country. Very new to me but I do have fun.’*

*‘Linkage and possible avenues of coordination and collaboration with NGOs, trade unions, human rights commission and other agencies.’*

*‘I have a strong overview of the issues/challenges/contexts/failures of other commissions and NGOs working in my sector. Have identified opportunities for collaboration and strategies for problem solving across some content areas.’*

*‘All it was fun activist approach and participants were very young. Their thrill and excitement was worth watching.’*

*‘The best part is I learn more from the participants from other countries and other NGOs who work directly and indirectly on migrant workers and the strategies and programs that they have, especially their successes and their lessons learnt.’*

*‘To organise the victim and fight for their rights.’*

*‘That we have a common goal/mission/interest/spirit. That we care for each other and want to work together. That we believe we are not fighting alone. That we want to create a better life for the world.’*

Participant Evaluations

#### 4. Program Description and Feedback

The program introduced participants to the broad human rights framework, before looking in more detail at specific standards relating to migrant workers rights. There were special sessions on the International Convention on Migrant Workers and their Families, and on ILO standards and mechanisms. There was a focus on the role of UN Treaty Bodies and how to interact with them.

The Diplomacy Training Program is committed to participatory training and education methodologies, and wherever possible includes small group exercises and role plays. This helps to ensure that sessions on international standards and law are integrated with the development of practical skills and the sharing of participant's knowledge and experiences.

In each program, there are also sessions committed to the development of advocacy skills. In this program there was a focus on lobbying as a technique, as well as on media skills. Through the efforts of CARAM Cambodia, and the relationships they have established, it was possible to provide participants with a very practical lobbying exercise that involved direct engagement between participants and senior government officials – as well as a representative of Cambodian Migrant Labour Recruitment Agencies. This lobbying exercise, in which participants were divided into groups to prepare for and conduct a lobbying meeting, including setting objectives and assigning roles, was a highlight of the course.

At the end of the program participants were asked which the most useful sessions were. Responses included:

*'The practical session when visiting Labour Ministry to lobby on standardised contracts. Because I was given a direct role to present the issue, thus practicing this lobbying skill in a realistic context'*

*'ILO Convention and the ways to link up with Trade Union/Federation'*

*'Conventions, ratification and understanding of the importance of putting these issues and concerns to the policy maker'*

*'All the sessions are useful and related to my issues. I have learnt so much in these 4 days. Learning experiences, knowledge'*

*'Advocacy and policy change – we go to practice and meet the real people'*

*'Lobbying – the practical experience can't be gained from readings, whereas, we can read about UN systems'*

*'Migrant Workers Convention – helps set it into context for us, but I think we should read the actual text, or be asked to read it before coming...and asked to discuss it in more detail'*

*'The sessions that were designed with practical work, experience gathering and sharing views – because I feel those increased my capacity to work in groups'*

Participant Evaluations

It was regrettable that a number of the invited resource persons were unable to attend the program for different reasons. The majority of the program facilitation and expert input was therefore provided by William Gois of Migrant Forum Asia and Patrick Earle of the Diplomacy Training Program. Expert input on ILO standards was generously provided by Pracha Vasuprasat.

The Diplomacy Training Program seeks to ensure that issues of gender balance are addressed in the selection of both participants and trainers/resource people. Unfortunately it was not possible to involve more women as trainers/resource people. In addition, in this program one of the expert resource persons was unable, at short notice, to travel for medical reasons.

Participants were asked at the conclusion of the program their views on how the program could be improved. Their responses included the following:

*'To modify the program – as 6 days program and to be strict on time keeping'*

*'More experienced speaker must also be invited'*

*'Make references to the documents you gave us, highlighting which ones we can read for further information'*

*'Better time management to make sure all sessions completed as planned. There was sessions cut short towards day 4'*

*'It is a very good training that I never met before, however I think that we should have some more people from Trade Union and National Commission of HR to join'*

*'Invite other resource person to do presentation and share experiences'*

*'Content should be revised and specific and not only using powerpoint presentation, also other method can be followed'*

*'More communication from participants'*

Participant Evaluations

At the conclusion of the program participants were also asked whether and how the training will assist them in their work. The responses include the following:

*'Yes. It helps me to understand the framework of several human rights based instruments as well as enable me to build alliance with participants from various organisations/unions/NHRIs in the region.'*

*'Very much, this training enhanced my knowledge, capacity and skills to work with others, sharing ideas and create allies, as migration is multidimensional issue, it needs such type of capacity work.'*

*'The training will assist me in designing capacity building training to the NGOs as well as government agencies to work together on the issues of protection of migrant workers. It will help me to advocate in building alliances between NHRC + NGOs + trade unions.'*

*'Will be able to apply theoretical knowledge in an improved way. Will operate with an improved sense of my regional context. Improved practical skills e.g. ,media and lobbying.'*

*'I gain more knowledge on MWC and ILO convention so it may assist me for data collection related to migrant workers (women) and conduct effective advocacy and lobbying to obtain the rights.'*

*'Yes, with the best practices of lobbying, journalists and building alliances'*

*'Yes, give me a comprehensive understanding of HRs, advocating and lobbying better with the government authorities, media, agencies, employers and other relevant parties.'*

*'I'm better informed. Gained better skills. Feel more confident on regional issues and on instruments protecting migrant workers and human rights.'*

*'It is very useful to build up my skills in advocacy and learn different experiences from different contexts and contribute in our advocacy work'*

Participant Evaluations

## **5. Human Rights Issues Identified By Participants**

At the beginning of the program, the participants were asked to identify the human rights issues faced by migrant workers. There were many different rights and issues identified.

In relation to recruitment agencies and employers there was concern that:

- Contracts are fake, unwritten and not fulfilled
- there was a need for a standard contract, with relevant conditions and rights made clear
- Passports of migrant workers are kept by agents and employers making migrant workers vulnerable, and their legal status uncertain
- Working conditions are hard and exploitative and mistreatment by employers
- Non-payment of wages
- Lack of any rest days.
- Lack of medical aid during sickness/following injury at the workplace
- Sexual harassment and exploitation
- The rights to freedom of association/joining unions not respected
- Right to socialise with other migrants not respected
- Insufficient food to eat

In relation to the framework for migration and the responsibilities of government:

- Not enough protection against trafficking
- Not enough knowledge of safe migration routes
- No access to legal redress in host countries
- Right to access proper education for migrants' children is not respected or fulfilled.
- Right to practice religion and culture not respected
- Embassies not helping their workers abroad



- Government of sending countries not negotiating and protecting their workers
- No protection of basic necessities for migrant workers – food, housing, rest, communication with families
- Labour laws don't cover domestic workers in many countries
- Inadequate support for trafficked persons
- Rampant corruption both by governments and non-government agencies and individuals
- Inadequate enforcement of labour standards; child labour; safe working conditions; right to time-off; minimum pay;
- No access to essential health care

## 6. The Participants and Their Work

The Diplomacy Training Program and Migrant Forum Asia have sought to use these regional capacity building programs to bring together individuals with diverse experience and organisational backgrounds from across the region. While a number of the participants work for migrant worker focussed NGOs, others work for organisations that have wider concerns.

One of the participants, a young woman from Burma, whose father is a political prisoner inside Burma, works with the growing number of Burmese migrant workers in Thailand. The current military government of Burma (Myanmar) is best known for its harsh repression of political dissidents, yet its policies have also forced more and more of its people to search for work in neighbouring countries. Most Burmese migrant workers in Thailand live with the daily uncertainty of arrest and deportation back to Burma, including separation from families. Along the border with Burma they work in garment and other industries – paid very low wages for working long hours in often dangerous conditions. Each day for these workers involves a range of violation of their human rights. For Burmese women working in Thailand this can include sexual harassment and rape. The young Burmese woman participant in this program works with an NGO, MAP, that does grassroots education and training work with Burmese migrant workers, educating workers, and working with officials so that they respond properly and effectively to reports of human rights violations. She sees that the movement to protect the human rights of the Burmese extends to these migrant workers. The work of human rights advocates in this area is often dangerous – confronting as they do the practices of powerful and unscrupulous employers, as well as corrupt and effectively unaccountable officials.

For other participants such as those working for women's rights NGOs, the focus on migrant workers comes from an understanding that migrant women workers are among the most discriminated and marginalised women in many societies. They often face the double discrimination that comes from being a migrant, as well as from being a woman. Rapid economic growth in Phnom Penh has contributed to the migration of Vietnamese women to work in the sex industry in the city. At the same time the growing demands for domestic labour are increasing the number of Cambodian women migrating for work, and at risk of trafficking and exploitation. One of the participants from Cambodia provided some valuable examples of how they are working to include the situation of women migrant workers in, and from, Cambodia in their NGO report to the UN Committee on the Elimination of Discrimination Against Women. This reporting process is one way of creating broader awareness of the issues, of holding governments accountable and seeking change in policy and practice.

The links between the vulnerability of women, the growth of the sex industry in the region and of trafficking have been the focus of organisations concerned with health

issues and HIV/AIDS. CARAM Cambodia and some of the other Cambodian NGOs working on migrant workers issues, work directly with affected communities, providing outreach, education and training to prevent the spread of HIV/AIDS. From this work has grown their focus on advocacy for change in government policy, including in how the agencies involved in recruiting migrant labour are regulated. They and others in the region have begun to press for standard contracts for migrant workers, contracts that have clear protection for basic labour rights.

This training program, like the previous one held in Malaysia, included representatives from trade unions in the region. Trade Unions have had a mixed record in relation to protection of the rights of migrant workers. One approach has been to see migrant labour as a threat to hard won conditions of labour and pay. This has effectively increased the vulnerability of migrant labour in relation to employers. Another approach, adopted and promoted by international labour federations, has been to see migrant workers as a particularly vulnerable section of the workforce that needs organising in order to protect basic labour rights and pay. In some cases, as in Indonesia, migrant workers have been able to organise themselves into recognised trade unions. As trade unions they can directly participate in the tri-partite (union, employer, government) mechanisms of the ILO, including its complaints procedures. Trade unions and migrant workers NGOs share many objectives in relation to migrant workers rights, but finding ways to work together remains a challenge in many countries.

Migrant workers organisations across the region, have shown themselves to be effective in organising migrant workers and have frequently worked closely with religious organisations. One of the participants in this program, Sister Doris Zahra, a religious sister from Taiwan is on the regional executive of Migrant Forum Asia. Taiwan has been a major destination country for migrant workers and Sister Zahra has many years experience of advocating for the rights of migrant workers – directly with government officials and with employers. Her work began in response to the direct needs of the workers that had been drawn to Taiwan from across the region, and based on that experience has become increasingly focussed on making change to policy and practice.

Sister Zahra was able to bring that experience to the lobbying and other practical exercises in the training in Cambodia. While Taiwan is not a member country of the UN system and therefore not bound by its treaties, Sister Zahra felt that knowledge of international standards would lend weight to her arguments with officials. The collaboration between migrant workers and religious organisations was one of a number of practical examples of effective alliance building that was shared during the program.

Sister Zahra was one of a number of participants from migrant worker receiving countries. Bringing together NGO advocates from receiving and sending countries is a valuable part of the program, and helps to build practical and lasting links. NGO advocacy for migrant workers rights is in its early stages still in Singapore for example, where human rights activism faces restrictions. A number of organisations have been established in recent years – providing refuge and shelter for abused domestic workers, helping with the filing of complaints and more recently taking up advocacy around wages and conditions and pressing for regulatory change. There is much to be learnt by advocates in these organisations from the experiences of organisations in Hong Kong, Malaysia, South Korea and Taiwan.

The training program was also enriched by the presence of participants from National Human Rights Institutions in the region – including from Nepal, India and Malaysia. A

growing number of national human rights institutions, such as Ombudsman's offices and Human Rights Commissions have been established in the region in recent years. They conduct investigations, hear and arbitrate complaints, produce reports and promote human rights education and awareness. The training program enabled NGO and NHRI participants to become more familiar with each others work, and to overcome some of the barriers of misunderstanding that can exist between NGO advocates and staff of government established bodies. It was also possible for NHRI staff to gain a better understanding of the human rights situation facing their nationals who are working overseas, for example Nepali's in Hong Kong, Malaysia and Taiwan, and to explore avenues of collaboration and action. One interesting suggestion was raised was in relation to the possible development of an extra-territorial role for National Human Rights Institutions in relation to migrant workers.

## 7. Next Steps for Participants

As part of the evaluation process, participants were asked a number of questions to identify ways in way they might apply the training to their work, and any specific actions that they planned to take as a result of the training.

In response to a question as to how knowledge of human rights standards and the UN system might inform or change their approach, participants gave the following reponses:

*'As I am working on the issues of both documented and undocumented workers in my country, I believe that I could make reference to the UN system and human rights conventions related to rights of migrant workers e.g. in the child right, I can work together with UNICEF.'*

*'I will remain much more confident about my work, I will be able to show examples, documents to the govt, officials and others related to migration while making lobby and advocacy with them.'*

*'With the knowledge of the HR and UN system it gives me the clear picture of related terms to use for lobbying and advocating.'*

*'CEDAW and ILO conventions related to MWC. We will advocate to governments to ratify MWC.'*

*'Understanding other conventions besides CEDAW; understanding the case or solution when Government doesn't ratify the MWC so we have CEDAW.'*

*'I gained more confidence, precision and look into (situation) more internationally and (learned) of approach to dialogue with parties concerned. We have come to the stage of more comprehensive work and data that we can use as our publication and tools to further our demand to the government for better protection of MWs'*

*'When lobbying with Government officials, we can now better use this knowledge with more confidence to make the arguments stronger and credible.'*

*'I can make an issue internationalised using the system – e.g. report to an international body (UN or other)'*

Participant Evaluations

Asked plans for sharing knowledge and follow-up action, participant responses included the following:

*'I will make a full report and presentation about the training to share what I have learnt with my colleagues and also with the civil society through workshops and training programs. Besides that, I will also make the report and materials given by DTP available in the resources centre in our organisation.'*

*'I am thinking to have a training (taking the basics from DTP) among the migrants community leaders.'*

*'I will disseminate the information as well as share experiences through training workshops, interaction and meeting with shareholders. I will recommend my organisation to take necessary measures to protect migrant workers rights. I will integrate these bodies of knowledge in other human rights training programs, workshops in order to draw attention to the concerned and help in bringing change to the prevailing negative attitudes of the society towards migrant workers.'*

*'DTP program has raised some issues and concerns that should be noted as part of the agenda for the next Asia Pacific Forum (of National Human Rights Institutions). Share manual with colleagues.'*

*'It is mandatory to submit a report on my experience with this training program. Also to applies my colleagues and superiors about the experiences/knowledge gained in this training.'*

*'The training is very important. I would share the experience with my community especially in building the alliance with the other organisations.'*

*'I can share this knowledge during staff meetings, before preparing for press conferences, meetings with Govt officials, so that we can prepare better and more comprehensive dialogues and obtain better results. When working with other NGO'*

*'I am planning a) to propose to my organisation to organise similar in-house training for the people working in my organisation and b) To engage people from NHRIs, unions and NGOs from my country to conduct workshops on migrant workers rights.'*

*'I would like to organise a training among the leaders. My future plan is to work on effective predeparture training (PDT) back in sending country. I want to use training and knowledge for PDT.'*

*'I have been thinking to finalise a plan to apply the training in my work which includes creating profiles of the organisations working in the field and developing a training manual on the rights of migrant workers.'*

*'Plan to organise national consultations event to ASEAN Declaration, HLC, and other advocacy campaigns'*

Participant Evaluations

## 8. Reflections and Future Directions

This was the fourth regional program that the Diplomacy Training Program and Migrant Forum Asia have organised and facilitated since 2004. Previous programs were held in Indonesia, Bangladesh and Malaysia. Over 120 advocates from more than 18 countries have now completed these training programs.

One value of the regional training is in the linkages it enables between advocates in different countries. This is of particular value in relation to migrant workers, where promotion and protection of their rights requires action in and from both sending and receiving countries. For example advocates working to protect the rights of Nepali domestic workers in Singapore have specific individuals and organisations to contact in Nepal when violations occur, as well as a better understanding of the context in Nepal.

There is also value in the sharing of experiences. There is a considerable range of knowledge and experience across the region in relation to migrant worker advocacy. NGOs in the Philippines have been active in this area perhaps longer than advocates from any other country in the region and have considerable experience that they can pass on to others. The SMS SOS Hotline initiative of Philippines' NGOs which can quickly mobilise international action on behalf of migrant workers at risk is one example. At least partly as a result of this advocacy, the Philippines government has one of the better records in promoting and protecting the rights of migrant workers overseas. The training program provides a valuable opportunity to transmit knowledge of existing best practice.

The location of the regional training programs has been deliberately chosen, following advice from Migrant Forum Asia, to contribute to the efforts of local NGO advocates, to help them lift the profile of migrant rights issues, and to build their organisational capacity.

While there are benefits to regional programs, there are also some disadvantages. In particular it can be difficult with such diverse participants, working in different contexts to get depth in the training program. The challenges, priorities and strategies of advocates are different in each country across the region. A five day program does not allow sufficient time to go into great depth in relation to any particular situation, or human rights agreement or advocacy technique. Rather it allows for a valuable introduction to each. The Diplomacy Training Program and Migrant Forum Asia would therefore like to build on the past four year's experience of work to develop some more in-depth training of advocates in the region.

If resources allow both organisations hope to be able to follow-up and provide further training to some of the 120 alumni of previous programs, as well as continuing to implement its regional courses.

Both organisations hope that it will be possible to go back to the participants in previous courses to learn more about the training they received and whether it has been possible to apply the training to their work. Such information will be useful for the development of future courses, including in the selection processes for participants.

Both organisations are in the process of discussions about the possibility of delivering more in-depth in-country training on migrant workers rights, as well as training focussed on particular inter-government processes such as the development of a new ASEAN instrument on migrant workers rights, and the Global Forum on Migration and Development.

<b>Appendix 1: Program Schedule</b>					
	Mon 15 <sup>th</sup>	Tues 16 <sup>th</sup>	Weds 17 <sup>th</sup>	Thurs 18 <sup>th</sup>	Fri 19 <sup>th</sup>
<b>Morning 1 8:30 to 10:30</b>	8.30 – 9.00: Registration  9.30: Opening ceremony Chaired by –/CARAM Cambodia (Mr Navuth) DTP (Patrick Earle)/ MFA (William Gois) Special Guest – Mr Hu Vunthy and HE You Aye	<i>Feedback Session / Country Presentations by participants</i> An Introduction to the Convention on Migrant Workers Rights	<i>Feedback session / Country Presentations by participants (cont'd)</i>  Migrant Workers, ILO Conventions and the Rights Based Approach	<i>Feedback session / Country Presentations by participants (cont'd)</i>  Lobbying Exercise – Visits	Media and Advocacy – Media Skills
<b>Facilitator(s)</b>	<b>DTP/MFA/CARAM Cambodia</b>	William Gois	Pracha Vasuprasat - ILO		Patrick Earle
<b>Tea 10:30-10:45</b>					
<b>Morning 2 10:45-12:30</b>	Participants' introduction Training outline / identification of key issues	Using CMW, Treaty Bodies and the Special Rapporteur to Protect the Rights of Migrant Workers	Migrant Workers, ILO Conventions and the Rights Based Approach	Lobbying Exercise – Feedback	Media Skills
<b>Facilitator(s)</b>	<b>DTP/MFA/CARAM Cambodia</b>	William Gois	Pracha Vasuprasat - ILO	Patrick Earle/ Navuth	Patrick Earle
<b>Lunch 12:30-1:30</b>					
<b>Afternoon 1 2:00-3:30</b>	What are Human Rights	Using the Treaty Body Reporting Process to Promote the Rights of Migrant Workers – Practical Exercise	Advocacy and Lobbying – Theory and Practice	Migrant Workers - Developing Advocacy Allies – NHRIs, Trade Unions, the Women's Movement and Health Organisations	Participant evaluations
<b>Facilitator(s)</b>	Patrick Earle	William Gois/Patrick Earle	Patrick Earle/William Gois	William Gois	MFA/DTP/CARAM Cambodia
<b>Afternoon Tea 3:30-3:45</b>					
<b>Afternoon 2 3:45-5:30pm</b>	The International Human Rights Framework	Practical Exercise continued	Lobbying Preparations	Migrant Workers – Regional and International agendas: ASEAN and Beyond  The UN High Level Dialogue on Migration and Development	Closing Ceremony  Guest speaker: Mr Hu Vunthy
<b>Facilitator(s)</b>	Patrick Earle	William Gois and Patrick Earle	William Gois/Navuth/ Patrick Earle	William Gois	
<b>Evening Exercises</b>	Diary	Diary	Diary	Diary	
<b>Evening Events</b>	Dinner	Dinner – boat trip	Solidarity Night /Dinner	Dinner	

## Appendix 2: List of Participants

Ms Amy Lamoin

*Australian Human Rights and Equal Opportunity Commission (HREOC)*  
Sydney, Australia

Mr R. M Faizur Rahman

*Refugee and Migratory Movements Research Unit (RMMRU)*  
University of Dhaka, Bangladesh

Mr Md. Shah Alam

*Ain o Salish Kendra (ASK)*  
Dhaka, Bangladesh

Mr Chhorn Ann

*Cambodian Women for Peace and Development (Women Empowerment and Migrant Development) (CWPD)*  
Phnom Penh, Cambodia

Ms Chanthida Nhiek

*Cambodia NGO Committee on CEDAW (NGO-CEDAW)*  
Phnom Penh, Cambodia

Ms Kim Chantara Ouk

*The Cambodian Human Rights and Development Association (ADHOC)*  
Phnom Penh, Cambodia

Mr Momthol Chuon

*Cambodia Confederation of Trade Unions (CCTU), Cambodian Union Federation (CUF)*  
Phnom Penh, Cambodia

Mr Phallack Kong

*Arbitration Council*  
Phnom Penh, Cambodia

Ms Sapana Basyal

*Asian Outreach*  
Kuala Lumpur, Malaysia

Sr Dolores Zahra

*Hope Workers' Centre*  
Chungli City, Taiwan

Ms Alice Maria Nah

*Migration Working Group*  
Kuala Lumpur, Malaysia

Mr Raja Kumar Kathiravelu

*Union Network International*  
Kuala Lumpur, Malaysia

Ms Zagdaa Unurkargal

*National Human Rights Commission of Mongolia (NHRCM)*  
Ulaanbaatar, MONGOLIA

Ms Sisi Sukiato

*Humanitarian Organization for Migration Economic (HOME)*  
Singapore

Ms Sumiati

*Hong Kong Coalition of Indonesian Migrant Workers Organizations (KOTKIHO)*  
Hong Kong

Mr Surya Bahadur Deuja

*National Human Rights Commission (NHRC), Nepal*  
Kathmandu, Nepal

Ms Eduarda Martins Goncalves

*Forum Tau Matan/ Human Rights Education*  
Dili, Timor-Leste

Ms Hesti Armiwulan Sochmawardiah

*Indonesian National Commission on Human Rights (Komnas HAM)*  
Surabaya, Indonesia

Ms Su Su Myat

*MAP Foundation*  
Chiang Mai, Thailand

Ms Pei Hsi Lee

*Human Rights Commission of Malaysia (SUHAKAM)*  
Kuala Lumpur, Malaysia

Ms Thi Minh Chau Nguyen

*Southern Institute of Social Sciences (SISS)*  
Ho Chi Minh City, Vietnam



Ms Ika Irwaniati

*Serikat Buruh Migrant Indonesia (SBMI)/Indonesian Migrant Workers Trade Union*  
Jakarta, Indonesia

Mr Sovannarith Chhoeung

*National AIDS Authority (NAA)*  
Phnom Penh, Cambodia

Ms Thi Nhung Nguyen

*Association of Anthropology*  
Ho Chi Minh City, Vietnam

Ms Zin Min Naing Thaw (Bo Bo)

*Burmese Women's Union*  
Burma

Ms Vivian Chong Wei Wan

*Coordination of Action Research on AIDS and Mobility (CARAM Asia)*  
Kuala Lumpur, Malaysia

Ms Hazel Divinagracia Cotoner

*Centre for Migrant Advocacy – Philippines (CMA – Phils)*  
Quezon City, Philippines

Mr Krishna Shekhar Lal Das

*National Centre for Labour (NCL)*  
Uttar Pradesh, India

Ms Melody Java

*Unlad Kabayan Migrant Services Foundation*  
Davao City, Philippines

## Background Materials used in development of project:

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*ACHIEVING DIGNITY, Campaigner's Handbook for the Migrants Rights Convention*, International Migrants Rights Watch Committee, 1998 ([www.december18.net](http://www.december18.net))

*How to Strengthen Protection of Migrant Workers and Members of their Families with International Human Rights Treaties*: The International Catholic Migration Commission, January 2004

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*Roars and Whispers: Gender and poverty: promises vs. action*, Social Watch Report 2005. Includes a thematic report on *Poverty and Globalization* (<http://www.socialwatch.org/en/informeImpreso/informe2005.htm>)