

1. Executive Summary

In the first module, participants identified their expectations from participation, the key issues facing migrant workers in Sri Lanka and countries of destination, particularly in the Middle East. There were also sessions on international human rights standards – the Convention on the Rights of Migrant Workers, UN human rights treaties, government policy and on approaches to advocacy.

The second module focused primarily on advocacy – possibilities for advocacy, how to do advocacy at different levels, obstacles; an analysis of the labour migration policy; and new possibilities for civil society within a changing political climate.

There was much enthusiasm and hope among the participants due to and regarding the new changes taking place to the political regime. There were many recommendations and inputs by participants on improvements which could be to regulations and mechanisms for the betterment of Sri Lanka's migrant workers. A key area for improvement was the relationship between government and civil society and the need to increase the space for CSOs.

2. Introduction and Background

The need for capacity building was identified by SDC and HELVETAS Sri Lanka, recognizing that it is crucial to strengthen and support local organizations in advocating for migrants rights at national and international level. The first workshop was held in June 2014 and identified issues within the labour migration process, obstacles faced by civil society, gaps in knowledge which participants wanted the programme to address, existing laws on migration.

Each program is a four-day module, with assignments and exercises to be completed by participants between these sessions. The program strategy envisaged a core group of 15-20 advocates who would complete all modules, with additional participants invited to participate in specific modules – to build wider knowledge and links.

3. Sri Lanka; New possibilities under a changing political environment

- The regime may have changed but the new minister for foreign employment needs to be made aware of existing issues and develop a better strategy than merely promising to send fewer women abroad. Civil society organizations should collaborate on raising these issues/ recommendations. Also, this is a temporary government and there is a possibility to lobby for recommendations for change.

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Recommendations could include effective reforms to existing mechanisms and amendments to laws and policies. There is a need for coalition within civil society in making these recommendations.

- There is a need for changes to laws and recommendations during 100 days taking into account; the rights and welfare of MW; protection of MW and their families; recognition and dignity especially for MW women; voting rights of MW; better regulation of recruitment agencies. According to the Manifesto, the 100 day programme would include a pension scheme for MW and better interest rates on remittances.
- There are more possibilities for advocacy/ engagement – especially on the policy framework in place as there are more sympathetic and knowledgeable new Ministers. However, the new government approach towards CSOs/NGOs have not yet been institutionalized by government officials
- There is a need to include CSOs – both national and grassroots - in decision making processes relating to the migration sector such as CSO/ MW membership of the SLBFE Board. There should be better representation of civil society at the National Advisory Committee as well. At the same time, there needs to be a change in the SLBFE culture and leadership with a minimum of political interference. CSOs also need to be made aware of the provisions of the National Authority Act which is to replace the SLBFE Act – if this is still to be implemented.
- The government should have more engagement with ILO standards and be open to ratification of new ILO Conventions such as the C189.

4. CMW25 - Step It Up Campaign; Dignity-Rights–Development (www.cmw25.org)

Campaign objectives –

- To increase the number of ratifications of CMW (Nepal, Cambodia, S.Korea)
- To increase the ratification of other standards such as C189
- Refocus discussion of migration on migrant rights (GFMD, UNHRC, SDGs plus)

CMW25 – Opportunities

- Engaging the government
 - Informing workers
 - Engaging the community
 - Gaps in ratification
 - Ratifying other ILO standards
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5. Colombo Process (Mr. Randeniya, DGM, SLBFE)

- CP Members are a grouping of 11 countries of origin from Asia; SL, India, Nepal, Bangladesh, Afghanistan, Pakistan, China, Thailand, Vietnam, Philippines, Indonesia. The CP also has Observers; Australia, Italy, EU – Switzerland, Malaysia, UAE
 - Two types of meetings within the CP – Senior Officials Meeting and Ministerial Meetings
 - CP 2014 in Sri Lanka wanted to give focus to - Standard Contracts, Rights of MW, MoUs between origin and host countries
 - Issues within the CP–
 - Although UAE was an observer at CP and final recommendations were tabled at the Abu Dhabi Dialogue, they were not recognized by the ADD/ host countries
 - Although the CP allows the opportunity to countries of origin to do collective bargaining, individual countries also have their own agendas
 - The standard contract which was agreed upon at the CP has now been sent through to the ADD countries as a follow up action, but the only outcome has been to receive an appointment with the Labour Minister in Saudi Arabia. If this standard contract can be implemented in one country, it can be used as a model for other countries as well.
 - Civil society space – there is some space for civil society and their recommendations are taken on board. However, the basis upon which CSOs are selected for participation is unclear. Wider civil society is not a part of the CP. There should be pre and post meetings with civil society to obtain their recommendations and inform them of the proceedings of/ decisions taken at the CP. Eg – Standard contract finalized at the CP has not been made public. (Neither have any MoUs including that with S. Arabia) Mr Randeniya informed, however, that these documents will be made public on the SLBFE website in the near future.
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6. Sri Lanka's Policy Framework on Labour Migration (Dr. Ramani Jayasundara)

Labour Migration Policy 2008

- Aims of the policy include: Opportunities for men and women and decent and productive migrant employment in secure environments of works
- The Policy only covers national workers migrating for employment overseas
- Policy components are;
 - Governance of migration process
 - Protection and empowerment of MW and their families
 - Linking migration and development processes

Sri Lanka Migration Health Policy 2013

Policy objectives and strategies;

- Outbound migrants and families left behind
- Internal Migrants
- In bound migrants

Policy Implementation – Labour Migration Policy 2008

Under 'governance of the migration process', the following committees were formed under the Committee;

- I. Advisory Committee on Labour Migration – under Ministry of Foreign Employment
 - To review the labour migration process
 - To receive periodic reports from the SLBFE
- II. Inter-Ministerial Coordinating Committee (No longer exists)
 - To ensure coordination amongst ministries/ agencies/ departments/ institutions etc

Some policy level commitments in the National Labour Migration Policy –

- Setting up an institutional framework
- A review of the SLBFE
- Legal reforms to the SLBFE Act – Now being amended into the Migration Authority Act. This is still at draft stage. Although suggestions were made to consult other stakeholders, this was not carried out. The new Act covered – inbound migrants, working with the Diaspora etc. It has still not been passed.
- New Migration Act
- Ratifying of ILO Conventions – C189 and C143

Gaps in the Labour Migration Policy and Health Policy - from a policy perspective rather an implementation perspective:

- There is no mechanism for implementation outlined in the policy
- What is the strategy for ensuring that this policy would be accepted/ implemented by host countries?
- There is no link between actual beneficiaries and the implementation of the policy
- There is a need to ensure that the policy does not change according to political agendas/ regimes – this is primarily due to lack of consultation with opposition parties when formulating policies
- Need to assess whether the code of conduct and regulatory process allows CSOs to contribute
- There should be revisions to take into account the current country and sectoral situation and issues
- The health policy is a standalone document and is not linked to the Migration Policy
- The Health policy covers – outbound, inbound and internal migrants but labour migration policy only covers outbound migrants
- Need to analyse whether there is any strategy or mechanism within the policy regarding implementation of MoUs
- There should be broader representation of civil society within the Advisory Committee
- There should be a timeframe for achieving goals in the Action Plan – both short term and long term

Further analysis of the Policy (Dr. Ramani Jayasundara):

- It is an overarching document covering the migration sector but does not have enforcement powers as it is not a law. It was never meant to be a law. It is now rather dated. Further, it only has an action plan and not a work plan. A policy is for long term and does not contain an action plan as implementation plans / action plans are only drawn up at the time of implementation.
- Current advisory committee only has one civil society organization (ACTFORM) and trade unions but there are many recruitment agencies on the committee. The Committee members are chosen by the Minister/ Ministry. The Policy is easily politicized.
- The Policy should be revised to include outbound, inbound and internal migrants as per the Migration Health Policy. Also, health policy should be a sub policy of the migration policy and not a standalone document.

- Monitoring of the policy and its implementation can be done by civil society and Parliament can raise questions as it is approved by Cabinet. There are a couple of possible monitoring methods:
 - Have a high level Parliamentary group to monitor the policy
 - Have a monitoring mechanism within the policy itself
 - Linking migration and development processes; government intends to change the migrant labour profile from a low skilled to a skilled workforce. However only the numbers of low skilled women MW have decreased, not the percentages.
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7. Issues of Sri Lankan MW and Policy provisions which address them (Dr. Ramani Jayasundara)

(1) Sri Lanka's Policy Framework on Labour Migration – Pre-departure

- **It is difficult to make a decision to migrate as a family;** The Migration Policy recognizes that it should be an informed decision but not necessarily a family decision - it is more an individual decision.
- **Lack of awareness on the part of migrant workers and their families leads to trafficking by sub agents;** The Policy has a specific provision on using media to raise awareness. Although this provision is not being implemented effectively, there is a safe migration pack formulated by the Ministry for raising awareness
- **Opportunities are freely available for irregular migration;** The issue is who has the responsibility to monitor. The advisory committee should address this area.
- **Lack of counseling for MW;** this is due to migration not being mainstreamed into relevant policies. For example, there is counseling for women but not specifically for migrant women.
- **Agencies provide advance money to potential migrant women;** under the policy there is a commitment to regulate agents and sub agents. However, it has not been implemented properly.
- **Family background report is discriminatory and violates the rights of women;** this is an example of policy implementation violating policy provisions. For example, there is a provision to provide court guardianship for children of MW but instead the focus is on preventing women from migrating.
- **Pre-departure training is inadequate and there is insufficient focus on health issues such as HIV/AIDS;** the training has now been extended in time for

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domestic workers. The assumption remains that there will be a reduction of low skilled workers and until then the current training is being used as a stop gap.

- **Development officers are not well trained;** these officers were only appointed to give employment opportunities for 10,000 unemployed graduates. As such, there is no training plan for these officials.

(2) Sri Lanka's Policy Framework on Labour Migration – Destination countries

- **Harassment of MW, contract substitution, inhumane living conditions, lack of labour rights;** The Policy gives responsibility to missions to be involved on legal matters, issues of MW etc
- **Implementation of diplomatic mission responsibilities;** Training is now given to career officers prior to being deployed but political appointments do not get this training
- **Issues of families and children left behind;** the policy looks at grievance mechanisms, education, financial assistance for children
- **Grievance mechanism is centralized;** The Min of women's affairs, NCPA, DS divisions, Legal Aid Commission, NGOs, all undertook complaints but as this was too scattered, a centralized mechanism was set up under the SLBFE. It is now under review – mediation boards are being discussed to de-centralize the system and for those who wish to complain against the SLBFE itself.

(3) Sri Lanka's Policy Framework on Labour Migration – Reintegration

- **There is no focus on reintegration;** the Policy has a commitment to implement a reintegration mechanism
- **There needs to be counseling for returnee MW in distress, livelihood trainings, family counseling, etc but there is no proper mechanism;** the policy recognizes the transfer of skills, support for MW with issues but it has not been implemented properly
- **Rata Viru groups and development officers do not have sufficient knowledge and does not provide proper services;** The Rata Viru group is politically appointed whilst development officers are official. Rata viru group is to recognize MW whereas Development officers are to provide services
- **Returnees are not allowed an opportunity to utilize their skills upon return back to the country, therefore they re-migrate**
- **Lack of data on returnees, distressed returnees;** the database has been started but not yet linked between departments
- **Compensation is difficult to access and insufficient;** Compensation is not addressed in the policy as such, although there is a scheme at the SLBFE. MW are not adequately

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informed at the pre-departure training regarding welfare funds/ compensation schemes and necessary documents.

- **Cultural and social issues due to MW adapting other cultures;** Policy does not bring in what is culturally appropriate for MW – anyone has the right to make their own choices regarding lifestyle
 - **Sahana Piyasa does not give long term or additional support for MW in distress;** The new reintegration policy will include this aspect.
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8. Issues and Programs addressing them (Dr. Ramani Jayasundara)

- **Knowledge regarding safe migration;** govt. pre-departure trainings, NGOs conduct safe migration trainings, counseling (one on one basis), govt. officials directed towards MW issues (NCPA, WDO etc), training of trainers (TOTs)
 - **Lack of knowledge on legal frameworks;** maintaining information centers for MW, referrals to relevant govt. institutions, para-legal officers
 - **Lack of knowledge regarding govt. services (compensation, reintegration etc);** NGOs raise awareness and distribute govt information leaflets etc
 - **Psycho-social issues;** DS officials (WDO, NCPA) are given trainings, trainings given to other stakeholders
 - **Financial management;** trainings for MW on financial management, directing MW to relevant institutions and investment opportunities
 - **Lack of reintegration programmes;** advocacy and lobbying to implement reintegration programmes, gathering and providing relevant data
 - **Lack of integration and coordination between institutions and programmes (officials are unaware of the labour migration policy);** raising awareness among all stakeholders
 - **Issues relating to safe houses;** Missions provide legal advice, repatriation, emergency documentation, monitor and assist MW who are incarcerated and liaise with NGOs in country of origin and destination
 - **Family background report;** some Development officers in DS divisions have been given a training
 - **Children left behind;** Children can be registered under the NCPA. Children who are abused are taken under the guardianship of the State
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9. What is Advocacy? (Patrick Earle/ Ellene Sana)

Participants views

- Advocacy is carried out to pressurize policy makers so that they would implement policies and programs
- It is about getting together to give a voice to those whose rights are denied
- It is used to make a change using strategies to achieve a goal
- Utilized to influence or pressurize governments, other organizations and individuals to take the correct message to relevant groups or stakeholders, to change their policies and attitudes for the advantage of persons whose rights are violated and to motivate them to action

Synthesis

Advocacy is an ongoing process of working out how we make the change we want to see. There needs to be effective dialogue rather than pressure within the advocacy process in order to engage with government to influence them. It is also important to understand the existing situation and the reasons behind it in order to attempt to change it. Advocates need to apply various skills and play to their strengths in conducting advocacy.

How to prioritize issues on which to engage/ advocate

There are inequalities in the world which create a gap between the rich and the poor. Globalization has failed to create decent work in countries of origin. This has led to compulsory migration which in turn has led to the current high proportion of migrant workers who are treated unfairly/ abused. Issues within the migration process need to be prioritized in order of importance to address them effectively and should take into account; resource considerations, negative consequences of problems – how many/ how badly, possibilities of engagement /impact, solutions/ recommendations for change, building alliances.

10. The Elements of Effective Advocacy: Problem Tree Analysis – Sub Problem, Cause, Consequence, Solution

Overall Problem; The National Migration Policy is not adequately/ effectively implemented

Cause; Lack of political commitment; high level staff do not know the policy; inadequate resources; NGOs have not been pushing for implementation

Consequences; human rights abuses; medical issues; fraud; family issues

Solutions; High level commitment – Minister/ Senior Staff/ Other parliamentarians; trainings; adequate resources; wide stakeholder engagement; staff commitment

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PROBLEM	CAUSE	CONSEQUENCES	SOLUTION
Fraudulent/ illegal practices of recruitment agencies	<ul style="list-style-type: none"> ➤ No transparency ➤ officials not trained 	<ul style="list-style-type: none"> ➤ Trafficking ➤ Sexual abuse ➤ Fraud ➤ Inhumane working conditions ➤ Non-payment of wages 	<ul style="list-style-type: none"> ➤ civil society representation within the SLBFE Board ➤ Regulation of recruitment agencies ➤ Implementation of the policy
Gaps in complaints mechanisms	<ul style="list-style-type: none"> ➤ Lack of decentralization of SLBFE complaints mechanisms ➤ Political influences ➤ Discrimination and corruption ➤ Lack of coordination and monitoring ➤ Language barriers 	<ul style="list-style-type: none"> ➤ Delay in resolving complaints ➤ Increased vulnerability ➤ Waste of money and time ➤ No transfer in SLBFE services 	<ul style="list-style-type: none"> ➤ Decentralization of SLBFE services ➤ Appoint interpreters ➤ Expand the psychosocial special services for MW and families
Policy and practice on DW – C189 Consequences	<ul style="list-style-type: none"> ➤ There is a need to amend labour laws 	<ul style="list-style-type: none"> ➤ MW do not get their rights 	<ul style="list-style-type: none"> ➤ Ratify C189 and pass an Act in the Parliament
Actions of recruitment agents	<ul style="list-style-type: none"> ➤ no proper regulations 	<ul style="list-style-type: none"> ➤ Consequences – MW are exploited and do not know their rights and job description 	<ul style="list-style-type: none"> ➤ Authorised body to settle the disputes ➤ code of ethics for recruiters
Lack of adequate information for workers	<ul style="list-style-type: none"> ➤ Agents motivation to earn more profits 	<ul style="list-style-type: none"> ➤ MW face a lot of hardships in destination countries 	<ul style="list-style-type: none"> ➤ Providing correct information in compulsory training sessions
Gaps in complaints	<ul style="list-style-type: none"> ➤ No proper 	<ul style="list-style-type: none"> ➤ MW become 	<ul style="list-style-type: none"> ➤ Ratify more

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handling mechanisms	<p>implementation of MoUs</p> <ul style="list-style-type: none"> ➤ Agents in foreign countries and local agents do not have a clear relationship 	very vulnerable	conventions/ Mou
Inadequate service and support for returnees	<ul style="list-style-type: none"> ➤ No proper interest by authorities 	<ul style="list-style-type: none"> ➤ returnees have no proper forum to find solutions 	<ul style="list-style-type: none"> ➤ Identify and address issues with policy makers

11. The Elements of Effective Advocacy: Tools for Power Analysis

Stakeholders

Local/ Migrant DW; President; Parliament; Ministry of Foreign Affairs; Sri Lanka Bureau of Foreign Employment; Ministry of Foreign Employment; Ministry of Labour; Ministry of Justice; Department of Immigration and Emigration; Ministry of Women’s Affairs; NCPA; Human Rights Commission; Legal Aid Commission; Department of Samurdhi; The Police; Industrial Development Board (IDB); Employers – local and foreign; Recruitment Agencies; ILO, CMW, UNOHCHR and other intergovernmental bodies; IOM; Trade Unions; CSO leaders/ migrant CSOs; Rata Viruwo groups; Religious leaders; Media; Technical colleges – NAITA, VTA, SIYB (Start and Improve Your Business – ILO)

Power Analysis

President; Prime Minister; Minister of Foreign Employment; Minister of Foreign Affairs; Minister of Labour; Political Party; Advisors; ILO; Trade unions (ITUC); International governments; Religious leaders; Electorate/ voters; Employers federation; CSO/NGOs; Family

Clarifying Change

Goal of advocacy; Implementation of the National Labour Migration Policy

Specific Objectives;

- More effective regulation, monitoring and accountability of recruitment agencies (including sub agents)
- More accessible and effective complaints handling and mediation mechanisms
- Training and resourcing of MDOs so that they are better able to implement the national policies

Questions to be considered;

- *What are the recommendations, proposals consistent with policy to achieve these objectives?*
- *What do you need others to do in order for these objectives to be achieved? (List stakeholders and what you want them to do)*

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- *Can you put indicators of progress in achieving your objectives?*

12. Synthesising the Gaps in Existing Policy and Practice; Bridging the gaps and developing the Advocacy Agenda

(1) Effective complaints handling mechanism

Recommendations

- Decentralization of SLBFE office/ services/ complaints mechanism
- Need to establish a special mediation board to deal with fraud
- SLBFE Act should be amended to include compulsory registration for sub agents
- Need to create a tracking system integrating SLBFE, Dep. of Immigration, and Consular divisions to track a complaint made to the SLBFE
- To re-structure the Rata viru organizations to become the first point of contact within the village

Stakeholders and their role in implementing these activities

- Ministry of Justice/ Ministry of Foreign Employment/ The Police- To take the lead role in regulating migration
- Ministry of Foreign Affairs – to formulate MoUs
- Ministry of Justice – Make relevant legal amendments to the SLBFE Act
- The SLBFE – To create the I.D card for MW in order to better access services and benefits
- Rata Viruwo – to be the first point of contact in villages
- NCPA/ Ministry of Womens Affairs - A committee to be formulated and to have monthly evaluative meetings
- Other stakeholders for monitoring of policy implementation/ alternative complaint mechanisms – ILO, Human Rights Commission, Legal Aid commission, Samurdhi, IDB, SIYB, Govt technical colleges

Action Plan - Need to establish a special mediation board to deal with fraud matters committed by agents (CHRD to take the lead)

- Draft a fundamental report/ proposal on SMB – 26 February – 10 March
- Form an action group among NGOs – 20 February
- To initiative an advisory committee consisting of Ministerial officials, Police etc – 24 February

This Action Plan was cautioned by SDC and Helvetas, as MFE in collaboration with ILO are already in the process of discussion on how to engage Mediation Boards and the set up of Special Mediation Boards will be piloted in selected Divisions. CHRD is part of this process.

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As the issue of complaint handling mechanisms was not addressed completely, Group 1 has agreed to further develop the analysis and propose actions.

(2) More effective regulation, monitoring and accountability of recruitment agencies (including sub agents)

What is in the policy? - Role of each institution within the labour migration process; Advisory Committee on migration; Inter-ministerial committee; Guidelines for safe migration; Ethical recruitment practices

Action points;

- Advisory Committee to have CSO representation
- Strong regulatory framework for agents and sub agents
- Training/ raising awareness on Ethical code of conduct
- Independent inquiry and monitoring unit to look into fraudulent practices of RA
- Transparency regarding contracts, fees etc signed by MW
- Information on migration process – contact points, compensation procedures etc should be taken to the village level

Progress indicators;

- Composition of the advisory committee
- Number of stakeholders who had been included in the process
- The number of decisions taken
- Information exchanged with relevant stakeholders
- Awareness raising through the media

Action Plan – 8 week plan

- Gathering information/ case studies – week 1
- Identifying stakeholders – week 2
- Meeting stakeholders and raising awareness/ discussions – week 3, 4, 5
- Bring all stakeholders to a common platform/ roundtable- week 6, 7
- Preparing an action plan based on the discussions – week 8

(3) Training and Resourcing Migrant Development Officers (MDOs);

Recommendations

1. Capacity building programme for MDOs which includes;

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- Job description
 - Training on National labour migration policy and health policy
 - Safe migration ToT
 - Complaints handling mechanism
 - Psycho social and referral mechanism
 - Remittance management
 - Career guidance (to promote NVQ system)
2. Increasing Resource facilities
- Establish special unit for MDOs in DS office
 - Allocation for implementation
 - Improve monitoring facilities

Progress Indicators;

Positive political climate

Line minister's approval / cooperation

SDC/ ILO positive responses to provide support

Number of Dos trained

Number of migration information units established

Action Plan;

- Review the job description of DO
- Collect the information on already dedicated training for Dos by line ministry
- Discussion with NGOs/INGOs on their migration project implementation (on trainings etc)
- Appointment with the Minister
- Overall proposal finalization
- Overall coordination
- Meeting with ministers
- Follow up plan will be developed after the meeting

GROUP LEADERS –

Regulating Recruitment Agencies group – Ranjan/ Thushara

Training DOs – Suba/ Chandrasegaran

Complaints Handling Mechanisms – Dilshan/ Ruchira

Immediate Actions - Leela and Sujeewa to draft a letter to the minister requesting an appointment

	Day 1 – Mon, Jan 26	Day 2 – Tues, Jan 27	Day 3 – Weds, Jan 28	Day 4 – Thurs, Jan 29
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Morning 1 8:30 to 10:30	8.30 – 9.00: <i>Registration</i> Welcome Remarks – Helvetas, DTP, MFA, Participants Introduction of Module, Schedule and Materials	<i>Recap: Participant presentations</i> Hibiscus Hotel, Mahawaskaduwa, Kalutara Sri Lanka’s Policy Framework on Labour Migration – An Introduction: Dr Ramani A Critical Analysis of Gaps – Pre-Departure	Revisiting Our Recommendations to the Committee – Can We Identify Priorities where the Committee could make a difference? - How do rights and UN Mechanisms fit into our advocacy	<i>Recap: Participant Presentations</i> The Elements of Effective Advocacy - Clarifying the Change we Want to See – Setting Objectives – Group Work
Facilitator(s)	William Gois/Patrick Earle		William Gois/Patrick Earle	
Tea 10:30-10:45		Diary Exercise		
Morning 2 10:45-12:30	Recap on First Module and Participant Assignments – A New Government – A New Approach on Migrant’s Rights? • Group Coordinators	Sri Lanka’s Policy Framework on Labour Migration – Dr Ramani A Critical Analysis of Gaps – Destination Countries	Developing Strategic Advocacy: The Elements of Effective Advocacy Context and Problem Analysis	Synthesising the Gaps in Existing Policy and Practice Bridging the Gaps – Developing the Advocacy Agenda -
Facilitator(s)	William Gois/Patrick Earle	MFA/DTP	Patrick Earle, Ellen Sana and William Gois	MFA
Lunch				

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<p>Afternoon 1 2:00-3:30</p>	<p>Step It Up - A New Global Campaign for Migrant Workers' Rights – CMW 25!</p>	<p>Sri Lanka's Policy Framework on Labour Migration –</p> <p>Dr Ramani</p> <p>A Critical Analysis of Gaps – Reintegration and Return</p>	<p>The Elements of Effective Advocacy</p> <ul style="list-style-type: none"> - Context and Problem Analysis <p>Group Work Continued</p>	<p>Evaluations of Module and Closing</p>
<p>Facilitator(s)</p>	<p>Agnes Matienzo/William Gois</p>	<p>MFA/DTP</p>	<p>Patrick Earle/William Gois</p>	
<p>Tea 3:30-3:45</p>				
<p>Afternoon 2 3:45-5:30pm</p> <p>Introductory Session – 3:30PM</p>	<p>Sri Lanka and the Region – The Colombo Process – An Overview –</p> <p>Mangala Randenyia</p> <p>Opportunities for Dialogue – Group Discussion</p>	<p>What is being done to address the gaps through existing programs and projects</p> <ul style="list-style-type: none"> - <p>Group discussion and sharing</p>	<p>The Elements of Effective Advocacy</p> <ul style="list-style-type: none"> - Tools for Power Analysis <ul style="list-style-type: none"> o Power and Influence Mapping o Stakeholder Analysis - 	
<p>Facilitator(s)</p>	<p>William Gois and Ellene Sana</p>	<p>HELVETAS/MFA/DTP</p>	<p>William Gois</p>	
<p>Evening</p>	<p>Diary Exercise</p>	<p>Groupwork on further developing the recommendations (in preparation for Thursday morning session)</p>	<p>Diary Exercise</p>	

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Evening Events	Films – Optional	Films - Optional	Dinner outside the venue	
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