

# MIGRANT FORUM IN ASIA NEWSLETTER



A QUARTERLY PUBLICATION FOR ADVANCING MIGRANTS STRUGGLE FOR RIGHTS AND JUSTICE

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## A BREAKTHROUGH IN THE 100TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE: A Convention on Decent Work for Domestic Workers!



June 2011 in Geneva was exhausting and exhilarating but it ended well with a long awaited breakthrough. ILO Convention 189 on Decent Work for Domestic Workers was adopted at the 100th Session of the International Labour Conference on 16 June 2011, with 396 votes for, 16 against and 63 abstentions and for the Recommendation 434 in favor, 8 against and 42 abstentions. The Domestic Workers Convention sets forth fundamental labor standards for domestic workers—a huge step forward in the struggle to win human rights for domestic workers, recognition that they deserve, respect for the fact that domestic workers are a force to be reckoned with!

The ILO's Director General, Mr. Juan Somavia, said during the opening of the ILC on 1 June, that adopting this Convention is about bringing the informal sector into the formal. The convention offers hope for change to all those who labor, often invisible and unrecognized, in jobs that allow the existing formal sector to function. It can change the world of work.

The International Labour Conference is organized with a tripartite structure, involving the participation of employers groups, governments, and workers groups. The Conference was divided into 4 committees, within which the tripartite members participate. The committees were: the Committee on the Application of Standards, the Committee on Domestic Work, the Drafting Committee, and the Committee for the Recurrent Discussion on Social Protection. On each day of the conference, each of the committees met. The

Committee on Domestic Work were involved in the drafting of the Convention on Decent Work for Domestic Workers.

On each morning of the deliberations on the Convention, separate meetings were held of each of the tripartite groups — employers, governments and workers, to allow them to solidify their positions, draft amendments, and discuss the merits of the proposed provisions vis-à-vis their particular interests. While not formally a part of the workers' delegation, members of Migrant Forum in Asia were permitted to sit in on the workers' meetings, to provide inputs to the workers where necessary in order to assist in the strengthening of their positions.

After the private meetings of each group, the delegates came together for a tripartite debate on the articles of the Convention. The deliberations were facilitated by the session Chair, Hans Cacdac of the Philippines, and proposed amendments to the draft articles were considered in turn, with each of the tripartite members given the opportunity to express their support, opposition, or to suggest sub-amendments until a majority consensus was reached.

The evening debate on 7 June was particularly an exceptional moment. Employers', governments' and workers' groups finalized and reached a consensus on the text of the Convention, and as the Chair's gavel came down to close the session, a festive atmosphere radiated in the hall. The workers' section erupted into clapping and impromptu singing and dancing to celebrate the landmark

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victory that will change the lives of so many domestic workers around the world.

On 16 June, Convention No. 189 on “Decent Work for Domestic Workers”, and a supporting Recommendation No. 201 were formally adopted. This is a sweeping set of standards aimed at improving the working conditions



Photos credits: Ristanti Ningrum, June 2011

of tens of millions of domestic workers worldwide. According to ILO proceedings, the new Convention will come into force after two countries have ratified it.

The Convention ensures domestic workers enjoy conditions “not less favorable” than other workers, requiring governments to make sure they understand their rights, preferably through written contracts. The convention supplemented by recommendation opens with the recognition of the following inalienable rights of domestic workers, which include:

- Freedom of association and collective bargaining.
- Elimination of all forms of forced or compulsory labor.
- Effective abolition of child labor.
- Elimination of discrimination in respect of employment and occupation.

The Convention also provides protections for migrant domestic workers, including the obligation that national laws and regulations require that such workers receive a written job offer or contract of employment that is enforceable in the country in which the work is performed stipulating specific terms and conditions of employment.

The Convention is highly described as an historic milestone, a new landmark, a significant breakthrough. It deserves the superlatives because the first proposal for a convention on domestic work was made 56 years ago; this has been a long time coming. Now that it has been adopted, there should be no more delay in translating its provisions into the common practice of the world's states. This landmark treaty finally calls on governments, employers, other workers and societies in general to reinvent their views on domestic work. No longer should they be treated as servants, helpers, caregivers, maids and members of the family – domestic workers can now rightfully claim their dignity in the workplace and their labor rights respected as any other worker. **END**

## MFA Participation at the 100th Session of the ILC

Keeping in mind the international momentum generated at the 2010 ILC, the MFA network recognized that the road towards the 2011 ILC would require strategic

actions. The challenge was to sustain the level of energy that was developed during the 2010 ILC. This was accomplished by strengthening MFA's work at the national, regional, and international levels. Interventions were focused on social and legislative action with a conscious effort to achieve a change in the mindset of those who view domestic work as servitude. Humanizing the issue, promoting the idea of domestic work as work, and highlighting the valuable contributions of women domestic workers in the world of work are crucial elements of MFA's advocacy. (see campaign timeline on page 4).

MFA's participation in the 2011 ILC was a continuation of its campaign plan for the 2010-2011 ILC, and its support for the representation to international processes and spaces of migrants' rights activists and migrant domestic workers who have been actively involved in the campaign in their respective countries. It was also part of MFA's continuing efforts to empower migrant domestic workers by being actively involved in the advocacy.

MFA was represented by a 27-member delegation to Geneva from the following countries:

East Asia – Hong Kong and Taiwan  
South Asia – India, Nepal and Pakistan  
Southeast Asia- Cambodia, Indonesia, Philippines, Singapore  
West Asia- Bahrain, Israel, Lebanon, Oman, UAE, Jordan

MFA's two weeks in Geneva were hectic and intensive, characterized by attending a series of meetings and side events, actively engaging in the discussions of the Committee on Domestic Work and workers' groups, exchanging talks with government representatives and strategizing with fellow advocates. MFA's active engagement contributed to the success of the process and will serve as another source of empowerment for the movement.

## **What Does This Convention Mean to Me?**

The breakthrough at the 2011 ILC is tremendously profound for all those who have worked on and advocated for this issue for so many years. To witness the realization of so many years of work was truly momentous. The MFA network is among the many civil society groups worldwide that has been actively involved from the beginning of the campaign for decent work for domestic workers. Some of the MFA delegates present at the ILC shared their thoughts on this momentous occasion. The following are quotes and insights on what this Convention means to them:

"This convention means that the domestic workers have their dignity, their respect, their self esteem; a new view for life, eyes without tears, liberty, a new life for their children and households, a healthy lifestyle." - Hessen El Sayah, migrants rights advocate, Lebanon

"A journey of a thousand miles begins with a single step...The journey, however, has not ended. It continues, but now we are empowered with an international instrument to guide us in our advocacy and protection programs. - Mehru Vesuvala, migrants rights advocate, Bahrain.

"Now that we have a convention, our voices as domestic workers will be heard. I look forward to a better working condition and I'm happy to have this victory." - Srisamai Wassana, domestic worker from Thailand working in Hong Kong.

"For me personally, it has been a joy to connect with the Migrant Forum in Asia and my fellow workers from around the world as we strive to come together to make a difference in the world in which we live. So, with a grateful heart I say "thank you" to all those involved in the process, not only on behalf of myself, but on behalf of those voices that have been silenced for so many years." - Bridget Ganguly, migrants rights advocate, Oman.

"Now, as the ILO convention on domestic workers has been adopted I believe that my sisters will get some justice, fair treatment and dignity in their work." - Geeta Pradhan, women's rights advocate, Nepal.

"I've been working as a domestic worker for 18 years in Singapore, leaving behind my family – my three children. I have seen the abuses that my fellow domestic workers experienced from their employers. Coming to Geneva and witnessing this fight for domestic workers to have a convention is a giant leap to a higher level for us, domestic workers. Meeting people from different countries, representing different organizations, is a privilege for me and a big learning experience." - Gilda Malaluan, domestic worker from the Philippines working in Singapore.

"I would feel great satisfaction at the ratification by my country of the convention that we struggled for and I think that it will give protection to domestic workers like other workers." - Adv. Salah Jaber, lawyer, Jordan.

"No-one will feel excluded. All workers will be able to bargain with their employers for their full rights, dignity and justice." - Bishnu Khatri, lawyer, Nepal.

"I realize the need for more hard work in getting the Convention ratified in my country and getting it implemented for the domestic workers. So I commit myself towards getting it done so that domestic work becomes Decent Work and the Domestic Workers enjoy all the rights like other workers." - Sr. Sally Michael, migrants rights advocate, India.

"I've been impressed time and time again by the truly global character of the movement in favor of the convention and by the commitment of the many people who helped to ensure that it was adopted by the ILC. I feel that we've completed a stage of our work and we're moving into a new phase." - John Gee, migrants rights advocate, Singapore.

"We know that an ILO convention will not guarantee an end to slavery or respect for others' rights, but this convention would be an important step forward. It will tell the world that we exist, that we do have rights as workers and that we have to be more mobilized to get these rights included in labor legislation and protection." - Mahendra Pandey, former migrant worker in the Gulf now a migrants rights advocate, Nepal.

"I have come across so many cases which show the pitiable condition which women are thrust into when they come, trusting and unaware, to work and earn in a foreign country. I hope that the convention will impact the delegations from the sending as well as receiving countries sufficiently to initiate changes in national laws and practices at both ends." - Padmini Raina, Oman.

It was a long-awaited victory for this cause of justice over a modern form of slavery. In the meantime, we would like to pause for the domestic workers who died in the workplace, who suffered in silence, who cried in pain, who worked as prisoners, who have not enjoyed their human rights, who were invisible, who were burdened by debts, who had no justice given to them, who had to leave their families, who missed their home and children. - Sisi Sowato, migrants rights advocate, Singapore.

"Reality shows that human rights violations often occurred to friends who worked as domestic workers. A majority are women. The Malaysian government must support the convention resulting from the 100th session of the International Labour Conference, so that it will be committed to a comprehensive stand for the Convention accompanied by recommendations." Suwartiningsi, domestic worker rights advocate, Malaysia.

"A ray of hope is there for Nepali domestic workers. This convention will bring our domestic workers from the informal sector into the formal sector for the first time." - Bijaya Rai Shrestha, migrants rights advocate, Nepal.

"I hope that Indonesian domestic workers around the world won't be discriminated against and will get equal treatment to other workers. It was a long journey, but now we made it. We have a convention for domestic workers. - Ristanti Ningrum, domestic worker from Indonesia, working in Singapore. **END**



## **MFA continues its campaign on decent work for domestic workers**

The landmark adoption of the ILO Convention on Domestic Work on 16 June calls on advocates to use the Convention as a tool to advocate for the long overdue rights of domestic workers, to raise consciousness of the need for social change, and to make meaningful improvements to the lives of around 100 million domestic workers.

While there was overwhelming support for the Convention, much work remains to ensure that the Convention is translated into reality. For MFA, the work continues simultaneously at national, regional and international levels. MFA recognizes that there will be many challenges ahead to ensure that these rights are upheld. As the advocacy and campaign continue, the network is geared towards the following:

- Information dissemination about the Convention
- Work towards ratification
- Monitoring implementation of the Convention

What is more crucial is to intensify the work at the national level and ensure wide participation of women, considering that domestic work is predominantly performed by them. The establishment of this Convention is a milestone in the long struggle for women's rights. It dispels the notion that women domestic workers simply carry out the carework functions for which they are 'naturally' suited, and for which the normal rules governing work should not apply. It is a step towards remedying long-standing stereotypes and inequalities by setting minimum standards of employment and affording due consideration of the feminization of this workforce. The time has finally come to refute all these stereotypes and announce to the world the significant contributions of women in the modern world of work.

Recognizing that having an international standard for domestic workers does not guarantee that the situation of domestic workers will change overnight, the network will focus its efforts on mainstreaming and raising the profile of domestic work as an important area for advocacy.

One of the rights guaranteed by the Convention is the right of domestic workers to form associations. It is through forming associations and unions that domestic workers will be able to exercise their right for social dialogue which is one way of empowering women migrant domestic workers. Through this, women migrant domestic workers will be able to participate in the socio-political aspects of their lives. As such, MFA will work with trade unions to encourage membership of migrant domestic workers in national trade union centers. Likewise, MFA will assist its members in helping domestic workers to form a support group/system that

would enable them to articulate their issues and collectively act on them.

With regard to the ratification process, the first task that the network sees is to further strengthen and build the capacities of its members in running a ratification campaign which requires skills in lobbying. While advocates have been quite involved in the campaign, there is a need for reinvention and development of new strategies for lobbying. It is important that advocates and domestic workers constantly engage themselves on regional and international processes and spaces that would hone their skills in doing lobby work with all the target sectors.

Once a country ratifies the Convention, the next task is to ensure that they implement it accordingly. The ratifying party needs to ensure that there are no laws that contradict the Convention. If there are contradicting laws, it is the task of the government to work towards improving these laws or repealing them. National regulations should also be in place as a concrete demonstration of compliance with the Convention. Ratifying States should make sure that laws that discriminate women are amended or improved. This is to ensure effective implementation of policies and programs that have significant effects on women.

### **Specific articles and provisions in the Convention that provide safeguards for migrant domestic workers**

- Article 3 on domestic workers' right to collective bargaining and freedom of association
- Article 6 on decent living conditions and right to privacy
- Article 7 on the right to be informed of their terms of employment
- Article 8 on the right to have a written and enforceable contract
- Article 9 on the right to decide where to reside and keep in their possession their travel documents
- Article 10 particularly on 24 consecutive rest hour
- Article 11 on minimum wage
- Article 15 on regulation and punishment of recruitment agencies.
- Article 17 on labor inspection
- Paragraph 14 on limited proportion of payment-in-kind
- Paragraph 21 on additional measures to ensure the effective protection of migrant domestic workers



South Asia Pre- ILC Consult in Bangladesh, 19-20 April 2011



Regional Pre-ILC Consult in Singapore, 23-25 April 2011



MFA delegates at the 100th Session of the ILC, Geneva, 1-10 June 2011



Press conference in Hong Kong after the ILC, one of the many held by MFA members and networks

One way to see whether the issue has generated impact on the ground is through policy debates on domestic work i.e. discussion in government forums, debate in the parliament etc. It is important to see if there is a move to pass pending domestic work bills. Several countries have already introduced draft bills on domestic work which need ensuring that these bills become laws of the land, taking in to account the provisions set in the Convention. In countries where mechanisms are already in place, the task of the network is to make sure that they are aligned with the provisions of the Convention. It is also crucial to examine existing Memorandum of Understanding (MOUs) with other receiving countries and see if they are in tune with the provisions of the Convention.

Even before the talks on the Convention happened, some destination countries have already introduced policy reforms that would protect domestic workers in general. To name a few, these are: Singapore (day off per week), Malaysia (day off per week), Jordan (standard contract for migrant domestic workers), Hong Kong (minimum wage), Kuwait (minimum wage, medical insurance and labor inspection), Bahrain (free medicare), and Lebanon (coverage on occupation accidents and insurance policy). Advocates have to step up initiatives for effective enforcement of these existing national laws.

At the regional level, one strategy is to utilize existing advocacy spaces where CSOs, domestic worker groups, trade unions and other social movement organizations can collectively dialogue with governments to ratify the Convention. The following spaces can be utilized:

ASEAN and ASEAN related processes such as the ASEAN Forum on Labor Migration and the ASEAN Inter-Parliamentary Assembly (AIPA), South Asian Association for Regional Cooperation (SAARC), and the Colombo Process.

CSOs-TUs regional collaboration should also continue to further strengthen the partnership and work towards a stronger and solid Asian ratification campaign.

The Global Forum on Migration and Development (GFMD) can be one of the international spaces used for policy advocacy around the Convention. At the 2010 GFMD in Mexico, governments specifically requested active follow-up on global care workers which include domestic workers. This year, as the government of Switzerland takes on hosting the GFMD, one of the sub-themes will be exactly on that issue.

The road ahead is still long and requires the same level of energy and commitment that was exerted in getting an ILO Convention on Domestic Work. MFA's work has just begun. END

*\* MFA will soon release a publication featuring a narration and analysis of the network's decades of advocacy towards the realization of the Convention on decent work for domestic workers.*





## Civil society consultation on the occasion of the 100th session of the ILC successfully organized in Geneva

Civil society groups converged in Maison des Association in Geneva on 3-4 June 2011 for a consultation on "Strengthening The Capacity Of And Social Protection For Domestic Workers." Organizers were Association Catholique Internationale de Services pour la Jeunesse Feminine (ACISJF) ; Bureau International Catholique de l'Enfance (BICE) ; Caritas Internationalis ; Franciscans International; Global Alliance against Traffic in Women

- Pro and cons of the nexus of migration-remittances-development;
- Problematic mindset regarding integration and acceptance of migrants; and
- Appreciation and valuation of work around the house, mostly performed by women.

Monsignor Tomasi finished with a word of encouragement to the participants and members of civil society to continue the advocacy work at the national and international levels for the ratification of the convention and the necessary networking to achieve this.

MFA's William Gois in his talk about the global campaign



(GAATW); International Catholic Center of Geneva (CCIG) ; International Catholic Migration Commission (ICMC) ; International Coordination of Young Christian Workers (CIJOC-ICYCY); Kolping International / German Commission for Justice and Peace ; Migrant Forum in Asia (MFA); Mouvement Mondial des Travailleurs Chrétiens (MMTC) ; and Mouvement International d'Apostolat des Milieux Sociaux Indépendants (MIAMSI).

for decent work and rights for domestic workers posed points to ponder as networks continue the campaign:

- What does it mean for those who are engaged?
- What does this mean in terms of struggle?
- What does this mean for women's struggle?
- What is the role of faith-based institutions?

The two-day consultation looked at the distinct challenges facing migrant domestic workers. Recurring themes were:

- prevalence of institutional and cultural discrimination against domestic workers
- lessons to note in organizing migrant domestic workers
- monitoring of recruitment agencies
- necessity of political presence and engagement
- local organizing and education on international legal frameworks

The consultation was opened with a keynote speech by Monsignor Silvano Tomasi, Nuncio Apostolic of the Holy See to the United Nations in Geneva. Monsignor Tomasi spoke and emphasized several points:

- Vulnerability of domestic workers as workers in private homes and as migrants- internally and externally ;
- Mobility in a globalised world and its consequences for social and family life ;

The two-day consultation provided opportunity for faith-based organizations and domestic workers' groups and networks to share its experiences on the decent work for domestic workers campaign, consolidate efforts and identify common strategies post ILC and towards ratification. Panel discussion on the challenges in the implementation and ratification of the Convention was also provided to enable the participants have a holistic and comprehensive strategy in approaching the campaign.

Workshops were also organized where participants drew up national level plans as well as identified strategies to maintain the momentum of the campaign at the international level. **END**



## Decent Work for Domestic Workers side event tackles social security

On 7 June, Friedrich-Ebert-Stiftung (FES), MFA and MRI held Decent Work for Domestic Workers discussion that centered on social security as a human right. Unequal treatment of migrants vis-à-vis nationals of their host countries, low compliance of domestic workers' employers and, if they are undocumented, complete lack of social security coverage can amount to human rights violations. Using the coincidence of the sessions of the Human Rights Council and the International Labor Conference, the event stressed the importance of using tools developed by both systems and envisaged what impact international agreements can have on the situation on the ground.

Speakers on the panel included Fr. Peter O'Neill of the Hsinchu Catholic Diocese Migrants and Immigrants Service Center, Taiwan, Marcelina Bautista from the Confederación de Latinoamérica y el Caribe de las Trabajadoras del Hogar (CONACTRAHO), Elizabeth McGee of Hand-in-Hand, an American employers organization, Barbro Budin of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) and Abdelhamid El Jamri, Special Rapporteur on the Migrant Workers Convention. Matthew Buhbe of FES moderated the discussions.

Fr. Peter O'Neill presented the situation of migrant domestic workers in Taiwan who are mostly women and are employed in the informal sector. Women migrant domestic workers remain outside the state social security arrangements—they have no healthcare, maternity benefits, sick leave provisions, unemployment insurance, occupational health and safety protections, disability insurance, and old age benefits. They are also disproportionately discriminated against and repatriated when they are diagnosed with illnesses.

Fr. O'Neill pointed out that if a national retirement scheme exists in the country where a migrant worker is employed, the employer should pay into the scheme and the fund should be portable as in the case of the EU where portability of social security is practiced. With the [eventual] adoption of the Convention, he hoped that countries will be able to implement and include domestic workers in the social protection laws that exist in their countries.

Marcelina Bautista emphasized that domestic work goes largely unrecognized. She highlighted that in some contexts there are good laws that go unenforced. For domestic workers, time off is a problem. CONACTRAHO is working towards finding ways to establish real work contracts, spelling out the rights and obligations of people employing domestic workers. Ms. Bautista is thankful that the international community has finally taken notice of the plight of domestic workers. She is hopeful that the Convention will free domestic workers from bad working conditions and will empower them to reclaim their dignity.

Elizabeth McGee talked about how employers benefit from international standards and why they should support the Convention. Employers benefit from an ethical approach because care needs will be better met when there is an ethical/fair relationship. This kind of relationship allows employers to keep a clear conscience by providing good jobs, treating care work as an important occupation in a sector that has been traditionally undervalued because it is 'women's work'. Ms. McGee noted that the ILO Convention serves as a basis for productive, efficient, and ethical working relations. The ILO Convention will create international standards and provide incentives to structure employment relationships that are appropriate for home-based workplaces, thereby contributing to the creation of more equitable societies.

Abdelhamid El Jamri, Special Rapporteur on the Migrant Workers Convention, spoke about the implications of the General Comment on Migrant Domestic Workers, which the Committee on Migrant Workers adopted at its 13th Session in December 2010. The General Comment identified the gaps of legal and practical mechanisms in protecting migrant domestic workers and made recommendations that emphasize the strengthening of cooperation among sending, transit, and destination countries.

Barbro Budin pointed out that social security is possible and can be implemented. She supported her statement by sharing some of the good practices of Australia, Brazil, South Africa and Sweden where domestic workers are included in the social security provisions in their national labor legislations.

There are indeed existing good laws on social protection in other countries that could be replicated; the Convention is therefore not impossible to implement. Enhancing the visibility of domestic work is fundamental. The real task begins in lobbying for ratification and ensuring that the Convention is translated into national legislations. **END**

## Updates from the Global Forum on Migration and Development 2011

On 8 June, the International Catholic Migration Commission (ICMC) organized a side event on the Global Forum on Migration and Development (GFMD). The purpose of the side event was to share the status of the preparations on GFMD and the Civil Society Days. Providing the updates were Shabari Nair (ICMC), John Bingham (ICMC) and Colin Rajah (NNIRR) for the People's Global Action on Migration, Development and Human Rights (PGA).

The GFMD is a permanent intergovernmental forum where international discourse on migration policy, its relationship to development and the position of migrants' rights are crafted. It brings together senior policymakers from around the world to exchange experiences, identify best practices, and foster interstate cooperation in leveraging migration for the benefit of development.

This year's GFMD is hosted by Switzerland with a theme "Taking action on migration and development – coherence, capacity, and cooperation". The focus builds on the contents and key outcomes of previous GFMD meetings. The format of the GFMD this year is a series of smaller, focused thematic and action oriented meetings around the world, which culminate in a final two day extended Friends of the Forum meeting in Geneva on 1-2 December. There are three thematic clusters of global relevance, under which thematic meetings are organized: Labor mobility and development; Addressing irregular migration through coherent migration and development strategies; and Planning tools for evidence-based migration and development policies. Several thematic meetings have already taken place such as in Dubai (January, on recruitment), Marseille (June, M&D policy assessment), New York (June, migration profiles), and Batumi (July, migration profiles—lessons learned). Upcoming meetings are: in Kingston (7-8 September, care work), Berne (13-15 September, labor mobility), Accra (21-22 September, care work), San Salvador (4-5 October, irregular migration).

The International Catholic Migration Commission (ICMC) is coordinating the organization of the activities of civil society within and leading up to the yearend 2011 GFMD Civil Society Days (CSD), to be held in Geneva, Switzerland, on 29 and 30 November, 2011. This year's theme is "Taking Action on Labour Migration, Development and the Protection of Migrant Workers and their Families." As in previous years, the 2011 CSD will precede the 2-day meeting of the governments on 1 and 2 December.

### Less is more

Civil society participation for the CSD this year will be smaller to avoid the difficulty of last year's endless plenaries. Such participation is expected to create a more focused approach to themes. This would also mean that there will be a smaller number of thematic events and with a special process given to Swiss civil society organizations. CSD is also bringing in experts from the academe like The Graduate Institute of International and Development Studies.

Themes of the CSD this year are:

- Protecting migrant workers and their families
- Addressing challenges of irregular labor migration
- Restructuring labor mobility
- Expanding choices and opportunities in labor migration
- The road to the UN High Level Dialogue on Migration and Development 2013

### People's Global Action on Migration, Development and Human Rights (PGA)

The organization of the CSD this year will take into account its link with the PGA and how to maximize and unify these two processes. The PGA is an independent civil society event and process organized in conjunction with the GFMD. It presents an alternative model to dialogue and tackles issues on migration and development often not highlighted in the official GFMD process, bringing together key sectors of civil society from around the world in an inclusive, transparent and autonomous form of participation and specially aiming to enhance the participation of migrants, migrant-support organizations, unions, academics, development NGOs and networks.

When the UN High Level Dialogue on Migration (HLD) and Development was convened in 2006 in New York, civil society participation was restricted. It was at the second meeting of the GFMD in Manila that a civil society parallel event, organized by MRI and MFA, took on the name Peoples' Global Action for Migration, Development and Human Rights, or simply PGA. An International Working Group (IWG) was established to work in terms of conceiving the overall format of the PGA, fundraise for the event and work closely with the local organizing committee of the PGA. The IWG will now be formalized as the Global Civil Society Coalition on Migration.

The PGA complements the functions of the CSD. The CSD likewise affirms the recognition accorded to the PGA. This year's PGA will be held on 29 November - 2 December in Geneva coinciding with the CSD and GFMD. The theme will be undocumented and irregularization.

**END**



## Mandate of the Special Rapporteur on the human rights of migrants extended

The Human Rights Council closed its seventeenth regular session on 17 June after two weeks of meetings and sessions where 29 texts on a wide range of issues were adopted.

The Council extended the mandates of the Special Rapporteur on trafficking in persons, especially women and children, the Special Rapporteur on the independence of judges and lawyers, the Special Rapporteur on the right to education, the Special Rapporteur on extrajudicial, summary or arbitrary executions, the Special Rapporteur on the human rights of migrants, the Special Rapporteur on extreme poverty and human rights, the Independent Expert on human rights and international solidarity and the Independent Expert on the situation of human rights in Somalia.

The Council appointed Francois Crépeau as Special Rapporteur on the human rights of migrants, Rita Izsak as Independent Expert on minority issues, Virginia Dandan as Independent Expert on human rights and international solidarity, Ben Emmerson as Special Rapporteur on the promotion and protection of human rights while countering terrorism and Ahmed Shaheed as Special Rapporteur on the situation of human rights in the Islamic Republic of Iran. The Council also appointed Anton Ferrel Katz, Patricia Arias and Elzbieta Karska as members of the Working Group on the use of mercenaries as a means of impeding the exercise of peoples to self-determination.

The High Commissioner for Human Rights, Navi Pillay, addressed the Council on 30 May to present the report of the work of her Office, in which she noted the rise in demand for fundamental human rights across North Africa and the Middle East and cited it as a result of the decades of denial of civil, cultural, economic, political and social rights, as well as the right to development. Noting the continuing vulnerability of migrants, the High Commissioner expressed concern over the rhetoric of recent months depicting migrants as a singular problem best offloaded elsewhere. It was time for all countries facing these challenges to show effective support in full respect of international obligations.

On the human rights of migrants, the Council extended for a period of three years the mandate of the Special Rapporteur on the human rights of migrants and requested the Secretary-General to give the Special Rapporteur all necessary human and financial assistance for the fulfillment of his or her mandate. **HR Council Media**

## MFA attends “Strengthening Dialogue between ESCWA and ESCAP Countries on International Migration and Development”

Economic and Social Commission for Western Asia (ESCWA) and the Economic and Social Commission for Asia and the Pacific (ESCAP) jointly organized the workshop, “Strengthening Dialogue to make migration work for development in Asia and Western Asia” on 28-30 June 2011 at United Nations House in Beirut, Lebanon.

The workshop was well attended by key stakeholders with expertise in international migration and development, from countries of origin and destination of migrants in the Western Asian and the Asia-Pacific Region, including governments, independent experts and civil society. Participants shared information and experiences in: migration and development, management of labor migration and protection of migrant workers.

MFA member Refugee and Migratory Movements Research Unit (RMMRU) represented by Professor Tasneem Siddiqui gave an overview of the challenges related to managing migration in countries of origin, citing the recruitment cost in Bangladesh. Several presentations included the relationship between migration, development, and social protection; protection of the rights of migrant workers from South Asia: the implications of the recent reform of the sponsorship system- challenges and opportunities; the situation of female workers from ESCAP countries in vulnerable sectors of the economy in the GCC, Jordan and Lebanon; and the migratory experience of returned migrant domestic workers- the example of Indonesia.

The outcome of the workshop will feed into international consultative processes such as the Abu Dhabi Dialogue and the Global Forum on Migration and Development (GFMD) 2011. The papers presented at the Workshop and the discussions will also form the basis for an interregional study on migration and development. **ESCAP**

## Parliamentarians gather in Manila to discuss a collective approach to migrant rights

Migrant Forum in Asia, Center for Migrant Advocacy and the Committee on Overseas Workers Affairs (House of Representatives, Philippine Congress), with the support of the Philippines office of Friedrich-Ebert-Stiftung welcomed six parliamentarians from four Asian countries to Manila from May 24-26. These guest parliamentarians represented key states of origin in Asia – Bangladesh, Cambodia, Indonesia, and Sri Lanka. They were brought together to engage with each other, with members of the House of Representatives of the Philippine Congress, and with CSO representatives on the issue of migrant domestic workers as part of the lead-up to deliberations at the 100<sup>th</sup> International Labour Conference (ILC) of the International Labour Organization (ILO), that would lead to the adoption of an International Convention on Domestic Workers on June 16<sup>th</sup>, 2011. The guest

receiving states to adopt what Congressman Walden Bello (Philippines) referred to as a “divide and rule mentality.”

This sentiment was echoed by all of the parliamentarians present. The issues affecting migrant workers and migrant domestic workers, and the concerns of public officials with respect to these problems, are strikingly similar across Asian states of origin. Mistreatment and abuse of migrant women were among the primary concerns cited by the MPs, in addition to the non-payment of wages, the misleading practices of recruitment agencies and the ineffective regulation of that industry, undocumented migration, and the ability of states of employment to set the terms were central themes in all discussions.



Photos credits: Irynn Abano, May 2011

parliamentarians included: Mr. Md. Israfil Alam, and Mr. Mustaque Ahmed Ruhi, MPs Bangladesh; His Excellency Son Chhay, MP Cambodia; Ms. Eva Kusuma Sundari, MP Indonesia; Mr. Shehan Semasinghe, and Mr. Shanta Bandara, MPs Sri Lanka; and Rep. Walden Bello, Philippines.

### Common Interests

The Parliamentarians' gathering allowed for reflection and discussion on the common interests of states of origin, and the importance of the oversight functions of parliamentarians in encouraging governments to collaborate on migrant protection policies.

The global neoliberal economic paradigm sets the context for reliance on migrant labor. The current economic system has created a vast market for the import of migrant domestic workers to industrialized countries from countries in South and Southeast Asia, and other parts of the developing world. This market suffers from a lack of regulation and renders migrant workers vulnerable to abuse and exploitation. Because of the significant contributions of remittances to many national economies of the developing world, there is intense competition among sending states to secure spaces in the labor markets of states of employment for their nationals. This situation presents an opportunity for

In light of these challenges, the parliamentarians agreed that it is necessary to create a strong alliance among states of origin in Asia, and to move towards a coordinated negotiating position. As Congressman Walden Bello (Philippines) stated in his privileged speech to Congress: “Not only will the alliance [of parliamentarians] destroy the notion of competition among labor-sending countries, this will provide us greater leverage against receiving countries, employers and recruiters and help in setting fairer, more decent living conditions and compensation packages for our migrant domestic workers.”

### Decent Work for Domestic Workers

Held just one week prior to the ILC deliberations on the Convention on Decent Work for Domestic Workers (adopted June 16<sup>th</sup> in Geneva), the meeting of Parliamentarians provided a space for an exchange of ideas on support for this landmark Convention. Assistant Secretary Teresa Soriano (Department of Labor and Employment, Philippines) gave a presentation on the ways to strengthen the mandate to provide legal protections to domestic workers, in light of this context.

According to Assistant Secretary Soriano, the Convention stands to benefit approximately 4 million domestic workers in Asia, and another 1.5 million outside the region. She indicated that within Asia, there is increasing momentum for decent work for domestic workers, and that more countries are taking on legislative and policy initiatives in this respect. She also pointed out that UN bodies are calling for action to better protect domestic workers, and emphasized that the Convention's legally binding nature would establish basic principles to be implemented by ratifying countries.

The parliamentarians spoke in support of a strong Convention, reflecting an understanding that rights for domestic workers exist within other international conventions, but that the nature of their employment demands a specific convention to address their particular needs. The increasing mobility of this workforce points to the urgent need to establish minimum standards that would ensure that their exposure to risk is minimized, and that their rights and welfare are protected. The parliamentarians committed to bringing the outputs of the gathering to their counterparts who would be representing their countries at the ILC, with a view to encouraging support for a strong Convention. They also committed to pursuing strong national legislation to reflect these newly set standards.

#### Future Gatherings

MFA, CMA, and FES will gather parliamentarians again in September for the 5th parallel meeting of the ASEAN Inter-Parliamentary Assembly in Phnom Penh, Cambodia. Discussions at this meeting will focus on social protection measures for migrant workers in countries of destination. **END**

### **SAPA People's Hearing in Jakarta highlighted case against human rights defender**

Solidarity for Asian Peoples' Advocacy (SAPA) held a one-day public hearing on May 2, 2011 in Jakarta, immediately prior to the 6th ASEAN Civil Society Conference. The focus of the hearing was on the activities and operations of multinational corporations in Asia in the context of impunity, specifically in cases in which corporate actions have been linked to human rights abuses.

This public hearing was organized in response to the growing presence of international and multinational companies investing in ASEAN member states. In spite of ASEAN's commitments to corporate social responsibility (CSR), there is ample evidence that companies are not always acting responsibly in carrying out their work. The activities of such companies can have, and are having multiple adverse impacts on

communities, resulting in mass displacement of people, land confiscation, environmental damage, food insecurity, and the undermining of livelihoods. Government responses have been inadequate in addressing these problems.

Those who attended the hearing heard the testimonies of survivors and witnesses of specific incidents in different ASEAN countries. Cases heard were organized on a sectoral basis, covering extractive industries, agriculture, hydropower, and manufacturing, and a series of cases on Indigenous issues were also presented. MFA brought forward the only testimony on the manufacturing sector: the case of Charles Hector Fernandez.

Charles Hector Fernandez is a lawyer and former member of the Malaysian Bar Council. He is an active human rights defender and blogger (<http://charleshector.blogspot.com>). Over the past few months, Mr. Hector has been publicly raising the issue of rights violations against a group of 31 Burmese migrants in relation to the Asahi Kosei (M) Sdn. Bhd. Company, a subsidiary of the Asahi Kosei Japan Company Ltd., a Japanese company operating in Malaysia that manufactures electronic components and automotive parts.



Charles Hector, file photo from TWC2, 2011

The workers allege that their employer paid them far less than their agreed wage. Upon seeking compensation, 'gangsters' came to their hostel and threatened them. These 'gangsters' took their refrigerator, television, fan, rice cooker, and other items, and turned off their electricity. Two of the workers were threatened with deportation to Burma were taken to the international airport, but managed to escape.

Mr. Hector highlighted these injustices and human rights violations on his blog, asking others to intervene on behalf of the victims. A subsequent media statement was signed by 77 organizations and was issued on February 11, 2011. The statement calls for Asahi Kosei to respect the human rights of the Burmese migrant workers, and all migrant workers under its employ.

Prior to posting information related to the case on his blog, Mr. Hector sent an email to Asahi Kosei on February 8th, and another on February 9th, asking them to respond to the allegations. His email states: "An urgent response would be appreciated. Failing to hear from you, I would take it that the allegations of the workers are true." Receiving no reply, he proceeded to



post the allegations to his blog. Mr. Hector has stated that the information posted to his blog was obtained from the affected workers.

Mr. Hector subsequently received a letter on 14 February (dated 11 February) from the lawyer of Asahi Kosei, claiming that the posts about the Burmese workers on Mr. Hector's blog are libelous and defamatory, and demanding, within 7 days, RM 10,000,000 (USD 3,279,307), the immediate withdrawal of the posts, and an apology to be circulated to all major English-language newspapers in Malaysia. The letter also denies all of the allegations made by Hector on his blog, indicating that the workers were supplied by an outsourcing agent and were not under the direct payroll of the company.

Asahi Kosei filed a \$3.2 million lawsuit on 14 February against Mr. Hector for defamation and libel. Several court hearings against Mr. Hector by Asahi Kosei have taken place in the last 5 months, and a full trial on 24, 25 and 26 August 2011.

On 25 August 2011, Charles Hector and Asahi Kosei arrived at a settlement. Mr. Hector will pay RM1 in costs and RM1 in damages to Asahi Kosei. A further condition that Charles Hector has to satisfy is the publication of a half-page advertisement in the Malaysian newspapers Star National and Nanyang Siang Pau.

#### Migrant Workers in the ASEAN Region

There are approximately 13.5 million migrant workers from ASEAN member states working internationally, 5 million of whom are working within the ASEAN region. In 2007, ASEAN adopted its Declaration on the Protection and Promotion of the Rights of Migrant Workers, a non-binding agreement among the member states recognizing the need of both sending and receiving states to adopt appropriate measures to protect migrant workers throughout the migration process.

Despite the acknowledgement that migrant workers require particular kinds of protection, cases like that of the 31 Burmese workers at Asahi Kosei are not uncommon. Human rights defenders and migrant rights advocates throughout the region consistently report the abuse of migrant workers at the hands of their employers. Indeed, the widespread, and increasingly popular practice of outsourcing through employment agencies has led many employers, like Asahi Kosei, to evade responsibility by denying their employment relationship with these workers. This troubling trend is a pressing issue for ASEAN governments that should be taken up with the AICHR. **END**

### **MFA network consultation put forward critical recommendations on migrant labor rights for the 4th Colombo Process**

MFA members and partners from 14 countries converged at the Biam Foundation in Dhaka, Bangladesh on 17-18 April 2011 for the Civil Society Consultation for the Colombo Process. Participants from Bahrain, Bangladesh, India, Indonesia, Kuwait, Lebanon, Nepal, Oman, Pakistan, Philippines, Sri Lanka, Switzerland, UAE, and the United States engaged in noteworthy discussions and deliberations about migrants' rights advocacy, collective organizing and strategizing, and inclusion of key recommendations in the Colombo Process. Bangladesh hosted, on 19 to 21 April 2011, the fourth ministerial round of the Colombo Process, a series of regional consultative meetings on Asian contractual migrant workers. The civil society consultation was held as an unofficial parallel event to the Process.

The Regional Consultative Process on the Management of Overseas Employment and Contractual Labor for Countries of Origins in Asia, generally known as the Colombo Process, was established in April 2003 when participants from the main labor sending countries in Asia met in Colombo, Sri Lanka and discussed new patterns of labor migration that have emerged in the region over the last decade. Bangladesh, China, India, Indonesia, Nepal, Pakistan, the Philippines, Sri Lanka, Thailand and Vietnam were the participants in the Process. In September 2004, the second meeting was held in Manila, Philippines with the same countries as participants plus Afghanistan as an observer country. The third meeting took place in Bali, Indonesia in September 2005 where for the first time, countries of destination took part: Bahrain, Italy, Kuwait, Malaysia, Qatar, Republic of Korea, Saudi Arabia and the United Arab Emirates. The fourth meeting was supposed to take place in October 2010 in Dhaka, Bangladesh. However, it was deferred until April 2011 apparently to make more effective preparations for the meet. IOM provides secretariat functions to the Colombo Process.

Regional cooperation is a significant development that can address issues related to migration policy and practice of neighboring states. Labor sending and receiving countries including partners in migration and development take steps in tackling the biggest concerns in international labor migration. However, what is interesting in the Colombo Process is that almost all of the actors and stakeholders are involved in the deliberations except the engagement of two critical groups – civil society organizations and trade unions working directly with migrant workers.

This year and for the first time, civil society was officially invited to participate in the plenary and roundtable

sessions of the 2011 Colombo Process. CSO participation is a lobbying activity of the MFA network since the initial phase of the Process. MFA noted this invitation of the government of Bangladesh. In succeeding meetings, however, the network looks forward to a more meaningful engagement in all stages of the process including the preparations, actual meetings and the follow ups.

The two-day CSO consultation raised pressing issues surrounding Asian labor migration today. This includes the Arab crisis which erupted in the first quarter of the year, recent developments in the Kafala system and the reference wage and standard contracts for migrant workers.



#### Uprising in the MENA region

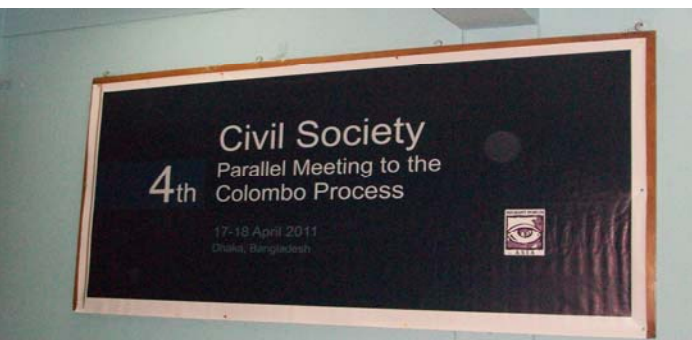
The recent developments in the Middle East and North African (MENA) region spurred crucial talking points and recommendations. It was generally observed that governments were not prepared for this crisis. Several of observations include: i) no counseling offered to the rescued migrants; ii) the repatriated migrants bore the cost of their evacuation such as lodging and air travel in most cases; iii) civil society organizations were not consulted with regard the facilitation of support to the repatriated workers; iv) people repatriated did not get compensation from the recruitment agencies and the companies where they worked; v) migrants lost their savings because they could not exchange their money (Libyan dinar) to another currency; and v) information can only be accessed through the media.

Civil society has consistently advocated for migration to be of choice and not of necessity and the need for national development programs for sustainable and meaningful employment. Furthermore, where migration is as one aspect of the development program of the State, civil society has demanded for a comprehensive, meaningful and sustainable reintegration program. The current crisis of migrants fleeing conflict in the Middle East and North Africa has starkly made obvious this demand from civil society. The participants at the consultation resolved to strongly demand for sending countries to devise sound measures on evacuation,

reception, repatriation, and comprehensive, meaningful and sustainable reintegration.

#### Seeking effective reforms on the Kafala system

On discussions about the Kafala system, several participants expressed that this labor law is very restrictive. The Kafala is a system of recruiting migrant workers from abroad to come and work in countries in West Asia, in which an employer sponsors and ties a migrant worker to the job until the end of the contract. In this type of employer-employee relationship, the sponsor (kafeel) assumes the full economic and legal responsibility for the employee during the contract period. While the kafala system has been created to provide the central government with a means to regulate labor flow



into GCC States, the system has the tendency to contribute to the exploitation of the workers and hence to the violation of their rights.

For the participants, it remains a challenge as to why governments are not inclined to abolish the system. But positive developments such as in Bahrain, Kuwait and Lebanon should be recognized and recommendations should not be a one-sided critique. Recruitment agencies and employers who commit the abuse must be prosecuted and they must be charged with criminal offenses. Workers should be allowed to change jobs without having to seek the permission of the current employer. Origin countries in turn should be more vigilant and make destination countries accountable for their actions. Finally, it is understood there is cultural context involved in the Kafala but cultures also evolve. There is a way to incrementally change the policy that considers the right of the workers. The system has to be fully reformed or abolished at some point.

#### On reference wage and standard contracts

Another interesting and emerging issue that was discussed was the concept of the reference wage. Reference wage is perceived as the likely solution to address the competition among countries of origin and discrimination of domestic workers based on national origin. Resistance to wage reduction and the need for pay equity stem from ideas of fairness usually referred to as a reference wage. The fairness of wages has little to

do with profits or productivity. Reference wage is an aspiration wage level or a perception of a fair wage for workers with similar qualifications for the same jobs. The concept of the reference wage, particularly applicable for the migrant domestic worker job category, first came up at the Workshop on Recruitment of Workers for Overseas Employment in Dubai on January 2011. Discussions focused on possible and practical ways to avoid “mismatch of skills qualifications,” which is determined as the most common reason for worker and employer dissatisfaction in the overseas recruitment process. Better clarity in the wording of skills requirement is needed; once clarity is established, the particular requirements for a job should be spelled out in the job offer and the subsequent employment contract. The skills recognition framework contained in the Maritime Convention is suggested as a possible model in identifying workers’ skills. This framework may also be used as one indicator to establish “reference wages” for specific occupations.

Tension exists between countries of origin and destination when the former does not authorize sending off of workers to the latter’s territories because the workers would earn less than the minimum wage specified by the countries of origin. Whereas countries of origin have no jurisdiction to enforce minimum wage within the countries of destination, reference wage appears to offer middle ground for both parties.

There has been increased recognition of the importance of standard contracts and the problem of contract substitution. However, many migrant workers still do not receive a contract, or the contract they sign in their home



receiving governments should no longer delay cooperation to create a standard and enforceable contract recognized in both countries. Labor sending governments should ensure these contracts protect human rights and are translated into a language the migrant worker understands.

The two-day consultation teemed with crucial discussions and recommendations that were synthesized into, “Asian Migrants Demand Rights, Dignity and Solidarity - Statement for the 4th Colombo Process.” The statement was delivered by MFA representatives at the plenary and roundtable talks at the fourth ministerial round of the Colombo Process, on 20 and 21 April. (Read the full statement here: [http://www.mfasia.org/index.php?option=com\\_content&view=article&id=327:asian-migrants-demand-rights-dignity-and-solidarity-statement-for-the-4th-colombo-process&catid=59:mfa-statements&Itemid=44](http://www.mfasia.org/index.php?option=com_content&view=article&id=327:asian-migrants-demand-rights-dignity-and-solidarity-statement-for-the-4th-colombo-process&catid=59:mfa-statements&Itemid=44)) The statement should be read in conjunction with “Protecting Asian Migrants’ Rights: Recommendations to Governments of the Colombo Process.” This statement was put forward by Human Rights Watch, MFA and CARAM Asia. The four key recommendations were: 1) protection of migrant domestic workers; 2) increased multilateral cooperation; 3) oversight of recruitment fees; and 4) civil society participation in the Colombo Process meetings. **END**



country is not recognized in the employment country. Given contracts are often the main reference point to resolve labor disputes, this puts workers into an especially vulnerable situation. Workers who have contracts may not be able to understand them, for example, when they are only available in Arabic. The participants recommended that labor sending and



## Media briefing in Dhaka: MFA and Human Rights Watch unveiled statements on protecting Asian migrant workers for the 4th Colombo Process

Human Rights Watch, MFA and Refugee and Migratory Movements Research Unit (RMMRU) jointly organized a press conference on the “Protection of the Rights of Asian Migrant Workers” at the National Press Club in Dhaka on 19 April 2011. Human Rights Watch senior researcher Nisha Varia, Migrant Forum in Asia regional coordinator William Gois and RMMRU Executive Director Dr. Chowdhury Abrar addressed the press conference. The organizations



Nisha Varia cited the briefing paper, "Protecting Asian Migrants' Rights: Recommendations to Governments of the Colombo Process," a joint effort by Human Rights Watch, MFA and CARAM Asia. The paper urges delegates attending the Colombo Process to pledge support for a [proposed] international convention on labor standards for domestic work, increase civil society participation in future regional dialogues, promote increased multilateral cooperation, and take measures to eliminate recruitment fees charged to migrant workers.

William Gois noted the revival of the Colombo Process but migrant voices should also be included. “As the organizations and trade unions representing migrants, we would like to have greater access to the meetings and expanded opportunities to participate in the discussions.”

Dr. Chowdhury Abrar mentioned the situation of migrant workers, who become heavily indebted because of high recruitment fees, “they are especially vulnerable to abuse.” Dr. Abrar added governments should enforce regulation of recruiters in both sending and receiving countries.

The MFA network also called on governments to recognize that current labor migration management programs as espoused by intergovernmental agencies often fall short on securing internationally agreed standards, lack protection, and fail to ensure justice. Governments should increase cooperation with UN agencies, in particular the International Labour Organization wherein policies on labor mobility should be developed within the framework of the ILO Multilateral Framework on Labor Migration. **END**

### UPCOMING NETWORK EVENTS

#### **15-17 September 2011**

Parliamentarians' Program  
Phnom Penh, Cambodia

#### **19 September**

Day of general discussion on migrant workers  
in an irregular situation  
Geneva, Switzerland

#### **17 – 21 October**

Diplomacy Training Program on the rights of  
migrant workers  
Bangkok, Thailand

#### **25 November—18 December**

Migrants Campaign Month  
Asia-wide

#### **29-30 November**

2011 GFMD Civil Society Days (CSD)  
Geneva, Switzerland

#### **29 November - 2 December**

People's Global Action on Migration,  
Development and Human Rights (PGA)  
Geneva, Switzerland

#### **1-2 December 2011**

Year-end Global Forum on Migration and  
Development (GFMD)  
Geneva, Switzerland

# MIGRANT FORUM IN ASIA MEMBERS



## SOUTH ASIA

Bangladesh: Ain O Salish Kendra (ASK), Association for Community Development (ACD), Refugee and Migratory Movements Research Unit (RMMRU), WARBE Development Foundation; India: Center for Education and Communication (CEC), Center for Indian Migrant Studies (CIMS), Migrant Forum India (MFI), Migrants Rights Council, National Centre for Labor; Nepal: All Nepal Women's Association (ANWA), POURAKHI, Women Rehabilitation Center (WOREC), Pravasi Nepali Coordination Committee (PNCC); Youth Action Nepal (YOAC); Sri Lanka: Action Network for Migrant Workers (ACTFORM), Migrant Services Center (MSC), Women and Media Collective (WMC)

## SOUTHEAST ASIA

Burma: Federation of Trade Unions (FTUB); Cambodia: CARAM Cambodia, Cambodian Women for Peace and Development (CWPD), Legal Support for Children and Women (LSCW); Indonesia: Center for Indonesian Migrant Workers (CIMW), Jarnas Pekabumi, Konsorsium Pembela Buruh Migran Indonesia (KOPBUMI), Migrant Care, Seri Buruh Migran Indonesia (SBMI), Solidaritas Perempuan; Malaysia: Tenaga Kita; Philippines: Atikha Overseas Workers and Communities Initiative, Inc., Batis Center for Women, Inc., Center for Migrants Advocacy (CMA), Kanlungan Center Foundation, Inc., Kapisanan ng mga Kamag-anakan ng mga Migranteng Manggagawang Pilipino (KAKAMMPI), Unlad Kabayan Migrant Services Foundation, Inc.; Singapore: Humanitarian Organization for Migration Economics (HOME), St. Francis Workers' Center, Transient Workers Count Too (TWC2)

## EAST ASIA

Hong Kong: Asian Migrant Center (AMC), Coalition for Migrants Rights (CMR), Indonesian Migrant Workers Union (IMWU); Japan: Solidarity Network with Migrants in Japan (SMJ); Korea: Joint Committee with Migrants in Korea (JCMK); Mongolia: Center for Human Rights and Development (CHRD); Taiwan: Hope Workers' Center (HWC)

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