



## ILO Inter-Regional Knowledge Sharing Forum:

### *Good practices and lessons learned on promoting international cooperation and partnerships to realize a fair migration agenda for migrant domestic workers in Africa, the Arab States and Asia*

5-7 May 2016

Antananarivo, Madagascar

#### 5<sup>th</sup> May 2016: Day 1

<b>8.30am</b>	<b>Registration</b>
<b>9.00 – 9.30</b>	<p><b>Opening Session</b></p> <p>Mr. Christian Ntsay, Director, ILO-CO Antananarivo</p> <p>Ms. Manuela Tomei, Director, Conditions of Work and Equality Department (WORKQUALITY), ILO</p> <p>Ms. Dayina Mayanga, Deputy Director, Regional Office for Africa, ILO</p> <p>H. E. Ms. Toto Raharimalala Marie Lydia, Minister of Employment, Technical Education and Vocational Training</p>
<b>9.30-10.00</b>	<b>Coffee break and reception</b>
<b>10.00 –10.30</b>	<p><b>Objectives of the meeting and introduction of participants</b></p> <p><b>Chair:</b> Mr. Christian Ntsay, Director, ILO-CO Antananarivo</p> <p><b>Introduction: Decent work for migrant domestic workers: Global trends, challenges and opportunities</b></p> <p><b>Speaker:</b> Manuela Tomei, <i>ILO-WORKQUALITY</i></p> <p><b>Summary:</b> This session will provide the overall analytical framework of the forum, anchored in the link between the protection of domestic workers rights and good labour migration governance. The session will provide information on the most relevant global processes, main challenges in addressing decent work deficits for migrant domestic workers, and key elements of ILO’s strategy on domestic workers, including the link with ILO’s Women@Work Centenary Initiative.</p> <p><b>Q&amp;A session</b></p>
<p><b>THEME 1: Cooperation between origin and destination countries to ensure the protection of migrant domestic workers in line with International Labour Standards, particularly the Domestic Workers’ Convention, 2011 (No. 189).</b></p>	
<b>10.30 - 12.30</b>	<b>Session 1: National laws and policies for promoting and protecting migrant</b>



## **domestic workers' rights and their complementarity with interregional, regional and binational processes.**

**Chair:** James Ndiho, Ministry of Labour and East African Affairs, Kenya

**Summary:** This session will share experiences and practices of policies adopted by countries of origin and destination with the view to enhance the protection of migrant domestic workers. These policies include reforms of labour codes in countries of destination, adoption of standard employment contracts and deployment bans enacted by countries of origin with the view to protect migrant domestic workers from exploitation and abuse. Finally the session will conclude with a discussion on the complementarity of these policies with the binational, regional and interregional initiatives discussed on day 1.

**Speaker:** Manuela Tomei, Director, ILO-WORKQUALITY

**Panel:**

- Bandana Pattanaik, Global Alliance Against Trafficking of Women (GAATW)
- Tekle Tesfu, Ministry of Labour and Social Affairs, Ethiopia
- Ira Rachmawati, Konfederasi Serikat Buruh Sejahtera Indonesia (KSBSI), Indonesia

*Session objectives: Participant acknowledge the link between the situation of domestic workers in countries of origin and destination and the need to enact protective national labour legislation at both ends, in line with international standards.*

### **12.30 - 14.00 Lunch break**

**14.00- 15.30** Session 2: Bilateral governmental cooperation

**Chair:** Douglas Opiyo, Federation of Uganda Employers'

**Summary:** This session will facilitate the sharing of good practices and experiences of countries in negotiating bilateral agreements and MOUs for migrant domestic workers. Panelists are invited to discuss the scope, coverage and enforcement challenges of these instruments as well as the extent to which social partners and domestic workers organizations are involved in the design, negotiation and implementation of such instruments.

**Speaker:**

Maria Elena Valenzuela, Chief Technical Adviser, ILO

**Panel:**

- Nuluyati Nabiwande, Ministry of Gender, Labour and Social Development, Uganda
- Rafaat Al Nawayefe, Ministry of Labour, Jordan
- Shyam Raj Adhikari, Ministry of Labour and Employment, Nepal
- Julius Cainglet, Federation of Free Workers, Philippines

*Session Objectives: Participant acknowledge the importance of national legislation as a prerequisite for effective implementation of BLAs and MoUs and the importance of involving social partners in the design, negotiation and implementation of these agreements.*

### **15.30- 16.00 Coffee and tea break**

**16.00 - 17.30** Session 3: Non-governmental cooperation processes

**Chair:** Marieke Koning, International Trade Union Confederation (ITUC)

**Summary:** This session will focus on the sharing of experiences of interregional/binational cooperation among trade unions and civil society organizations with the aim of identifying emerging practices and opportunities for replicability and upscaling.

**Speaker:**

Myrtle Witbooi, *International Domestic Workers' Federation (IDWF)*

**Panel:**

- Ramesh Badal, *The General Federation of Nepalese Trade Unions (GEFONT), Nepal*
- Meashuo Berihu, *Confederation of Ethiopian Trade Union (CETU), Ethiopia*
- Abdulqader Abdulkarim Kadrhim Shehb, *General Federation of Bahrain Trade Unions (GFJTU), Bahrain*
- Albert Njeru Obed, *Central Organization of Trade unions (COTU), Kenya*
- Myriam Vandenbroucke, *HIVOS/Migrant-Rights/Migrant CARE*

*Session objectives: Participants identify opportunities for enhancing collaboration among trade unions and civil society's organizations, including in Africa. They identify ways to better operationalize these cooperative agreements and assess achievements to date.*

17.30

Close of Day 1

## 6<sup>th</sup> May 2016: Day 2

9.00-9.15

Recap and questions from preceding day

9.15-10.45

**THEME 1: Cont.**

**Session 4: Regional and interregional governmental processes**

**Chair:** Owere Usher Willson, National Organization of Trade Unions (NOTU), Uganda

**Summary:** This session will host a discussion on regional and interregional processes and instruments on promoting and protecting the rights of migrant domestic workers as well as examine the challenges and opportunities of addressing the particulars of domestic workers and household care workers. More specifically, panelists will discuss the democratic validity, coverage, enforcement and impact of regional government processes. In light of ongoing dialogue between Asia and the Arab States, the panel will also discuss the opportunities and challenges to extend the interregional dialogue to Africa.

**Speakers:**

Maria Gallotti, Labour Migration Specialist, ILO

Emanuela Pozzan, Senior Regional Gender Specialist, ILO

**Panel**

- Mohamed Farukzaman, *Ministry of Expatriate Welfare and Overseas Employment, Bangladesh*
- William Gois, *Migrant Forum Asia (Skype)*
- Laxman Basnet, *South Asia Regional Trade Union Council*
- Rothna Begum, *Human Rights Watch*



*Session objectives: a) Participants have a better understanding of existing regional and interregional processes and instruments and identify opportunities for the protection of migrant domestic workers; b) participants recognize and acknowledge the importance of social partners' participation in and contribution to these processes.*

**10.45-11.15** Coffee and tea break

**11.15-12.15** Break out session: challenges and opportunities for enhanced bilateral, regional and interregional cooperation

**12.15-13.00** Presentation of group work and plenary discussion

**13.00 - 14.15** Lunch break

**14.15 - 15.45** Theme 2: Cooperating to promote fair recruitment practices in the domestic work sector.

**Session 5: promoting fair recruitment practices for migrant domestic workers and improving job matching mechanisms**

**Chair:** Rothna Begum, Human Rights Watch

**Summary:** This section will explore the extent to which different recruitment arrangements are able to balance the competing demands of the market while maintaining their commitment to fair practices; matching employers' preferences, maximizing profit to the recruiters, facilitating labour market access to the workers and extending necessary protections to them. Further, this session will explore innovative business models like the ability of labour recruiters to set up schemes that aim to avoid excessive fee charging practices to employers, eliminate worker-paid fees as well as intermediaries.

**Speaker:**

Igor Bosc, Chief Technical Adviser, Work in Freedom Programme, ILO New Delhi

**Panel:**

- Ahmed Farooq, Bangladesh Employers' Federation
- Sonia George, Self-Employed Women's Association (SEWA)

*Session objectives: Participant identifies and discusses different recruitment modalities in their application to migrant domestic workers. Participants have a better understanding of employers' preferences and explore options for reforming recruitment.*

**15.45- 16.15** Coffee and Tea break

**16.15- 17.45** Break out session: promoting fair recruitment practices: elements of an action plan

Presentation of group work and plenary discussion

**17.45** Closure of day 2

**7th May 2016: Day 3**

9.00-9.15	<b>Recap and questions from preceding day</b>
9.15-10.45	<p><b>THEME 3: Promoting occupational mobility within and out of domestic work</b></p> <p><b>Session 6: Labour mobility, skill development and recognition, return and reintegration</b></p> <p><b>Chair:</b> Natasha Chhabra, All India Organization of Employers (AIOE)</p> <p><b>Summary:</b> This session will cover different types of policies that impact occupational mobility of workers within and outside the sector, at different stages of the migration cycle. Hence, the session will cover initiatives aimed at professionalizing domestic work and enhancing skill acquisition and recognition across borders. It will cover pre-departure training as well as regional competency frameworks. The session will also allow for a discussion on how to elaborate rights based return and reintegration policies for MDWs.</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Aida Awel, Chief Technical Adviser, ILO</li> <li>• Marie-José Tayah, Technical Specialist, ILO</li> </ul> <p><b>Panel:</b></p> <ul style="list-style-type: none"> <li>- <i>Mohamed Asaduzzaman, Bangladesh Jatyatabadi Sramik Dal (BJS), Bangladesh</i></li> <li>- <i>Farah Salka, Coordinator, Migration Community Centre (MCC), Lebanon</i></li> <li>- <i>Manish Kumar Agrawal, Federation of Nepalese Chambers of Commerce and Industry (FNCCI), Nepal</i></li> <li>- <i>Ray Tadeo, Employers' Confederation of the Philippines (ECOP)</i></li> <li>- <i>Jeannoda Norotiana, Syndicat des Professionels Diplomes en Travail Social (SPDTS)</i></li> </ul>
10.45-11.15	<b>Coffee and tea break</b>
11.15-12.15	<b>Break out session: Develop action plan on promoting international cooperation and partnerships to realize a fair migration agenda for migrant domestic workers in Africa, the Arab States and Asia</b>
12.15- 12.45	<b>Presentation of group work and plenary discussion</b>
12.45- 13.45	<b>Conclusions and closure of the seminar</b>
13.45	<b>Lunch</b>