

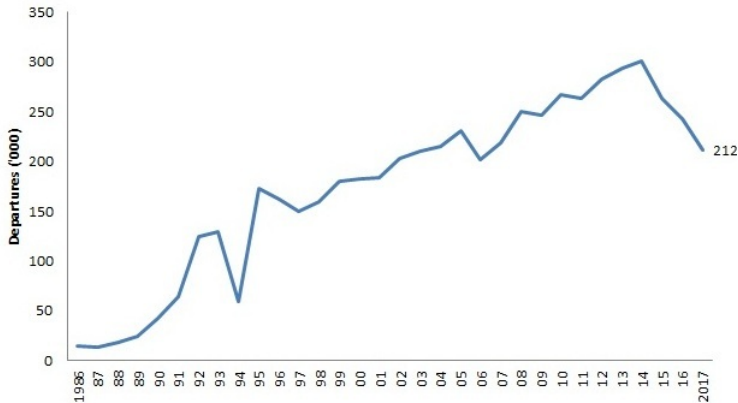
Migration & Gender in Sri Lanka: Trends and Opportunities for GCM

National Consultation for Implementation of a Gender-Responsive GCM
March 27, 2019

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Institute of Policy Studies of Sri Lanka.



Current Trend of Labour Migration



Migration & Gender in SL

1 Departure

Current Status

Gender (Relative)

Gender (Absolute)

FDW

Complaints

Directives & Practices

0 Fee & Incentive

FBR

Gender in GCM

GCM's 23 Objectives

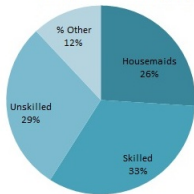
GCM & SL

Link GCM's Gender to SL

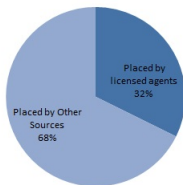


Status of Labour Migration - 2017

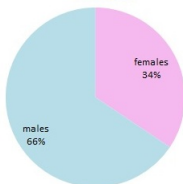
Manpower category



Placement



Gender



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Departure

2 Current Status

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Full Circle in Gender of Departures



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Departure

Current Status

3 Gender (Relative)

Gender (Absolute)

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FBR

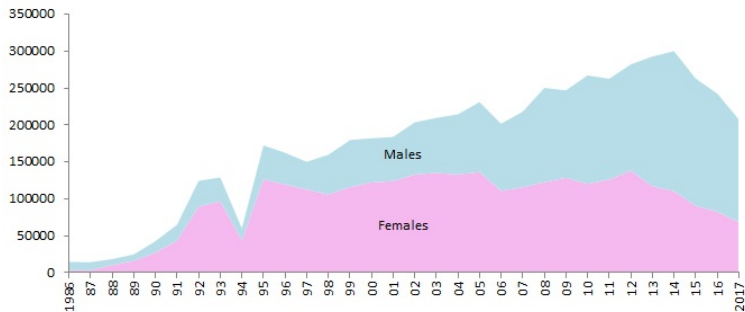
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Gender Mix of Departures in Absolute Values



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4 Gender (Absolute)

FDW

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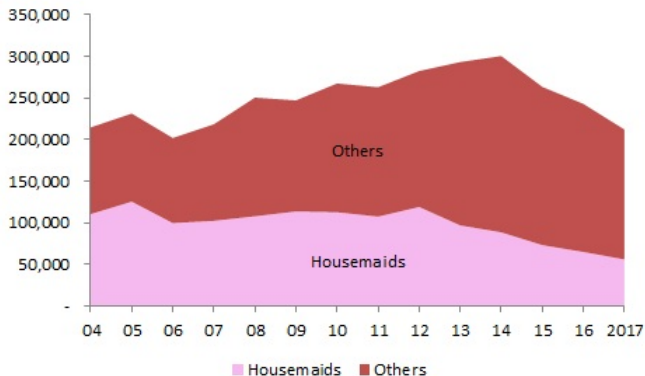
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Female Domestic Workers (FDW) in Total Departures



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Gender (Relative)

Gender (Absolute)

5 FDW

Complaints

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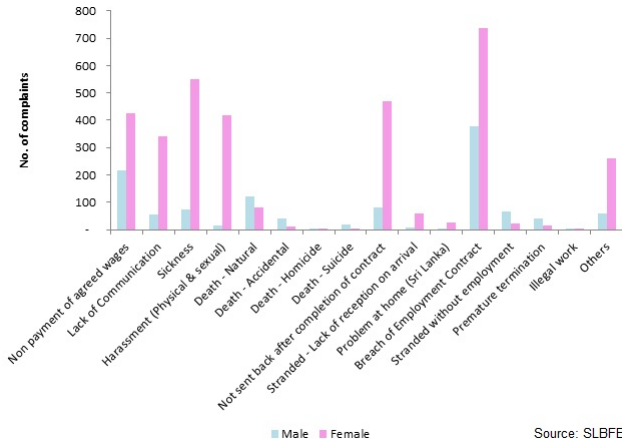
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Nature of Complaints Received by Gender - 2017



Source: SLBFE

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Departure

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Gender (Relative)

Gender (Absolute)

FDW

6 Complaints

Directives & Practices

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Migration Directives & Practices with Gender Implications

- ▶ Zero chargeable recruitment fees for FDW
- ▶ Upfront incentive payments for FDW
- ▶ Family Background Report

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Recruitment Fees & Incentives



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Zero Chargeable Recruitment Fees & Incentives to FDW

- ▶ SLBFE stipulates max. chargeable recruitment fees
- ▶ Given that employers pay entire recruitment cost (+ travel) of FDW to MW zero recruitment fee
- ▶ To attract females into FDW in the ME an upfront incentive is paid.

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+ Gender Implications

Zero Chargeable & Incentives

- ▶ When mig is a calculated family decision, adjusted gender roles are more readily accepted by men and women.
- ▶ Greater income earned by migrating women ⇒ empowerment
- ▶ Very calculated decisions of escape in the face of domestic violence and abuse
- ▶ *In some cases* husbands have accepted the position of secondary income earner and prioritized the role of homemaker and caregiver
- ▶ Children were uncomfortable with changed parental/gender roles
 - ▶ although children viewed the role changes in case of fathers as more positive than negative

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- Gender Implications

Zero Chargeable & Incentives

- ▶ Fuels impulsive migration decisions
- ▶ Older women entrusted with child care and household responsibility
 - ▶ neglecting their own health and well-being
- ▶ Female children entrusted with cooking, cleaning, and childcare
 - ▶ deprived of their childhood
- ▶ Except for husbands, other older male relatives/ male children rarely take on additional responsibilities
- ▶ Gap between male/female roles remains
- ▶ Male role in the household often remains unchanged

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- Gender Implications

Zero Chargeable & Incentives

- ▶ Absence of a recruitment cost and provision of upfront incentives affects men differently
- ▶ Husbands more likely to force wives, who are otherwise not motivated, to migrate for employment
- ▶ For employers : the combination uncertainty and upfront investment may limit the workers freedom and human rights.

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Family Background Report



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Family Background Report (FBR)

- ▶ What is the FBR ?
- ▶ Latest news: Cabinet Paper to Cancel FBR Requirement was rejected
- ▶ President has made observations

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FBR and Gender

- ▶ Singles out women
- ▶ Restrictions are inconsistent with women's freedom of movement and freedom of employment enshrined in international human rights conventions
- ▶ Relegates older women to less productive activities in their productive years
 - ▶ The initial FBR requirement in 2013 introduced an upper age limit of 55 years for female domestic work abroad.
- ▶ Negates many benefits of easier migration of the zero chargeable policy

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Global Compact for Migration



Global Compact
FOR **Migration**

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Gender in GCM : Gender-responsiveness

one of the 10 guiding principals

- ▶ “The Global Compact ensures that the human rights of women, men, girls and boys are respected at all stages of migration,
- ▶ that their specific needs are properly understood and addressed and that they are empowered as agents of change.
- ▶ It mainstreams a gender perspective and promotes gender equality and the empowerment of all women and girls, recognizing their independence, agency and leadership
- ▶ in order to move away from addressing migrant women primarily through a lens of victimhood”

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GCM's 23 Objectives

Gender emerges from many objectives :

- ▶ 1: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies
- ▶ 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work
- ▶ 7: Address and reduce vulnerabilities in migration
- ▶ 14: Enhance consular protection, assistance and cooperation throughout the migration cycle
- ▶ 16: Empower migrants and societies to realize full inclusion and social cohesion
- ▶ 17: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration

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GCM & SL

- ▶ GCM is the first-ever UN global agreement on a common approach to international migration
- ▶ GCM offers a global commitment on migration governance & to make migration gender responsive
- ▶ SL government conducted a National Consultation on GCM in August 2017 and sent inputs during GCM's Consultations phase
- ▶ SL supports GCM

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Opportunities for GCM in SL

Reconsider Rejection of Cabinet Paper to Cancel FBR requirement for female migration

- ▶ Objective 1 : Evidence-based ?
- ▶ Objective 6 : Facilitate fair and ethical recruitment ?
- ▶ Objective 7 : Reduce vulnerabilities in migration ?
- ▶ Objective 16 : Empower migrants ?
- ▶ Objective 17 : Eliminate all forms of discrimination ?

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