

Sector Plan: Foreign Employment

Lead Ministry: Ministry of Foreign Employment

Other Ministries/ Agencies: MoFA, SLBFE, MWCA, MoH-FHB, CSOs, INGOs, UN agencies

Chairperson of Sector: Secretary, Ministry of Foreign Employment

Time Frame: 2016 -2020

Budget: Rs. Mn. 12.0

Foreign Employment Sector Plan	
Objectives	<ol style="list-style-type: none">1. Uphold the contribution of migrant workers to the Sri Lanka economy and change negative public attitudes towards migrant workers.2. Build capacity of relevant government staff and selected agency staff on gender and SGBV to support migrant workers to overcome SGBV.3. Empower migrant workers to prevent SGBV and promote positive relations within families and communities.4. Improve on service delivery and accessibility by survivors of SGBV and do referrals.5. Build a resource base on migration and issues of SGBV through data collection and research for policy and programme input.

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Implementing Agency/ Donor	Prioritized Activities	Newly proposed
<p>Focus Area 1:</p> <p>Positive Image building</p>	<p>1.1 Change public perspectives on migrant workers especially on female migrant workers</p> <p>1.2 Advocate with media to promote positive images of migrant workers and denounce SGBV against them</p>	<p>1.1 - 1.2</p> <p>Society attitude on migrant workers is changed and migrant workers are up held as positive contributors to the economy of Sri Lanka</p>	<p>1.1.1 Awareness raising on the positive contribution of migrant workers</p> <p>1.1.2 Awareness raising on the social responsibility of helping to bring up children of migrant workers</p> <p>1.2.1 Mass media campaigns/ tele-dramas on migration and the contribution of women in economic development</p> <p>1.2.2 Interview key personnel and develop champions to build positive image of migrant women</p>	<p># of awareness programmes with civil societies, public and private sector officers, foreign employment agents & sub agents in provincial & district level</p> <p># of awareness programmes for school children, school teachers, principals, Grama Niladharies and midwives</p> <p># of street dramas in districts with high migrant population</p> <p># of Awareness programmes for general public through media</p> <p># of identified successful migrant workers and</p>	<p>MoFE</p> <p>SLBFE</p> <p>PREDO</p>	<p>Technical support required</p> <p>Link with PREDO in Nuwareliya (Funds required)</p> <p>Press release</p>	

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			<p>1.2.3 Promote and mobilize the diaspora support for migrant women in addressing SGBV in host countries</p> <p>1.2.4 Strengthen and set up SOP of the media unit of SLBFE and to screen cases and disseminate factual information</p>	<p>families introduced through media</p> <p># of documentary programmes</p> <p># of Interviews with key persons</p> <p># of Interviews with staff attached to the labour section in foreign missions</p> <p># of interviews with migrant returnees</p> <p># of Knowledge Sharing programmes between SLBFE & media</p> <p>Standard Operative Procedure of media unit of SLBFE</p> <p># of training & equipment to the media unit in SLBFE</p>	<p>Media institutions</p> <p>MoPRMM</p> <p>MoFE</p> <p>SLBFE</p>		

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				# of programmes on migrant families telecasted through media			
Focus Area 2: Capacity Building	2.1 Capacitate the missions and SLFEB officials/ Development Officers (DOs) on helping migrant workers to overcome situations of SGBV	2.1 - 2.2 Migrant workers are effectively supported to redress issues of SGBV both in the host country and upon return	2.1.1 Awareness raising on gender and SGBV to relevant Development Officers (DOs), mission staff, Sahana Piyasa staff, FEB Airport officials and other officials of SLBFE 2.1.2 Link with MWCA for training of divisional level staff / DOs on Gender and SGBV awareness 2.1.3 Include a module on engaging men in addressing SGBV into the training curriculum	# of pre-departure training programmes for diplomatic mission and SLBFE staff on gender and SGBV # of awareness programmes for DOs attached to the MoFE, MWCA and GS officers in divisional secretariats on gender and SGBV Module on engaging men # of awareness raising programmes	MOFE ILO Helvitas ILO	ILO is undertaking this activity 6 training modules are being developed by ILO & Helvitas. Engage MFE cadre & SLBFE with the district level programmes 2.1.2. addressed under 2.1.1 SLFEB will develop module using in-house expert	

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	2.2 Awareness on gender and SGBV to the licensed agencies		2.2.1 Identify licence agencies of SLBFE and build their capacity on gender and SGBV awareness through training	# of awareness programmes for licence Agencies staff	SLBFE IMO	Include a module through in-house expertise Code of Conduct is existing IMO is developing a mechanism to implement t this and a training curriculum for recruitment agencies	
Focus Area 3: Empowerment of migrant returnees	3.1 Upgrading social and economic skills of returnees to prevent GBV	3.1 - 3.2 Migrant returnees are empowered through social, economic and psychological programmes to prevent SGBV within family and within community	3.1.1 Facilitate psychosocial counselling to help migrant returnees to adjust to the family and local environment	# media publication, booklets on SGBV # of awareness programmes for men in migrant families by DOs, WDOs/ CSOs # of awareness programmes for males in migrant families	MFE SLBFE ILO	Hoping to take this forward and initiate a discussion to be implemented after modules are developed & training will commence thereafter	

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			<p>3.1.2 Make available RPL, vocational training, low interest loans systems, skill upgrading, for economic empowerment of returnees</p> <p>3.1.3 Promote local employment through companies/ private sector collaboration</p> <p>3.1.4 Explore the Happy family model to be promoted through health sector collaboration/ FHB and through DS level officers</p> <p>3.1.5 Promote community discussions/ experience sharing/ vigilance on SGBV among migrant families through CSOs</p>	<p># of awareness programmes on reintegration to the family</p> <p># of counselling programmes</p> <p>Awareness programmes on self-employment opportunities</p> <p># of counselling programmes on reintegration</p> <p># of awareness programmes for migrant returnees with regard to the self-employment opportunities with the support of small enterprises development department</p> <p># of micro finance institutions & loan schemes introduced for their future</p>	<p>SLFEB</p> <p>SLBFE</p> <p>ILO</p>	<p>Commencing program with RPL, BOC and NSB.</p> <p>Money has already been deposited by SLFEB</p> <p>Commenced data bank</p> <p>Initiate discussion with private sector companies etc,, through the SLBFE unit Social Reintegration Unit</p> <p>District resource directories are being developed using 5 districts</p> <p>Initiate discussion on Happy Family model</p> <p>Link with Divineguma for delivery</p>	

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	3.2 Empower men to accept change of roles and accommodate changing situation		<p>3.2.1 Promote the positive images of male role models in parenting through state agencies PHM, WDOs/ CSOs</p> <p>3.2.2 Facilitate community dialogues on coping mechanisms of males in parenting</p>	<p>employment or business purposes</p> <p># of local companies introduced to the migrant workers for their future vocational needs</p> <p># of job fairs to aim migrant returnees</p> <p># of field visits by DOs to the migrant families.</p> <p># of community discussions, experience sharing programmes on SGBV</p> <p># of programmes conducted</p> <p># of SGBV situations resolved in migrant families resettled</p> <p># of community discussions</p>	<p>MFE</p> <p>SLBFE</p> <p>Divineguma</p> <p>FHB</p> <p>ILO & Helvitas</p> <p>MFE</p> <p>SLBFE</p>	<p>Link this to modules being developed by SLBFE with ILO support</p> <p>3.1.5 after 3.1.4 is implemented</p> <p>Undertaken through the family day. Review activities undertaken on this day and include this aspect as well</p> <p>Commence with 3.1.5 in 2018</p>	

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				# of programmes conducted # of awareness programmes for empowering men Number of participants # community dialogues			
Focus Area 4: Service delivery to SGBV survivors in host and home countries	4.1 Facilitate service delivery to survivors of SGBV	4.1 - 4.2 Migrant workers have easy access to services to redress SGBV issues both in host and home countries	4.1.1 Revise the manual of procedures for diplomatic officers in labour divisions and check for gender sensitivity and incorporate a section on SGBV redress 4.1.2 Brief session included in the orientation of the officers going for foreign assignments on the provisions and laws of the host country to support SGBV survivors	# of awareness programmes on SGBV to officers before leaving to the host country # of media publications, booklets on SGBV # of cases reported to the relevant authorities	MFE SLBFE ILO	Revision to be scheduled in 2017 (under 2.1.1) Need technical support. Complete the manual and then take this forward. 2018	

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	4.2 Effective service delivery to SGBV survivors among migrant		<p>4.1.3 Inventorize the mechanisms/agencies/ organization to support the SGBV survivors and establish links</p> <p>4.1.4 Make referrals in each of the host country and maintain data (and also include facilities for legal aid</p> <p>4.1.5 Facilitate diplomatic missions in labour receiving countries to form a panel of lawyers and secure legal assistance financed through SLBFE assistance</p> <p>4.2.1 Follow up and referrals to the health sector/ other agencies after the initial psycho-social support/ treatment at the Sahana Piyasa</p>	<p># of worker complains reported to the missions</p> <p># of awareness programmes on SGBV redress for troubled victims</p> <p>Database on services for the SGBV survivors</p> <p># of organizations identified for support to the SGBV survivors in host country</p> <p>Established panel of lawyers in missions</p> <p># of community organizations/ NGOs in several countries which facilitate legal assistance for SGBV survivors</p>	<p>MFE</p> <p>SLBFE</p> <p>FHB</p>	<p>2018</p> <p>2018</p> <p>Initiate discussion to take this forward (add to Dos psycho social service)</p>	

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	workers in home country		<p>4.2.2 Form a task force at the MoFE to address specific incidents of SGBV of migrant workers</p> <p>4.2.3 Periodic reporting of task force to NACLM</p> <p>4.2.4 Review and revise the special mediation board and the complaint mechanism within SLBFE to make it effective</p> <p>4.2.5 In contract extension - the mission to request the sponsor to facilitate the migrant workers to talk to mission officials/ or screen for any occurrence of SGBV or harassment</p>	<p># Requests for contract extension by migrant workers who come to the mission</p> <p>Links established with MoH</p> <p># of referrals done</p> <p>Task force at MoFE</p> <p>Established mechanism for complaint handling</p> <p>Identified appropriate programme for contract extension of migrant</p> <p>Established Special mediation board</p>	MFE SLBFE	<p>Ministry and SLBFE to appoint a task force</p> <p>Once task force is setup</p>	

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	<p>workers and family members</p> <p>5.2 Strengthen the information and data recording system on SGBV and migration under SLBFE MIS programme</p>	<p>5.2 Social profiles for each migrant family created and regularly update by DOs attached to the MoFE</p>	<p>5.1.3 Link with international resource centres</p> <p>5.1.4 Coordinate with other ministries, specifically with MWCA to include migrant family and children in the vulnerability studies.</p> <p>5.2.1 Review the ongoing collection of family social profiles and strengthen the methodology and database</p> <p>5.2.2 Train and capacitate the officers developing family social profiles and facilitate information collection.</p>	<p># of links with international information/ research bases</p> <p>Social profile for each migrant family and updated by DOs attached to the MoFE</p> <p># of capacity building programmes for development officers on creating social profiles and information collection</p>	<p>CSOs/ INGOs</p> <p>MoFE</p> <p>SLBFE</p> <p>MWCA (DPCCS, NCPA, Children's Secretariat)</p>	<p>Initiated - MFE is undertaking this at present. (Just commenced)</p> <p>Format is being discussed</p>	

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			<p>5.2.3 Strengthen the existing points of data collection on migrant workers to record data on SGBV</p> <p>5.2.4 Management and inclusion of SGBV data in SLBFE MIS</p> <p>5.2.5 Trend analysis on a scientific basis on the status of SGBV among migrant workers and use as input to policy and programme formulation</p>	<p>New data collecting software & data collection formats.</p> <p>Analyzed data on SGBV shared with # of relevant authorities for formulation of national policies.</p> <p># of data collecting points identified and strengthened</p> <p># of study reports</p> <p># inputs to policies/ programmes</p>	<p>exMoSEW</p> <p>CSOs, INGOs</p>		