

FINAL GRANT REPORT



Project Title: **Empowering Women Workers Against Human and Labor Trafficking**
Grant 2018

Name of Grantee: **Community Development Services**
Donor: **Columbus Foundation: MGF Touch Foundation Fund**

Grant Amount: **US\$12,500.00**
Grant Period: **December 1, 2018 to November 30, 2019**

Grantee FY End: **March 31**

Final Report Due Date: December 31, 2019

****Please submit this report to your local Give2Asia representative.****

Date of this Report: [31.12.2019](#)

The separate bank account or general ledger (circle one) used solely for Give2Asia funds had a balance of **0** (USD) on [12.31.2019](#) (mm/dd/yyyy).

*****If there are funds remaining or unspent, immediately contact your Give2Asia representative, DO NOT proceed to fill out this report.*****

Did your organization comply with the terms of the Grant Agreement during this project?

Yes No

If no, please explain:

Please list any other funders who supported this project.

Funders	Amount
IOM	650 USD Has been requested for trafficking victims

NARRATIVE & FINANCIAL REPORT

Project Title: Empowering Women Workers Against Human and Labor Trafficking Grant 2018
Name of Grantee: Community Development Services (CDS)
Donor: Columbus Foundation: MGF Touch Foundation Fund
Grant Amount: US\$12,500.00
Grant Period: December 1, 2018 to November 30, 2019
Grantee FY End: March 31

Date of this Report: 31.12.19

I. Final Narrative Report

A. Project Implementation

1. Please describe the project activities. Include as many details as possible (e.g. number and schedule of activities, who participated, specific topics discussed, etc.).

Introduction

This project looked at two vital sectors of employment for women. The two sectors are the finished garment manufacturing sector and the low/semi-skilled labour migration sector including domestic work into the Gulf corridor. Both sectors violate decent recruitment and labour standards. Seeking profits at any cost, recruiters operate through intermediaries who are also agents of large-scale trafficking rings.

Sri Lanka is hard pressed to maintain FDI and foreign reserves thresholds and minimize borrowing, must have export strategies to bring in foreign exchange. The apparel sector and female labour migration sector have no shortage of labour. Gender sensitivity in these sectors, rights protection and security of labour have not been fully recognised and respected by the authorities.

Factors contributing to human trafficking

- Ethical recruitment standards, regulation and practices violated and not monitored or the mere absence of such policies and practices.
- Intermediaries deployed to recruit women from rural areas using deceiving tactics. In the labour migration sector, women are paid in advance to accept jobs as domestic workers.
- The recruiting industry is very influential and has political patronage.
- Local regulation such as the family background report (FBR) as a mandatory process for women migrant workers has created alternate avenues for migration that sometimes lead to trafficking situations.
- There is no standard contract document for migrant domestic workers. Dual contracts are a common factor in the Gulf countries and contract violations is a trafficking offence.
- Recruitment practices are carried out in very casual ways where worker rights and privileges are hardly discussed.

- Labour outsourcing and recruitment through private sources have no guarantees of worker safeguards.
- The apparel manufacturing sector is known to recruit workers who understand very little about labour laws.

Other psychological factors that contribute to human and labour trafficking are sexual harassment, sexual rape and sexual violence. Forced labour and slavery. Poor hygiene conditions that lead to disease. Dangerous working environments and poor occupational health and safety standards. Unwanted pregnancies, contracting STDs including HIV and non-clinical and unsafe abortions. Chronic psychosocial conditions, loss of family, protection and care.

1) Setting up of ground mobilization teams

CDS initially visited the two Divisional Secretariats of Katana and Biyagama to meet with the Divisional Secretaries to get their support and permission for the project. These two DS were especially selected as they were near the two Free Trade Zones of Katunayake and Biyagama. The Divisional Secretaries were very supportive in both DS Divisions and acknowledged that awareness on Human Trafficking was very poor among the communities as well as government officers. Both Divisional Secretariats requested more programs for their GN level officers namely the Grama Niladari's stating that they are the ones who are the first contact point for villagers when in trouble.

2) Desk review of laws relating to human trafficking

CDS then conducted a desk review of human trafficking laws in Sri Lanka, of the apparel sector and its labour laws and on the migrant labour market in relation to labour trafficking. This was done through scrutinizing available documents from printed documents, websites, research reports etc. This knowledge was then used for the development of the projects IEC materials and training slides.

3) Developing campaign material

Campaign material consisting of leaflets, referral cards, a poster and training slides were developed with messages on human trafficking. The leaflets and referral cards were distributed among the communities and government officers who attended the workshops. The posters were displayed in the Divisional Secretariats of Biyagama, Katana and Habaraduwa and in 182 Grama Niladari and Economic Development officers' workplace premises in these areas.

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Referral card

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FOR A BETTER LIFE
CDS

Trafficking leaflet

4) Setting up anti trafficking desk

CDS set up an anti- trafficking desk with a trained staff member to provide required services and support for any victims of trafficking or anyone who needed safe migration information. In order to provide a more efficient service CDS met up with the anti-trafficking unit of the Sri Lanka Bureau of Foreign Employment and created links with the authorities for future referrals of any identified cases. CDS also formed strong links with the International Organization for Migration (IOM) and they also instructed CDS to send any cases of human trafficking to them for guidance and assistance.

During the project period CDS assisted three Victims of human trafficking. Through the MGF Touch Foundation grant CDS helped two victims. Following is a summary of their cases and how they were assisted

Case 1 – Praveena

Praveena from the Kurunegala District had faced severe trauma before migration being trafficked by her husband into the sex industry in Sri Lanka and thereafter trafficked in her labour migration experience. She was promised a job as a domestic worker in Dubai by a sub agent but was sent to Oman through Dubai. She traveled on a visit visa. She was then taken to an agency and sold to 21 different houses and was not paid her salary.

Assistance provided

Through the MGF Touch Foundation grant Praveena's son was provided with all the necessary school books, stationery items, lunch box, bottle and school bag for his new term. Through our partner organization Center for Human Rights and Community Development (CHRC) in Kurunegala CDS supported Praveena to channel and see a psychiatric doctor. She was then referred to the Family Rehabilitation Center for counselling support by CHRC. CDS also linked Praveena to IOM for further support for her counselling and self- employment needs.



Case 2 – Fazna

On 28th of November 2016, Fazna had migrated to Saudi Arabia as a babysitter. However, upon arrival they had told her to take care of a sick adult who weighed over 150 Kilograms. After working for 3-4 months she had fallen ill, when she notified the employer about her condition they had not provided her with any treatment but just sent her to another house. In the new house the employers, treated her well in the first few months however, after 3-4 months they had started to ill-treat her and not allowed her to communicate with her family; furthermore, they have not given her proper food to eat and in some occasions they had locked her in the house and left only to return after a sizeable number of days.

Due to the highly cold weather in the winter months she had fallen ill, but they had not provided her with medicine or warm clothing. Once in a while the employer provided her with a portion of her salary and told her to take care of her medical expenses and send some money back to her family as well. When she asked for the balance salary the employer would threaten and scold her and in some occasions had even assaulted her.

However, she was able to contact her family and tell them about her situation and they had informed the embassy and paved the way for her to safely return home. While she prepared to leave the employer had not given the balance salary he owed her.

Assistance provided

Through the MGF Touch Foundation grant Fazna's three children were provided with school books, stationery, school bags and shoes for the new school term. Her case has also been sent to IOM requesting for a grant for her self-employment as she wanted a sewing machine to earn an income from home. This request has been granted.



5) Knowledge and advocacy meetings

CDS conducted two half day workshops for 67 local level government officers consisting of Grama Niladari Officers, Child Protection Officers, Youth Services Officers, Skills Development Officers, Human Resource Development Officers, Development officers and community leaders on prevention of human trafficking. These were conducted in the Biyagama and Katana DS. The programs were organized with the help and support of the Development Officers of Foreign Employment (DOFE's) attached to the DS office.

While the training sessions were conducted by CDS resource persons for the session on laws relating to human trafficking Ms. Chaturika Akurugoda a lawyer was invited for the Biyagama program and Ms. Kahathuduwa from the SLBFE anti trafficking unit was invited for the Katana program.

Following is a summary of the workshop attendees

Date	Place	Number of government officers	Number of community leaders	Total
13.05.19	Biyagama Divisional Secretariat auditorium	23	18	41
26.06.19	Katana Divisional Secretariat auditorium	18	08	26

The training curriculum

The training curriculum was developed with a focus on trafficking which occurs during migration for employment. The sessions were interactive in nature and followed a participatory approach.

Session	Objective	Methodology
Introduction to human trafficking	<p>For participants to get a broad overview of internal and external trafficking.</p> <p>To understand the different forms of human trafficking (Forced labour, forced sexual exploitation, organ removal, child trafficking etc)</p> <p>To understand the difference between human trafficking and human smuggling</p>	<p>Documentary drama on human trafficking</p> <p>Power point slides and discussion</p>
Case studies	<ul style="list-style-type: none"> For participants to identify which scenarios are human trafficking To identify the three mandatory elements of human trafficking To identify referral points. 	<p>Participants split into three groups and given different case studies. Participants present and discuss how each case is a trafficking case or not.</p>
Identifying indicators	<p>For participants to clearly identify what are the indicators of human trafficking namely:</p> <ul style="list-style-type: none"> Indicators of forced labor Indicators of controlling victims Indicators of sexual exploitation 	<p>Participants split into three groups to identify indicators, present to larger group and discuss.</p>
Migration and human trafficking	<p>Participants to understand in what instances labor migrants can become victims of human trafficking.</p>	<p>Power point presentation and discussion</p>

International, Regional and Local laws	Participants to gain a better understanding about the laws relating to human Trafficking namely the Palermo Protocol, SAARC convention and Section 360 (C) of the Penal code of Sri Lanka which criminalizes labor and sex trafficking.	Presentation and discussion
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Challenges

- The workshops carried out for government officers at the DS level were not part of the government agenda. Hence, many officers were attending to their daily routine as well as participating in the workshops.

Achievements

- The 9 GN officers who attended the training program in the Biyagama DS requested for all their 29 GN officers to be educated on human trafficking.
- The community leaders who attended the training from the Biyagama and Katana DS office showed an enthusiasm to educate their villagers about human trafficking and refer any trafficking related cases to CDS.

Lessons learned

- When conducting programs for government officers it is best to avoid their office days as they would need to attend to work responsibilities and not be able to attend fully for the workshop.
- Although CDS received the approval for these programs from the highest authorities being the Divisional Secretaries of the Katana and Biyagama Divisional Secretariats some government officers did not show a keen enthusiasm and drive to disseminate this information and follow up at the community level and refer any cases.

Pre and post test

Results of the Biyagama workshop participants

The pretest revealed that 50% of participants had answered the questions correctly whereas, in the post-test 84% had answered the questions correctly. Therefore, there has been an increase of knowledge by 34% after the training.

Results of the Katana workshop participants

The pretest revealed that 68.7% of participants had answered the questions correctly whereas, in the post-test 87% had answered the questions correctly. Therefore, there has been an increase of knowledge by 21% after the training.

Participant's comments

‘As an officer who works at the village level I learned what human trafficking is and how to prevent people becoming a victim of human trafficking. I also learned the legal framework’

‘I clearly learned what is human trafficking today. As a community leader I can give this knowledge to different committees, civil protection units and villagers’

‘As a Development officer of Foreign Employment this knowledge is very useful for me as many women come to me to get their family background report approved before migration’

‘While working in the field we get to know about these situations often. Now we know how to give the correct guidance and advice to such people.’

‘As a development officer I learned the difference between human trafficking and human smuggling. I also learned how human trafficking takes place in Sri Lanka. The training has really helped me in my field of work as I meet with village

‘As a Grama Niladari officer a lot of migrants come to meet me for information and advice before their migration therefore this knowledge is very useful’

Some pictures from the government officers trainings



Capacity building to the targeted communities

CDS completed a total of 09 workshops to 259 potential female migrant workers and free trade zone factory workers during the project period. Below is a summary of the workshops conducted: Of the 9 workshops, 7 workshops were conducted for potential female migrant workers while 2 workshops were for free trade zone factory workers.

No	Date	Workshop Locations	Target group	Number of participants
1	15.05.19	Biyagama Divisional Secretariat auditorium, Gampaha	Potential female migrant workers	22
2	12.07.19	Aswali Estate Community Hall, Horana	Potential female migrant workers	27
3	13.08.19	Biyagama, Jabaraliya , Migrants house Gampaha	Potential female migrant workers and community members	30
4	02.09.19	Minuwangoda Divisional Secretariat Gampaha	Potential female migrant workers	22
5	05.09.19	Dompe Divisional Secretariat Gampaha	Potential female migrant workers	20
6	08.10.19	Milleniya Divisional Secretariat Horana	Potential female migrant workers	23
7	07.11.19	Dompe Divisional Secretariat, Gampaha	Potential female migrant workers	27
8	24.11.19	Peragashandiya Community Hall, Biyagama	Free Trade Zone Factory workers	40
9	17.11.19	Katunayake, Halgasthota, Commercial and Industrial Workers Union office	Free Trade Zone Factory workers	48

The training curriculum was the same as the one used for the government officers. However, the session on the law was made more simplified to enable participants to better understand the workshop content.

Achievements

- A total of 259 community members consisting of 171 prospective migrants and 88 FTZ factory workers have been empowered with knowledge on human trafficking.
- Participants had stated in the evaluation that the training methodology was very good and easy to understand with real life examples. They also stated that they can educate others.
- Through the anti-trafficking desk CDS was able to identify and support three victims of human trafficking.

Challenges

- Although CDS attempted to organize two workshops in the Biyagama and Koggala Free Trade Zones through the Board of Investment (BOI) they were reluctant to give permission for this type of topic and therefore CDS had to reach out to FTZ factory workers outside the zone on their off day which was Sunday.
- The travel allowance of Rs 200 was inadequate to convince FTZ workers to attend programs as they work on weekends as well earning Rs 1000 – Rs 1500.
- As FTZ workers only have an off day on Sunday some were reluctant to attend the program.
- CDS could only conduct two workshops targeted at FTZ workers due to the above mentioned reasons although the planned number of workshops was 5.
- During the project period CDS has identified several victims of human trafficking however the grant amount allocated in this project was not adequate to help them with their multitude of needs.

Lessons learned

- Many of the participants had not heard about human trafficking before.
- Many of the participants did not know the importance of registering with the Sri Lanka Bureau of Foreign Employment and how to find a registered agency before migrating.
- In order to ensure FTZ workers attend the programs the travel allowance should be increased to at least Rs 1000.
- The participants really appreciated the video documentary on human trafficking played at the start of the workshop and also the participatory manner in which the workshop was conducted.
- Victims of human trafficking will benefit immensely if there are grants to support them in their economic and psycho social recovery.
- Helping a victim of human trafficking to access justice has become increasingly challenging as the legal system is slow and complicated. It is even harder for a migrant returnee as the perpetrator most often is in the host country. Therefore there should be a separate independent institution to help migrants to access justice.

Participants Comments

‘I learned the difference between human trafficking and human smuggling today, I also learned how trafficking occurs and how to protect myself from human

‘It is good if you can educate men too as they also become victims of human trafficking. Furthermore I feel estate sector children should be educated through schools’

‘Although I have been abroad I have never been to a program such as this one. Now I know what to do in case I fall into trouble and

‘I would like to thank CDS for teaching us on how to legally and safely migrate for employment.’

‘We go abroad not knowing the various risks. This program taught us all the troubles we may face’

‘The workshop was conducted from the beginning till the end in a manner that touched our hearts’

‘I really liked the video shown on human trafficking. Because you explained the concept after showing the video it became clearer to us’

Some Community workshop pictures of prospective migrants

Biyagama workshop for prospective women migrants 15.05.19



Aswali estate workshop for prospective estate sector migrants 12.07.19



Milleniya Divisional Secretariat workshop for prospective migrant women 08.10.19



Some Community workshop pictures of Free Trade Zone factory workers

24.11.19 Workshop conducted in Biyagama



17.11.19 Workshop conducted in Katunayake



2. If actual project activities differed from the activities described in the proposal, please explain why.

- Although CDS had envisioned developing a compliance framework for the apparel industry by way of a plaque to be displayed in FTZ factories pledging that they would protect the dignity and human rights of their workers it was found through our CBO and TU partners that placing such a plaque in FTZ factories was not possible due to their strict regulations.
- While implementing the project it was a challenge to get Free Trade Zone factory workers to attend the workshops as their only free day is Sunday and most go to work in small man power companies earning around Rs 1000 per day. Furthermore, BOI companies do not like to release their workers during their working day. Many BOI companies also refused to give permission to conduct this type of topic to their factory workers. The project had allocated only Rs.200.00 for a workshop participant as a travel allowance in their localities. However, because factory workers engage in work and earn up to Rs.1000 during their holiday, it was difficult to enlist them into the workshops. Therefore, out of the 5 workshops targeted for FTZ factory workers CDS conducted only 2 for FTZ workers paying them a travel allowance of Rs 1000. The funds which remained as a result of conducting 2 instead of 5 workshops was utilized to conduct 2 x-tra workshops for potential female migrant workers.
- CDS had Rs 29,000 remaining under 'helping victims of human trafficking' budget line. During the project period CDS had identified several victims of human trafficking however this grant amount was not adequate to help them with their multitude of needs and therefore CDS assisted them with a grant from IOM. However, two victims desperately needed some assistance for their school going children in the form of school stationery, books and uniforms and CDS utilized this money to assist the children of two trafficking victims.

B. Project Outcomes & Impact

1. Please describe your progress in achieving the purpose of the grant. What were the major achievements of this project?

- 259 members from the target group of Free Trade Zone factory workers and prospective migrant workers were empowered with knowledge on Human Trafficking to prevent them from becoming victims.
- 67 local level government officers and community leaders have been empowered with knowledge on human trafficking to disseminate to others.
- CDS identified and assisted 3 victims of human trafficking during the project period.
- CDS has formed strong links with National and local level government officers, CSO's and INGO's to assist victims of human trafficking in the future.

2. Please compare your actual project achievements to the specific goal(s) and outcomes described in your proposal. Please explain any differences or variance.

Specific goals & outcome in proposal	Actual project achievement	Difference or variance
<p>Understanding country laws in relation to international protocols and conventions in human trafficking and trafficking in relation to labour migration.</p> <p>Understanding of the apparel sector labour market and the rights of workers by engaging with civil society and trade union organisations working in the sector.</p>	<p>CDS conducted desk reviews to collect this data. During the project period CDS also attended a ToT program conducted by IOM on Human trafficking and learned about the national and international laws in relation to human trafficking. Through linking with Trade unions working in the free trade zones CDS was able to identify the ground situation and challenges faced by FTZ workers.</p>	
<p>Development of training and knowledge tools to the different multisectoral and stakeholder communities.</p>	<p>Through the desk research and with IOM's technical assistance and CDS ground experience CDS developed several IEC material consisting of a trafficking leaflet, referral card, poster and training slides for the different stakeholder communities.</p>	
<p>Setting up anti trafficking vigilante groups in and near free trade zone areas by local women's groups.</p>	<p>CDS trained 26 women leaders from the Biyagama and Katunayake free trade zone areas. Although these women's groups showed great enthusiasm during the training workshops we did not receive any inquiries or identification of potential victims through them. When inquiring from them it was revealed that they don't have recognition in the community and some fear traffickers.</p>	
<p>Setting up of a center in Colombo that will address trafficking issues with the relevant authorities.</p>	<p>CDS set up an anti- trafficking desk with a trained staff member to provide required services and support for any victims of trafficking or anyone who needed safe migration information. In order to provide a more efficient service CDS met up with the anti-trafficking unit of the Sri Lanka Bureau of Foreign Employment and created links with the authorities for future referrals of any identified cases. CDS also formed strong links with the International Organization for Migration (IOM) and they also instructed CDS to</p>	

	send any cases of human trafficking to them for guidance and assistance.	
<p>Total beneficiaries to be reached by the project</p> <p>Government officers in the Divisional Secretariats & Community Women leaders – 60</p> <p>Migrant domestic worker aspirants – 150</p> <p>Free Trade Zone Factory workers -200</p> <p>Total 410</p>	<p>Total beneficiaries reached</p> <p>Government officers in the Divisional Secretariats & Community Women leaders - 67</p> <p>Migrant domestic worker aspirants - 171</p> <p>Free Trade Zone Factory workers - 88</p> <p>Total 326</p>	<p>The target for Government officers & community women leaders & migrant domestic worker aspirants have been reached however the number of FTZ workers reached is less due to not being able to conduct all 5 workshops</p>

3. Why was this project important? What was the impact?

- The project was able to sensitize and educate local level government officers, women leaders and potential migrants and free trade zone factory workers on Human Trafficking to prevent them becoming victims or to disseminate the information. It helped to generate interest and discussion among multi sectoral and stakeholders on the human and labour trafficking that is arising from labour migration and recruitment in these two industries.
- CDS gained ground level experience by working with communities to advocate with the state authorities. CDS was invited for the civil society consultation contributing to the National Strategic Action Plan to Monitor and Combat Human Trafficking (2020-2024) and gave recommendations based on our ground experience to the National Anti-human Trafficking Task Force.
- CDS also developed knowledge tools that are relevant for dissemination among relevant authorities and the affected community and especially among the primary beneficiaries. Development Officers of Foreign Employment have also requested the training slides developed by CDS for their training programs.
- The project was able to help and assist three victims of human trafficking and to change their lives for the better.
- CDS formed a strong link with a DOFE in Galle who has shown a keen interest to refer victims of human trafficking for assistance.

4. Please attach success stories, letters, or reports from beneficiaries, where possible. Photos, DVDs, copies of news articles, and other materials are also welcomed.

C. Lessons Learned

1. What have you learned through this project?
 - Free trade zone factory workers are a hard to reach group. They cannot be accessed through the BOI companies in the FTZ zones as factories are sensitive to this topic as many do violate worker rights. In order to reach them programs should be conducted only on Sundays which is their off day. Furthermore an allowance of Rs 1000 should be provided for them.
 - Although local level government officers have been trained on the subject of human trafficking and posters distributed to be placed in local level GN offices during the project period CDS did not receive any referrals of cases or inquiries. This we see as a lack of enthusiasm by the government authorities to disseminate information or help victims.
 - Victims of human trafficking would greatly benefit from grants to assist them with their psychosocial, medical and economic reintegration. This grant also should be a substantial amount.
 - Human trafficking victims need a support mechanism to access justice as this process is lengthy and complicated. We propose there be a central authority in the government to accept all trafficking complaints and which assist them in this process.

2. What improvements would you make in the future?

- Include capacity building of CSO's on human trafficking and to refer cases to CDS for intervention. They would be best placed to identify and refer cases as they work in the grassroots with the communities.
- Allocate a substantial grant amount to assist victims of human trafficking for their health and economic reintegration.
- Educate Development officers of Foreign Employment (DOFE's) on human trafficking as they are the ones mandated to assist migrants at the local level. Provide them with training material to educate their communities.
- Educating low income youth through National Youth Services councils is also a good strategy to take this message to their peers and also to prevent them becoming victims.

D. Future Plans

What are your future plans for this project? Will the project continue after this Give2Asia grant? CDS has several ongoing projects targeting migrants. In the future too CDS will give priority to migrants when writing project proposals. During these projects CDS will be creating awareness regarding human trafficking to communities and government officers. Since CDS has an IOM grant till 2021 which helps to assist victims of human trafficking any victims CDS identifies through other projects would be assisted through this grant. Therefore although the Give2Asia grant will come to an end our interventions regarding human trafficking especially for the migrant community will continue.

II. Final Financial Report

Using the attached template (see “Give2Asia Financial Report Template 2013.xls”), please provide a financial report of all grant expenses to date.

If you prefer to use your own financial report format, please be sure to include the information requested in the template in sufficient detail for Give2Asia to be able to evaluate your management of the grant to date.

FINAL GRANT REPORT

CERTIFICATION



Project Title: **Empowering Women Workers Against Human and Labor Trafficking Grant 2018**
Name of Grantee: **Community Development Services**
Donor: **Columbus Foundation: MGF Touch Foundation Fund**
Grant Amount: **US\$12,500.00**
Grant Period: **December 1, 2018 to November 30, 2019**
Grantee FY End: **March 31**

Date of Report: **31.12.19**

I certify that the grant funds described in this report have been received and expended as detailed in this narrative report and the attached financial report in accordance with the terms and conditions of the Grant Agreement.

These expenditures are substantiated by documentation in our files.

Signature

A handwritten signature in blue ink that appears to read "Januka Tillakaratne".

Name

Januka Tillakaratne

Title/Position

Program Manager

Date

31.12.19

This signed certification MUST be submitted with any report for Give2Asia.