

# Educating and empowering women migrant worker aspirants and garment factory workers on human trafficking

## Snapshot of assignment

- Nine workshops covering three free trade zones (Katunayake, Biyagama and Koggala), and three districts (Gampaha, Galle and Matara).
- A total of 320 participants. 304 females and 16 males. 111 from free trade zones
- Average age of participant – 40 years
- 60% have had some migration experience
- Two civil society organisations received knowledge on human and labour trafficking.
- 17 Migrant Development Officers assisted in the workshops
- The Southern Zonal Labour Office in the Galle district commended the workshop
- All divisions requested for further knowledge workshops for their staff and communities
- A transformation from almost a zero knowledge to a well comprehended knowledge on human and labour trafficking was achieved in every workshop

Title of the workshop/s		Educating and empowering women migrant worker aspirants and garment factory workers on human trafficking				
Purpose the workshop/s		To provide knowledge and education to prevent becoming a victim of human trafficking				
Date& Place  Present Key actors/stakeholders  Number of participants (m/f)	Workshop #	Date	Place	Present Key actors/stakeholders	Number of participants	
					M	F
	1	04.11.18	Women's leadership & resource center Katunayake	Stand Up Movement Lanka	09	32
	2	18.11.18	Koggala Women's Hostel run by the Southern Zonal Labour Office	Saviya Development Foundation and Southern Zonal Labour Office, Galle	00	43
	3	21.11.18	Kamburupitiya Divisional Secretariat. Matara	District DO Coordinator Matara and DOFE Kamburupitiya DS	00	40
	4	23.11.18	Ambalangoda Divisional Secretariat, Galle	Saviya Development Foundation and DOFE Ambalangoda DS	00	32
	5	26.11.18	Matara Divisional Secretariat, Matara	District DO Coordinator Matara and DOFE Matara DS	00	30
	6	30.11.18	Yabaraluwa Temple, Biyagama	DOFE Biyagama DS office and Yabaraluwa GN	00	23
	7	02.12.18	Yabaraluwa Ananda Junior school, Biyagama	Counselling officer of the Biyagama DS office and Yabaraluwa GN officer	01	36
	8	11.12.18	Katana Divisional Secretariat	District DO Coordinator Gampaha and Katana DS office DOFE	00	37
	9	20.12.18	Sudharmodharamaya Temple, Devinuwara	District DO Coordinator Matara and DOFE's Devinuwara DS office	06	31

Process and sessions of the workshop/s

CDS conducted a total of 9 workshops. A standard knowledge enhancement training tool was developed for all workshops. The primary message delivered in all workshops was the labour trafficking in the recruitment process. The workshop was conducted in a participatory manner. As a pre assessment, at the commencement of each workshop participants were asked if they had heard about human trafficking and if so what it means.

Sessions of the workshop

Session	Content/Methodology	Objective
Broad overview of Human trafficking	Video documentary highlighting a story of a migrant domestic worker. It also highlights internal trafficking, labour and sex trafficking, child trafficking etc	To get a broad understanding about human trafficking and its various aspects.
What is human trafficking?	Taking examples from the video trafficking is explained through a question and answer session.	To gain a deeper technical knowledge on what constitutes human trafficking
Migration and human trafficking	Using power point slides a discussion on the following topics: <ul style="list-style-type: none"> <li>• Examples of how human trafficking occurs when migrating</li> <li>• Factors contributing to human trafficking when migrating</li> <li>• The Kafala sponsorship system</li> <li>• Abuses in relation to labour trafficking</li> </ul>	To get a clear understanding how, why and in what instances they can become victims of trafficking when going abroad for employment
Laws	International and national laws related to human trafficking are briefly discussed	To know that there are laws that exist to protect persons from human and labour trafficking at the national and international level.
Referral points	Places a victim can reach out to for help are explained	To know where to access help
Testing my knowledge	Participants split into groups and different scenarios given to identify which are trafficking and which are not. Presentation and discussion	To internalize what has been taught and to get an understanding regarding what they have learned.

<p>Observations and recommendations/ Successes and challenges</p>	<p><b>Observations</b></p> <ul style="list-style-type: none"> <li>• The workers from the FTZ's had no knowledge about labour laws.</li> <li>• Many of the returnee migrant workers had not read the terms and conditions in their contracts before signing them. Some were not even aware of a contract.</li> <li>• 95% of the FTZ and migrant workers had not heard about Human Trafficking before.</li> <li>• Some of the returnee migrant workers shared their experiences of contract violations and abuse at the workshops.</li> <li>• The comprehension level among many of the participants were low. Therefore, the program should use very simple language when addressing the target group.</li> </ul> <p><b>Successes</b></p> <ul style="list-style-type: none"> <li>• FTZ factory workers are a hard to reach group as usually they don't have much leave and time to attend such workshops. Furthermore, getting garment factory owners to release their staff for 3 hours is not practical. Therefore, the ability to reach 111 FTZ workers was a success.</li> <li>• The two officers who came to observe the program in Koggala from the Southern Zonal Labour Office in Galle commended the program.</li> <li>• The training methodology was appreciated by the participants for its simple and interactive manner and the use of a video docudrama and activities to teach about human trafficking.</li> <li>• Majority of the programs were conducted with the support of government officers such as the District DO Coordinators, DOFE's, counselling officers and GN officers. CDS received requests to conduct more workshops by these officers.</li> <li>• The community groups also requested more programs for others like them hoping to migrate stating that it was very useful for them.</li> </ul> <p><b>Challenges</b></p> <ul style="list-style-type: none"> <li>• For some programs prospective male migrants and FTZ male workers also attended although the program targeted only females.</li> <li>• Both Government and NGO coordinators found it a challenge to round up 50 of the specified target group for programs. Some of the issues being that FTZ factory workers also work on Sundays and some had requested to be paid a travel allowance of Rs 500. Prospective migrant women register at the DS office and once they receive necessary approvals they leave the country for employment therefore gathering a large group was a challenge.</li> <li>• Retaining this kind of audience over a 3 hour period, sometimes is a challenge as not all of them have the same level of comprehension.</li> <li>• Those who had experienced some form of labour trafficking, were not aware that they had been victims.</li> <li>• It is not very clear if victims would want to come forward and report their cases to the authorities for fear of reprisals.</li> </ul> <p><b>Recommendations</b></p> <ul style="list-style-type: none"> <li>• The workshops would be more successful if conducted for smaller groups of around 30 as it enables for better interaction between the trainers and participants. It is also easier to find this number of participants for a workshop.</li> </ul>
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	<ul style="list-style-type: none"><li>• In future workshops it will be good to target low skilled migrant males as well since they too fall victims to human trafficking.</li><li>• The officers from the Southern Zonal Labour Office requested CDS to educate FTZ factory workers on their labour laws as many do not know their rights and factories intentionally keep them ignorant.</li><li>• Including family members of “in service” migrants is also beneficial as they can help their loved ones if they have become victims to human trafficking.</li><li>• Some workshop participants stated that the Sri Lankan embassies do not provide the required services to our migrants who are in distress and therefore for CDS to raise this issue with the relevant authorities.</li><li>• The District DO Coordinator of Gampaha and Matara requested a program to train all their DOFE’s in the district on Human Trafficking.</li></ul>															
Post and Pre-Evaluation	<p style="text-align: center;"><b>Knowledge improvement of participants</b></p> <p>At the commencement of each workshop all participants were asked verbally if they had heard about human trafficking and if so to explain what they knew about human/labour trafficking. This response is what we have used in the pre evaluation. For the post evaluation we have taken the responses from the post evaluation questionnaire where they were asked what they learned about human trafficking which they did not know before.</p> <table><tr><th>Worksh op #</th><th>Pre evaluation</th><th>Post evaluation</th></tr><tr><td>1</td><td>None of the 41 participants had heard the term human trafficking</td><td>Many participants stated that they learned what human trafficking is and how not to get caught to human traffickers, how people are exploited, about child victims of human trafficking and about human smuggling.</td></tr><tr><td>2</td><td>None of the 43 participants had heard the term human trafficking</td><td>Many participants stated that they learned the difference between human trafficking and human smuggling. They also learned how trafficking can occur in migration and how to migrate safely. Many had learned how people become victims of human trafficking and how to prevent becoming a victim. Many also had stated that they learned the institutions they can reach out to for help and support.</td></tr><tr><td>3</td><td>None of the 40 participants had heard the term human trafficking</td><td>Many participants stated that they learned the importance of registering with the SLBFE before migrating and also to check the validity of the agency. They had also learned how children of migrants can especially be vulnerable to being trafficked. They also had learned how traffickers trick them.</td></tr><tr><td>4</td><td>Out of the 32 participants 4 had heard the term human trafficking and stated that it consisted of agencies selling them to different houses and taking their salaries</td><td>Many of the participants had stated that they learned the importance of going through a registered agency. They also learned the importance of ensuring the safety of their children from human traffickers. Many of them had stated that through the case studies discussed they clearly understood to differentiate what constitutes human trafficking and human smuggling.</td></tr></table>	Worksh op #	Pre evaluation	Post evaluation	1	None of the 41 participants had heard the term human trafficking	Many participants stated that they learned what human trafficking is and how not to get caught to human traffickers, how people are exploited, about child victims of human trafficking and about human smuggling.	2	None of the 43 participants had heard the term human trafficking	Many participants stated that they learned the difference between human trafficking and human smuggling. They also learned how trafficking can occur in migration and how to migrate safely. Many had learned how people become victims of human trafficking and how to prevent becoming a victim. Many also had stated that they learned the institutions they can reach out to for help and support.	3	None of the 40 participants had heard the term human trafficking	Many participants stated that they learned the importance of registering with the SLBFE before migrating and also to check the validity of the agency. They had also learned how children of migrants can especially be vulnerable to being trafficked. They also had learned how traffickers trick them.	4	Out of the 32 participants 4 had heard the term human trafficking and stated that it consisted of agencies selling them to different houses and taking their salaries	Many of the participants had stated that they learned the importance of going through a registered agency. They also learned the importance of ensuring the safety of their children from human traffickers. Many of them had stated that through the case studies discussed they clearly understood to differentiate what constitutes human trafficking and human smuggling.
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	5	Out of the 30 participants 4 had heard the term human trafficking. Two stated that it meant forced labour and paying less wages. Two stated that they promise one job but send you to another job.	Many participants had stated that they learned about forced labour, about organ removal and the abuses one can face due to human trafficking. They had also come to realize that friends, relations and people they know can be human traffickers and therefore to be careful
	6	Out of the 23 participants 4 had heard the term human trafficking. Two stated that it meant taking money and sending people for a job overseas but when they arrive in the host country there is no job. One person stated organ removal and the other stated forcing people for prostitution.	Many participants had stated they learned about the malpractices of sub agents, about how people can become trafficked even if they go abroad thorough legal channels, The importance of registering with the SLBFE prior to employment and the different methods in which people can be exploited.
	7	Out of the 37 participants one had heard the term human trafficking. She stated it included sexual exploitation and labor exploitation.	Many participants had stated that they learned what human trafficking is, how to identify situations of trafficking, whom to inform if in such situations and who is most vulnerable to be trafficked.
	8	Out of the 37 participants 3 had heard about human trafficking before. One stated that it is paying someone and going in boats to Australia. Another stated that it involved the act of forcefully taking a person to work for prostitution or forced labour. Another stated that it is similar to slavery.	Many participants had stated that they learned what is human trafficking. That they learned the risky situations they may face when migrating for employment and how to be careful and the importance of registering with the SLBFE. About the support institutions to contact if they face human trafficking. Many said they learned for the first time about child trafficking, slavery and organ removal as aspects of human trafficking.
	9	Out of the 37 participants 6 stated that they had heard about Human trafficking. Two stated that it was being sent to a job but being sold to do another job. Three stated that it was paying less for their labour. One stated that it involved taking money and sending a person for a foreign job but then becoming stranded with no job.	Many participants stated that they got the knowledge not to get caught to human traffickers, about the high risk of women to becoming trafficked, about how children get trafficked and about the methods victims are exploited.

Reporter's Name/ Date/Org	Januka Tillakaratne, Community Development Services,
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Note –1. Please annexed workshop agenda, 2. Please annexed workshop photos

## Annex 1 – Workshop Agenda

### Educating and Empowering women migrant workers and garment factory workers on human trafficking

#### Workshop agenda

- 10 minutes Welcome and workshop objective
- 30 minutes Trafficking docudrama
- 10 minutes Tea break
- 40 minutes What is Human Trafficking?
- 45 minutes Migration and human trafficking
- 15 minutes laws related to Human Trafficking and getting support
- 30 minutes Testing my knowledge (activity)
- 15 minutes Workshop evaluation



## Annex 2 – Workshop photos

### Workshop 1 – Katunayaka, FTZ factory workers, Women's resource center



### Workshop 2 – Koggala, FTZ factory workers, Women's Hostel



### Workshop 3- Matara, Migrant women workers, Kamburupitiya DS office





#### Workshop 4 - Galle, Migrant women workers, Ambalangoda Divisional Secretariat



#### Workshop 5 – Matara, Migrant women workers, Matara Divisional Secretariat



#### Workshop 6 – Biyagama, Migrant women workers, Yabalaruwa Temple





Workshop 7 – Biyagama, Free Trade Zone Factory Workers, Yabaraluwa Junior School



Workshop 8 – Katana, Prospective Migrant workers, Katana DS office



Workshop 9 – Devinuwara, Prospective Migrant workers, Sudharmodharamaya Temple, Matara





Annex 3 – Request letter



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