

**Proceedings from Training of Trainers (ToT)  
for  
Pre-departure orientation for prospective women domestic workers  
migrating to the Gulf**



**August 25-27, 2015  
Vijaywada, Andhra Pradesh**

## **Contents**

Setting the Context .....	2
The Theme & its Relevance .....	2
Sessions & Modules .....	6
Gender & Sex .....	6
Social construct of a female migrant worker .....	7
Gender & Migration .....	8
Decent work for domestic workers .....	11
Pre-departure and pre-employment.....	14
Participant’s feedback.....	15
Annex 1.1 Participants list.....	17
Annex 1.2 Agenda for ToT .....	19
Annex 1.3 Group Work.....	20
Annex 1.4 Feedback Questionnaire .....	24

## **Setting the Context**

Grounded in the vision of equality enshrined in the Charter of the United Nations; UN Women works for the elimination of discrimination against women and girls, the empowerment of women and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. Placing women's rights at the centre of all its efforts, UN Women leads and coordinates United Nations System efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It provides strong and coherent leadership in support of Member States' priorities and efforts, building effective partnerships with civil society and other relevant actors.

Economic empowerment is one of the priority areas of UN Women. UN Women works with governments and multilateral partners (including UNDP, ILO, the World Bank and regional development banks) to promote women's economic empowerment and increase their access to economic opportunities, especially for those who are most excluded. This includes the record number of women around the world who migrate to seek work and better lives. For many, migration yields these benefits; for others, it carries dangerous risks, such as exploitation in domestic work, and vulnerability to violence. Migration policies and practices have been slow to recognize these risks and take steps to make the process safe for women.

To address these issues specifically at a preventive stage, the UN Women Multi Country Office for India, Bhutan, the Maldives & Sri Lanka in partnership with Overseas Manpower Company of Andhra Pradesh (OMCAP), organized a training of trainers (ToT) for prospective women domestic workers migrating to the Gulf from 25 to 27 August, 2015 in Vijaywada, Andhra Pradesh.

## **The Theme & its Relevance**

Although the percentage of overall emigration from India to the emigration check countries (ECR) is relatively less (in comparison to Bangladesh, Nepal and Sri Lanka), migration of women workers, especially housemaids/domestic workers, requires attention of not only the Government that regulates this stream of migration, but also of various other key stakeholders. Issues concerning this category of migrants take prominence in light of the fact that migration, especially of women, often brings deep impact on both the families and societies they leave behind. There is an imminent need for research into reasons for their emigration, the impact on societies both at origin and destination, the nature of regulatory

mechanism in place for ensuring the safety and protection of women migrant workers and various schemes and measures instituted by both sending and receiving countries.

Today, foreign remittances build the foundation of economic development for many countries, which has ignited the curiosity of many researchers worldwide in migration and its effects on emigrating and immigrant countries. In the new era of economic changes, migration appears to play an important role of which most aspects remain unexplored, including that of gender and migration. Indeed, the intricacies of migration are becoming much more complex for both the sending and receiving regions in terms of development.

Globally, domestic workers account for four to ten percent of the workforce in developing countries and about two percent of the workforce in developed countries - and these estimates are expected to grow. Global demographic and labour market developments have created demands in this service sector, which are largely filled by women from low-income countries.

There has been an increase of approximately 40 percent in Emigration Check Required (ECR) clearances granted to women migrant workers between 2008 and 2009. The number of ECRs granted to women migrant workers in India has increased from 11,818 in 2008 to 21,563 in 2013 with 76 percent of the ECRs granted from the Hyderabad Protector of Emigrants (PoE) Office in Andhra Pradesh alone. This clearly reflects that Andhra Pradesh is a major source state of origin for this category of migrants. The city of Hyderabad followed by Mumbai, Kochi and Trivandrum account for high volumes of ECR clearance. For 2013 alone, data indicates that Kuwait was the destination to 89 percent of women migrant workers (19,210 out of 21,563) followed by United Arab Emirates (UAE), Oman and Kingdom of Saudi Arabia. In 2013, 19,161 out of 19,892 housemaids migrated to Kuwait under the ECR category followed by UAE (369), Oman (214), Bahrain (61) and Kingdom of Saudi Arabia (60).

Given the sheer numbers and a projection model that indicates feminization of migration, it is critical to discuss with all concerned stakeholders and understand the issues around migration of women workers, especially domestic workers.

In November 2014, UN Women, Ministry of Overseas Indian Affairs (MOIA), Indian Centre for Migration (ICM) and OMCAP organized a national consultation on Migration of Domestic Workers from India to the Gulf in Hyderabad, Andhra Pradesh. Participants comprised diverse stakeholders from the government, migrant workers' associations, civil society organizations, recruitment and placement agencies, researchers and returnee migrant workers from India to the Gulf.

The workshop marked an important step towards strengthening support for women migrant workers through discussions with various stakeholder constituencies including the Government and civil society institutions. Further, the participation from International

Organization for Migration (IOM), International Labour Organization (ILO) and the State government added the dimension of multi-sectoral involvement in the process of migration. Discussions pivoted around migration needs to be managed as an orderly process, informed choice, decent work across borders and gender responsive labour migration policies and programs to be instituted to protect and promote rights of women migrant (domestic) workers.

One of the recommendations from the workshop was to train prospective women domestic workers through a pre-departure training on their entitlements and rights, among other needs. Following this, UN Women and OMCAP organized a Training of Trainers in Vijaywada, Andhra Pradesh in collaboration with Westin Institute of Housekeeping and Hotel Management from 25 to 27 August 2015.

The ToT attempted to provoke thinking and action around migration and development from a gender and rights-based perspective, bringing to the fore the gender dimensions of migration, feminization of migration for care work, domestic workers and migrant women's rights. Refer to Annex 1.2 for details of the agenda for ToT.

The overall objective of the ToT was to enhance participants' ability to train potential and aspiring women migrant workers,

- i. to understand the ecosystem of the cycle of migration;
- ii. to realize and make the links between the interconnectedness of migration and development from a gender and rights-based perspective;
- iii. women migrant worker's rights and entitlements;
- iv. migration of domestic workers; and
- v. decent work for domestic workers.

## **Methodology**

The TOT workshop attempted to build participants' analytical capacity on gender and international migration, the participants were encouraged to apply and practice facilitation skills and techniques through practical exercises and case studies and problem solving; and facilitate cross-learning and exchange of experiences.

The design of the workshop methodologies was based on principles of adult experiential and peer learning tools. Participants were expected to commit to engage in a process of mutual learning and teaching. Continued reflection and evaluation were central to the learning process. The ToT was designed as a workshop, practical hands-on, participatory, and interactive format. This activity is envisioned as a first step of a larger capacity strengthening process to institutionalize pre-departure orientation training program for women migrant (domestic) workers.

The UN Women Training Centre in Santo Domingo is dedicated to supporting the UN and other stakeholders to realize commitments to gender equality, women's empowerment and women's rights through transformative training and learning. It provides high-quality training courses, programmes, and resources on key issues related to UN Women's priorities as well as emerging topics, such as migration. The Centre's approach to training for gender equality is guided by key international normative instruments, in particular the Convention on the Elimination of All Forms of Discrimination against Women ([CEDAW](#)) and Beijing Platform for Action ([BPfA](#))

On the topic of migration, the Training Centre has developed a manual [Gender on the Move](#). The ToT drew reference from this manual and aimed to provoke thinking and action around migration and development from a gender and rights-based perspective, bringing to the fore the gender dimensions of migration, feminization of migration for care work and migrant women's rights.

### **Profile of Participants**

A total of 22 participants attended the ToT from over ten districts in Andhra Pradesh. These included social workers and activists working on safe migration, trade union leaders, district level government officials including Junior Employment Officer at District Employment Exchange and non-government organizations. (Refer to Annex 1.1 for list of participants).

### **Profile of Trainers**

Ms. Smita Mitra, Programme Analyst for Women Peace and Security at UN Women and Sister Josephine Amala Valarmathi, State Coordinator for National Domestic Workers Movement, Chennai, India facilitated the ToT.

## Sessions & Modules

### Gender & Sex

The first day of the training started with an ice breaker exercise attempted to build a rapport between the participants and the trainers. Each of the participants was handed a 'Blue' and 'Pink' sheet of paper. All participants were then asked to note down their 'expectations from the training programme' on the blue sheet and 'fears/challenges they expected from the programme' on the pink sheet.

Among the expectations from the training programme included, to learn about the issue of migration, understand the livelihood opportunities available for women, skillsets for training women in seeking out employment opportunities, the means for empowering women, country wide and state legislation for migrant women and schemes/policies by the government for migrant women, among others. Among the fears/challenges included lack of knowledge on the issues around migration, lack of safety for women, possible support that can be provided to migrant women, language barrier and medium of interaction for the programme, lack of resources and outcomes of the programme, among others.

A discussion on meeting the expectations and allaying perceived fears/challenges of the participants was followed by the module on 'Gender and Sex'. The module covered information on differentiation between 'sex' and 'gender'. Upon clarification on 'gender' and 'sex', gender concepts of roles, inequality, sexual division of labour, gender segmentation of labour market, gender equity and empowerment and power relations were discussed in the context of migration process. For example, the participants were invited to share 'who is sent to migrate', 'who has the inequitable share of care work responsibility' against such concepts as gender roles and inequality.

The participants shared experiences around them of inequalities that existed in the community, lack of employment opportunities especially for women, inequitable division of labour between men and women, lack of access to and services for education and healthcare for women and challenges faced by women in women headed households. These facilitated their understanding of such factors affecting women differently and influencing their choice to migrate for work.

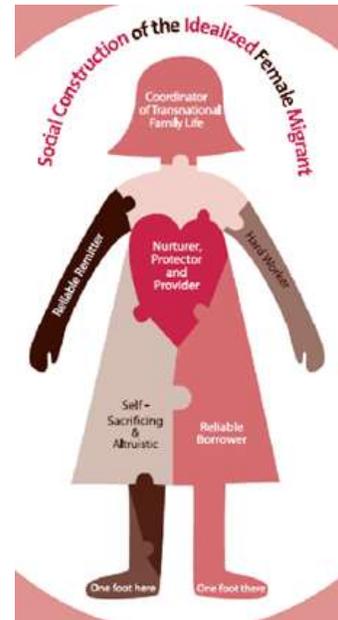


Exercise on Expectations and fears/challenges from the ToT

## Social construct of a female migrant worker

A discussion on the difference between 'gender' and 'sex' was followed by understanding the social construct of a female migrant worker. The social and cultural roles that are confined to women, for example, the role of a 'wife', 'good daughter', 'victim', 'good mother', 'self-sacrificing', etc. were discussed with respect of migration and development. Discussions were held on how and why gender affects all aspects of the migratory process, from reasons for migrating to quantity and frequency of remittance sending. These were then understood in reference to development needs and why gender equality was a necessary parameter for fulfilling such needs.

The participants were engaged in understating the issues that women migrant workers may be vulnerable to solely by way of 'being a woman' through a documentary titled 'On the Move: Nepal's Women Migrant Workers' by British Broad Cast (BBC). Following this, each participant was handed three sheets of paper, one to note down a word or experience or idea that the participant identified each with 'development', 'gender' and 'migration'.



Exercise on Development, Gender & Migration

In response to 'development', the words presented by the participants included, a good house, better wages, empowerment of family and community at large, better laws to protect the rights of women, provision of better health and education services; better job

opportunities; infrastructure facilities, financial stability and better standard of living. The words/ideas associated with 'gender' included, no discrimination against boys and girls, equal opportunity for all irrespective of their sex; sharing of responsibilities between men and women, equal opportunities for education for all, equal wages, equality in social security and equal access to rights and opportunities. Further, the concept of 'migration' was linked to, the need to move out to earn an income to bring one's family out of poverty, fulfillment of basic needs, the freedom to move safely anywhere and better standard of living and opportunities. The dots between the concepts of development, gender and migration were then connected by a discussion on why and how the words/experiences/ideas listed down by the participants influenced one another. This supported the understating that women migrants face disproportionate vulnerabilities due to gender inequities.

### **Gender & Migration**

Following the linkages between gender, migration and development, the concepts were presented to the participants within the local context of Andhra Pradesh and India. The migrant workers were divided into two groups, one migrating from India to other countries (emigrant) and the other migrating from other countries to India (immigrant).

The discussion presented the issues around unsafe migration and how these affect women more severely than men. These were substantiated by sharing that women and girls accounted for about 50% of global migrants in the world as of 2013. The participants were informed that the reason for migration of women was mostly lack of employment opportunities in their home country, inadequate social protection, conflict and natural disaster. The profile of domestic workers in India included the women from lower socioeconomic status and caste, the landless and asset less, unskilled, less educated or illiterate and the indebted. The participants were informed that there was no policy in place either in the home or host country to protect the rights of women migrant workers.

Migration among women was largely seen as a phenomenon secondary to that of men. For example, it was shared that women engaged in temporary labour migration in larger numbers than men to ensure the subsistence of their families upon principal migration of the head of family. However, the issue of increasing feminization of migration was discussed as well. Gender shifts in quantitative as well as qualitative dimensions of migration were brought to the attention of participants. For example, it was shared that women migrants formed about 50 percent of overall migrants and that women increasingly migrated in the capacity of autonomous economic providers, as against reuniting with their family in host country. The social and cultural intricacies and nuances of how feminization of migration altered the position of men in the family as they became receiver of remittances were laid out for the participants in detail.



B. Vijaylakshmi is from Addala Palem in the East Godavari district of Andhra Pradesh. She worked as a domestic worker for over 15 years in Bahrain and Kuwait. Her husband who is a daily wager took care of their two sons while Vijaylakshmi was away in the Gulf. She not only provided for her children's education but also was able to save up to buy land and build a house. In Vijaylakshmi's own words, "with my savings I was able to buy land and build a home for my family. This has given me the confidence that I required in order to carry out my responsibility to provide for my family." However, none of this came easy for Vijaylakshmi. She reported that she faced exploitation from her employers and had no means to connect with her family while she was out of country. She insisted that she would not want to migrate again in the future.

Box 1.1 The case of returnee migrant domestic workers  
B. Vijaylakshmi

The participants were also informed of the many problems that women migrants faced in a host country. These included less wages, long working hours, lack of dignity, humiliation, abuse, sexual harassment, hazardous work environment, no access to medical treatment and language barrier etc. An absence or inadequacy of legal regulations, absence of residency or work permit, and social invisibility of domestic workers, among others, were discussed to be the factors that contributed to increased vulnerability of migrant women domestic workers.

The discussion was followed by sharing of narratives by two returnee women domestic workers. Box 1.1 presents information on the case of a returnee woman domestic worker. The participants were then divided into four groups of 4-5 persons each and engaged in a group work to design an intervention for safe migration keeping the case narratives in mind. The intervention included a) defining the problem; b) identifying the location/target area (origin, transit, destination country, or translational problem); c) activities to be

planned for achieving results; and d) identifying stakeholders to work with. Table 1.1 presents the details of the group work.

Group	Define the problem	Identify the location/target area	Activities to be planned for achieving results	Identify stakeholders
One	Lack of dignity; migration through unauthorized channels; communication gap	Andhra Pradesh to the Gulf (transnational)	Awareness on legislation and policies on migration; training prospective women migrant workers on the process of safe migration;	Ministry of External Affairs; UN Women, International Labour Organization; Non-profit organizations; Overseas Manpower Company of Andhra Pradesh.
Two	Lack of awareness on opportunities in the overseas; lack of legislation and policies; lack of authorized and legal work agreement between the employer and employee;	Gulf Corporation Council (GCC)	Spread awareness on safe migration; draft a legislation for safety of migrant workers; synthesis of data on migrant women domestic workers; establish registered agencies facilitating migration; highlight cases of unsafe migration in the media, role of government in ensuring safe migration.	Government; NGOs; registered agents; families of migrant workers; OMCAP.
Three	Lack of connection between family members and migrant worker; lower wages; lack of medical assistance and compensation; threat of abuse; absence of a legal contract between the employer and employee	Destination country	Conduct pre-orientation programmes/trainings targeting areas with high rate of migration	Indian Embassy in the host country; NGOs; Protector of Emigrants (POE) Office
Four	Threat of being cheated by agents; non-payment/lower wages; denial of dignity and basic human rights; language barrier.	Destination country	Government to track cases of migration and enable procurement of a working visa; channels for disseminating information on safe migration; provision of health insurance;	Government; Indian Embassy in the host country; NGO.

Group	Define the problem	Identify the location/target area	Activities to be planned for achieving results	Identify stakeholders
			provision of sick leave.	

## Decent work for domestic workers

The Decent Work Agenda was launched by International Labour Organization (ILO) in 1999. It involves ILO's four strategic objectives, with gender equality as a cross cutting objective. These include, promoting jobs, guaranteeing rights at work, extending social protection and promoting social dialogue. The overall goal of Decent Work is to effect positive change in people's lives at the national and local levels. The General Conference of the ILO at Geneva in 2011 recognized the contribution of domestic workers to the global economy while recalling that international labour conventions and recommendations apply to all workers, including domestic workers. The conference adopted C189- Domestic Workers Convention, 2011 which has been ratified by 22 countries not including India. Moreover, ILO strategy 2012-2015 focuses on action towards making decent work a reality for domestic workers worldwide through support for countries that are committed and ready to take measures aimed at improving the protection and working conditions of domestic workers. It recognizes that real change in the lives of domestic workers requires building national capacities and institutions and facilitating social and attitudinal change, which are complex and long processes

Further, the Sustainable Development Goals have **Goal 8 to 'Promote inclusive and sustainable economic growth, employment and decent work for all'**. It specifies, among other pronouncements, to protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

To set the context for discussion on decent work for domestic workers, participants were handed a sheet of paper and asked to note down what decent work meant for them. The notions/information on decent work as presented by the participants included dignity and respect, fair wages, legal contract between employer and the employee, and resting hours etc.



Group work on Decent Work

The concept of decent work and the extent to which it may be accessible to workers across the labour continuum was understood through the activity of power walk. The participants were divided into four groups and each group was asked to nominate a member to act out one role of a) A nurse working in Kuwait; b) Doctor working in London, United Kingdom; c) Migrant women domestic worker from East Godavari district of Andhra Pradesh working in Qatar (transnational domestic worker); and d) Migrant women domestic worker from East Godavari district of Andhra Pradesh working with a family in Mumbai, Maharashtra (interstate migrant worker). Each participant was read out a list of statements on decent work including, 'I get weekly off'; 'I get paid when I work over time'; 'I have access to joining a union/association'; 'I have health insurance', etc. The participants were then asked to take a step forward if they and their respective groups felt that they had access to a right or entitlement as mentioned in a statement. At the end of the last statement, the participants found themselves in different positions whereas they started from the same level. The participant playing a doctor was ahead of all followed by the nurse, interstate migrant worker and transnational migrant worker. This helped the participants understand that a transnational domestic worker may be most vulnerable to exploitation of her rights and entitlements.



Exercise of Power Walk

Using ILO Decent Work Agenda as the backdrop, the module on ‘Decent work for domestic workers’ highlighted some of the critical parameters forming the context of decent work for women migrant domestic workers. These included access to employment with fair income and working conditions; guaranteeing rights at work; promoting social dialogue; access to social protection, safe work and social security and voice for both women and men to address their needs and priorities. Further, mechanisms for dispute settlement and ensuring compliance with international and national/state wide laws and regulations were discussed. This was followed by a group work wherein participants were divided into four groups. Each group was asked to choose one priority area out of a) protection against abuse, harassment and violence; b) fair working conditions including occupational health & safety and social security; c) legal employment contract between employer and employee; and d) Reporting of grievance and dispute settlement mechanism; and then present activities to be undertaken to ensure planning and implementation of the selected priority area. Table 1.2 presents the details of the group work.

Protection against abuse, harassment and violence (Group One)	Fair working conditions including occupational health & safety and social security (Group Two)	Legal employment contract between employer and employee (Group Three)	Reporting of grievance and dispute settlement mechanism (Group Four)
Set up a counseling centre; counsel women who report a grievance; to inform the concerned association to investigate a complaint made by the domestic worker, file a First Information Report (FIR) with the local police station; advocate with the State to set up a commission to look monitor the condition of women migrant workers; build and sustain mechanisms for compensation where deemed necessary; create awareness on safe migration through setting up a helpline, create legal awareness on the rights and	Organize awareness programs, advocate with relevant government stakeholders; mandatory registration process; documentation of cases of migrant domestic workers and monitoring their conditions.	Awareness campaigns; dissemination of information using media; advocating with relevant stakeholders; use of social media and other technology; record and synthesize data on women migrant workers.	Create awareness on the issues faced by domestic women migrants; organize media campaigns; advocate with relevant stakeholders.

Protection against abuse, harassment and violence (Group One)	Fair working conditions including occupational health & safety and social security (Group Two)	Legal employment contract between employer and employee (Group Three)	Reporting of grievance and dispute settlement mechanism (Group Four)
entitlements of women domestic workers.			

### Pre-departure and pre-employment

The module on pre-departure and pre-employment discussed four main components in labour migration including a) pre-departure; b) departure; c) in-service and d) return. Stages within each component were discussed in detail. For example, under pre-departure, pre-decision making, decision making, selection of job, recruitment, contract, pre departure training/orientation were discussed. Key questions within each stage were also discussed. Questions within pre-decision making included a) Do I clearly understand my reason for seeking overseas employment; b) does my family understand the objectives of seeking overseas employment; and c) Have I explored all options of employment within the country; among others.

The phenomenon of ‘recruitment’ was understood with respect to the critical need for collecting information on the license number of an agent, validity period of the license and loan amount offered for preparing documentation of a prospective women migrant domestic worker, if any. During pre-departure, the need for obtaining a valid passport, a valid and relevant visa, documentation for visa, medical and police report were discussed. The need to enquire about a document for job agreement, labour laws of the host country, contact details and/or helpline numbers to reach out when in need/crisis etc. were also discussed. Towards the end, a set of good practices including pre-employment and pre-departure program/orientation seminar, information campaigns on the rights and entitlements of women migrant workers, access to network for support in the home and host country and reintegration process upon return were presented. This was followed by a group work wherein participants were divided into four groups. Each group was given one of the four stages of migration, a) pre-employment/pre-departure; b) while transit; c) during employment; and d) after return, and asked to identify specific issues within each stage and brainstorm on interventions to be made.

Table 1.3 presents the details of the group work. The group work was followed by a concluding discussion on making labour and migration policies gender sensitive.

Questions to address	Pre-employment/pre-departure (Group One)	While in transit (Group Two)	During employment (Group Three)	After return (Group Four)
Identify Issues	Documentation; terms of employment/agreement; lack of awareness on the host country's sociocultural context; lack of skillsets.	Cultural differences between the home and host country; language barrier.	Language barrier; lack of skill sets in performing the job; cultural differences between the home and host country; lack of healthcare facilities; lack of rest hours on duty; lack of awareness in times of crisis such as an accident.	Health conditions; no documentation upon return; reintegration into family and community.
Interventions to be made	Maintain copies of documentation; negotiate for a better contract; contact only registered agencies; create awareness on safe migration; training and orientation on their rights and entitlements.	Awareness generation programs; counseling and training; provision for learning the language of the host country; documentation; and guidance.	Training in sign language; skill training; prospectus or document with details of what to expect in a host country; registered agency; pre-insurance before departure.	Individual and family counseling upon return; documentation and return of passport to the employee.

## Participant's feedback

In the concluding, the participants were asked to prepare a role play to conclude the two days of the training. They were divided into four groups. Each group was handed a descriptive situation (Refer to Annexure 1.3 on details of group work exercise) and asked to prepare a skit to be presented on the third day of the training. The skits represented a nuanced understanding of the concepts discussed during the training. For example, during one skit, the group participants ensured that the domestic worker in the host country had a pamphlet with the contact information of the Indian Embassy/Consulate in the country.

The participants were requested to fill out feedback questionnaires to record their experiences during the training. Nineteen of the twenty participants who filled out the questionnaire reported that they found the training successful in explaining the significance of gender in transnational migration. Only one participant reported that the training was partially successful. Almost all the participants reported that they would

incorporate some or all of the training concepts including the methodology and tools in their dialogue at work.

Over half the participants reported that they liked all the sessions of the training while three reported liking the session with live narratives from returnee women migrant domestic workers. Further, over half the participants stated they found lack of timely and factual information, support from spouse and extended family and terms of employment/contract to be significant challenges in transnational migration, especially for women.

Thirteen out of twenty participants reported pre-departure awareness training, skills training, assistance while in country of employment, advocacy on rights and entitlements of migrant domestic workers and bilateral agreement between the home and host country as critical measures for ensuring protection of women domestic workers. Eight participants reported they were either not at all aware or only partially aware of the schemes/programmes of the union and state governments for protection of women migrant workers' rights and entitlements. Details of the feedback are provided in Annex 1.4.

## Annex 1.1 Participants list

S.NO	NAME	OCCUPATION	ADDRESS	CONTACT	MAIL ID
1	KUMARI	DOMESTIC SOCIAL WORKER	ARUL NAGAR, BACK OF LOYOLA COLLEGE, VIJAYAWADA	9399981025	
2	B.THERESA	DOMESTIC SOCIAL WORKER	ARUL NAGAR, BACK OF LOYOLA COLLEGE, VIJAYAWADA	9494383239	
3	VIJAYALAKSHMI		SAKINATIPALLI, EAST GODAVARI	9989153790	<a href="mailto:SP.TRAVELSMKP@GMAIL.COM">SP.TRAVELSMKP@GMAIL.COM</a>
4	G. DIVYA	COORDINATOR	ATCHIVARI STREET, MADDIPALEM, VISAKAPATNAM	9959755050	<a href="mailto:DIVYA.VINNU9@GMAIL.COM">DIVYA.VINNU9@GMAIL.COM</a>
5	SEKHAR BABU	TEAMLEAD	GDH WORK FORCE PVT LTD, PLOT NO: 564-A-26-111. OPP LOTUS POND, JUBILEE HILLS, HYDERABAD	8125577775/9014370350	<a href="mailto:CUSTOMERSERVICE@GETDOMESTICHELP.COM">CUSTOMERSERVICE@GETDOMESTICHELP.COM</a>
6	B.MOTHILAL	MANAGER	GDH WORK FORCE PVT LTD, PLOT NO: 564-A-26-111. OPP LOTUS POND, JUBILEE HILLS, HYDERABAD	9849298301/8885592099	<a href="mailto:MOTHILAL@GDHWORKFORCE.COM">MOTHILAL@GDHWORKFORCE.COM</a>
7	S. RENUKA	ANIMATOR	TS DAU TELAGANA DOMESTIC WORKERS UNION, C/O PAIGH APTS, SP OAD, NEAR ANNAND THEATRE, SEC-3	9573686379/04027902881	<a href="mailto:RENUKASAYALLA@GMAIL.COM">RENUKASAYALLA@GMAIL.COM</a>
8	G. BALA BHANU	TRADE UNION LEADER	G. BALA BHANU, W/O G. MARIDAI AH, 58-12-6/14, MADAV TOWER-1, OLD KARASA, VISAKHAPATNAM	8297788250	
9	L. ALEXEANDER	ANIMATOR	TSDWMAUC TELAGANA DOMESTIC WORKERS MOVEMENT UNION, PAIGHA APTS, SP ROAD, NEAR ANAND THEATRE, SEC-3	9492311766/04027902881	<a href="mailto:LISSYALEX29@GMAIL.COM">LISSYALEX29@GMAIL.COM</a>
10	S. SEBASTIAN	DOMESTIC WORKER COORDINATOR	HAPPY HOME, d.NO: 17-21-40, ZACHARIA STREET, VIJAYAWADA	9052076563	
11	K.MADHAVI	TLF(RP)	D/NO:30/400, MUSTHAKHAN PET, MACHILIPATNAM	8008068596	<a href="mailto:KANCHARLAPALLIMADHAVI@GMAIL.COM">KANCHARLAPALLIMADHAVI@GMAIL.COM</a>
12	P. NARASIMHA RAO		MALIKIPURAM, EAST GODAVARI-533253	9989545491/08662226691	<a href="mailto:SP.TRAVELSMKP@GMAIL.COM">SP.TRAVELSMKP@GMAIL.COM</a>
13	ARCHANA	STATE COORDINATOR	MONTFOR SOCIAL INSTITUTE, CHRUCH COLONY, RAMANTHPUR, HYDERABAD	9100184089	<a href="mailto:SRARCHANAP@GMAIL.COM">SRARCHANAP@GMAIL.COM</a>

S.NO	NAME	OCCUPATION	ADDRESS	CONTACT	MAIL ID
14	SK. SADIRA		D.NO: 7-196, PAVALLAMBIKA NAGAR, VANAPALLI, KOTTAPETA MANDAL, EADT GODAVARI	9908907643	
15	KOCHERLA RAMADEVI	JUNIOR EMPLOYMENT OFFICER	W/O CH. VENKATESWARLU, DISTRICT EMPLOYMENT EXCHANGE, RED CROSS BUILDING COMPOUND, BESIDE MEDICAL COLLEGE, GUNTUR	8886882074, 9948212588	<a href="mailto:RAMACHERUKURIZ3@GMAIL.COM">RAMACHERUKURIZ3@GMAIL.COM</a>
16	SR. TESSY PAUL	SOCILA ACTIVIST LAWYER	NIRMALA HEALTH & RURAL DEVELOPMENT CENTRE, NALGONDA DIST	9441011050/08 602288224	<a href="mailto:TESSYMSI@REDIFFMAIL.COM">TESSYMSI@REDIFFMAIL.COM</a>
17	J. INDIRA	SKILL TRAINING COORDINATION	G D H . NEAR SAIBABA TEMPLE, BORABANDA, HYD	9959361877	<a href="mailto:SPANDANA0000@GMAIL.COM">SPANDANA0000@GMAIL.COM</a>
18	S. KARUNA KUMARI	TOWN LEVEL FEDERATION RESOURCE PERSON	PL NO: 474, NEW INDIRA NAGAR COLONY, GUDIVADA	8341980393/96 52792875	<a href="mailto:KARUNASAMBANGI@GMAIL.COM">KARUNASAMBANGI@GMAIL.COM</a>
19	CH. CHINNAMMA		PLT NO:10-114, PRASADAMPADU, VIJYAWADA, KRISHNA DIST, ANDHRAPRADESH	9866612010	<a href="mailto:CHINNI_261@REDIFFMAIL.COM">CHINNI_261@REDIFFMAIL.COM</a>
20	SR. HILDA	SOCILA WORKER		9441024019/08 855226332	<a href="mailto:SRHILDASAS@GMAIL.COM">SRHILDASAS@GMAIL.COM</a>
21	SR. ANITA	SOCIAL WORKER		8985512411	<a href="mailto:ANITASAS2014@GMAIL.COM">ANITASAS2014@GMAIL.COM</a>
22	KAMALA	CITY FIELD CO- ORDINATOR	PLOT NO:397, VADDARA COLONY, RAJIV COLONY, VIJAYAWADA	818602449	<a href="mailto:KUMARIKAMALABHASKAR@GMAIL.COM">KUMARIKAMALABHASKAR@GMAIL.COM</a>

## Annex 1.2 Agenda for ToT



### **Training of Trainers Gender & Migration Schedule for Day One: 25 August 2015**



- Inauguration
- Coffee/Tea Break
- Gender and Sex
- Social Construct of Female Migrant Worker
- Documentary followed by Group Exercise
- Lunch
- Gender & Migration
- Case Narratives
- Group Exercise
- Concluding comments



### **Training of Trainers Gender & Migration Schedule for Day Two: 26 August 2015**



- Decent Work for Domestic Workers
- Power Walk
- Coffee/Tea Break
- Group Exercise I
- Lunch
- Pre departure/pre employment
- Group Exercise II
- Making Labour & migration policies gender sensitive
- Group Exercise III (Role play)
- Concluding Remarks

## Annex 1.3 Group Work

### Group Work I for Day One, 25 August 2015

# Design an Intervention

1. Define the Problem?
2. What is the location/target area (Origin, transit, destination country, or transnational problem)?
3. What are the activities you will plan for achieving results?
4. Who are the stakeholders you would work with?

### Group Work I for Day Two, 26 August 2015

# Group Exercise I: Choose Your Priority

- Protection Against Abuse, harassment & Violence
- Fair working conditions including occupational health & safety and social security
- Legal employment contract between employer and employee
- Reporting of grievance and dispute settlement mechanism

### Group Work II for Day Two, 26 August 2015

## **Group Exercise II: Four stages of Migration**

- Pre employment/pre departure
- While Transit
- During Employment
- After Return

## Group Work III (Role play) for Day Three, 27 August 2015

### **Group Exercise III (1)**

You are a social worker working on the issue of migrant domestic workers at the grassroots in East Godavari district of Andhra Pradesh. One day you take an elevator and happen to meet your organization's Chief Executive Officer (CEO). You have 30 seconds to convince him to give funds and other resources to implement a large community campaign on safe migration in the district. You and your staff have already been planning the campaign and you know all the details of the campaign before you meet the CEO.

### **Group Exercise III (2)**

The Head of Department (HoD) of an NGO meets the Minister of External Affairs/Minister of Overseas Indian Affairs, the Minister is accompanied by his Group of officials including the Secretary. Your task as HoD is to convince the Minister to standardize the channel of migration from pre-departure to the return stage for a person to India. You should share the plight of domestic workers convincing the Minister to take some concrete steps and commit to the issue of migrant domestic workers.

## **Group Exercise III (3)**

You work as counselor at the Indian Mission in Kuwait at the Labour Attaché. One day you get a distress call from a migrant domestic worker working for a family in Kuwait. She complains of physical abuse and exploitation to you over the phone. How would you redress her complaint and what would be your plan of action. You may seek help and support from the Indian Diaspora Community in Kuwait, the Internal Affairs and Labour office of Kuwait as well as the Ministry of Overseas Indian Affairs based out of India.

## **Group Exercise III (4)**

You are an agent for recruitment of migrant domestic workers in West Godavari district of Andhra Pradesh. You discuss the need for standardization of processes for domestic workers among the community of other agents and sub agents in the district. All of you plan to meet the Minister of State for External Affairs/Overseas Indian Affairs. You plan to discuss making the pre departure training mandatory for domestic workers with the Minister and seek her/his commitment on this issue.

### Annex 1.4 Feedback Questionnaire

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
1	B Theresamma		DW Leader	NA	yes	na	discussion after documentary		husband & family mem coop.			livelihood support within country	
2	K Ramadevi	Guntur		during problems, knowledge of labour laws help us	completely	above all	above all	send us through registered agencies; address the issues; implement labour laws	above all	commissionerate of emp.trg	going through registered agencies; keeping overseas officer address	above all	govt.schemes/acts are partial, policies, acts need to be formulated, welfare societies need to be attached
3	G Balabanu	vizag	CSTU	it is essential	partially	above all	above all	full knowledge through extensive campaigning and documentary	above all	go through regd agency		above all	partial; complete awareness is essential

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
4	S Karunakumari	krishna	MEPMA	gender based issues learnt through those who went abroad	yes	yes	above all	Govt. responsibility, regd. agency and counselling; Govt should ensure salaries to workers abroad	above all	women issues from their perspective, lack of info, family support & employment in the vicinity	regd agents, agreements, if employer behaviour is bad returning to India, necessary documents, some infor.	above all	Indian Embassy, ICW
5	M Kumari	Krishna	DW Leader		yes	method			employer/employment place		knowing through agent about the favourable conditions	skill trg and certification	police, labour office, media, UN
6	SK Sabira (Durga)	vanapalli	LISSI	equality essential	completely	speaking manners/pr oforma	documentary after discussion	case studies	above all	don't know	go through govt., trg before, involve Indian Embassy	above all	insurance, security, counselling

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
7	L N Kamala Kumari	krishna	MSI-CHATRI	once return from abroad there would be several problems to face	yes	above all	group activities, direct case studies	disseminating case studies of migrant domestic workers	above all	no challenges yet	keeping agreement copy, other documents and info to concerned officers	above all	insurance, security, counselling
8	P Narasimha	East Godavari	Westin college	facilities have to be provided without gender discrimination	yes	yes	above all	trg institutions for migrant women, women should go through regd agencies only	lack of info in time	no challenges yet	work agreement compulsory, helpline number should be given	skill trg and certification	complete awareness should be given
9	S Renuka	Medak	TSDWU	nil	yes	exercises and material are good	documentary after discussion	nil	above all	nil	Govt should take responsibility of training and sending women	skill trg and certification, pre-departure orientation on gender and human rights, understanding of bipartite agreements	insurance, security, counselling

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
10	J Indira	Hyderabad	GDH	essential because we are going to work there	yes	yes, in Hindi too	nil	nil	lack of info in time	na	we will inform migration organisations details	skill trg and certification	189 Act, registration, LIC, ESI, PAF
11	Lizamma Alexander	Hyderabad	TSDWU Hyderabad	it is easy to manage when a problem comes. Women need more care and support when they migrate	yes	Yes, I think I can now give more information on the topic	above all		above all	lack of correct and timely implementation/training program	to seek work for these women in their local residence with suitable salary	above all	nil
12	Ch. Chinnamma	Vijaywada, Krishna District	Jyothi Welfare Society	It is needed to empower the women	completely	method	group activities, direct case studies	nil	lack of correct and timely information	no	orientation on the workplace and condition, leaving copies of documents at home; going through registered agents	pre-departure awareness training on gender and human rights; sensitization of associated stakeholders	no

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
13	Sn. Hilda	East Godavari	Wilhem Mayan Mahila Sangam	There is a lot of disparity based on gender. We try to ensure to understand migration based on gender	yes	above all	above all	PPT, it should be precise and clear. More pictures can be used.	terms of employment /contract	we spread awareness on migration; we listen to the issues faced by returneed migrant workers	Form an association of returnee migrants; conduct training programs for agents; disseminate widely the problems faced by migrant women; encourage academic institutions to research on the topic;	above all	no idea

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
14	B. Mothilala	Hyderabad	GDH Workforce Pvt. Ltd	As skill development trainers, we need to provide trainings and awareness to domestic workers; we need to keep in mind the gender aspect of training	yes	above all	ppt, group activity, live case studies	documentary followed by disussion	above all	by skilling	upskilling development programs, awareness programs on safe migration	above all	partially

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
15	Sekhar Babu B	Hyderabad	GDH Workforce Pvt. Ltd	treat all equally irrespective of gender and the work they do	yes	above all	above all	more live studies (or videos)	lack of correct and timely information, support from spouse and extended family, terms of employment /contract	terms of employment /contract to be provided from the employer	need to conduct more awareness programs to reach those in remote locations, conducting more such programs, make mandatory for all agents to register, conduct more mobilisation programs	above all	skill development program by NSDC, pravasi bharati yojana scheme
16	Sr. Anita	vishakapatnam	St. Annis Nawajeevan Sivasanthi Mahila Sangam	we should not have gender discrimination, we should work towards gender equality and development	yes	above all	above all	ppt with information; the presentation was made fast	above all	we do address such issues, we inform the spouse and the family	There should also be means for networking and working together	above all	no idea

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
17	Sr. Archana	Hyderabad	Montfit Social Institute	I can motivate people with the right information now	yes	above all	above all	live case studies	above all	no challenges as such	fix working hours, proper documentation, establish and widen the reach of govt. agency	above all	nil
18	r. tessa Pavl	Nalgonda	Nirmala Development Centre	our work involves issues faced by women, to empower them	yes	gender aspect of migration, design or format of interaction	group activities, direct case studies	more information on the procedures can be shared	lack of correct and timely information, country of employment/employer	NDWM addresses the challenges in different districts of Telangana and AP through media, rallies, and advocacy with govt.	advocate with the govt, to make it mandatory to register agents and to set up a counselling desks	pre-departure awareness training on gender and human rights; sensitization of associated stakeholders, bilateral agreement between countries	state govt. should bear the cost of training for migrants
19	Divya G	vizag	Westin College	we need to treat men and women equally, job opportunities within a country	yes	above all	above all	all the sessions were good	above all	nil	to establish a registration agency, create more awareness	above all	

				1	2	3	4	5	6	7	8	9	10
Sl. No.	Name	District/Block	Participant Institution	Why do you think understanding the gender aspect of migration is important for your work	Was the ToT successful (Yes/Completely/Partially/No)	Do you think you will incorporate some learnings from the training; if yes, which aspects	Which session did you like the most	Which session would you recommend for further improvement	What is the most significant challenge in transnational migration of women as domestic workers	Do you/your institution address any of the above aspects/challenges	Any suggestions	Which of the below in your opinion would ensure protection of women domestic workers	Are you aware of any schemes or programs provided by the Government, if yes, list them
20	S Sebastian	krishna	Mont Lori Social Institute	I can share information with prospective migrant workers	yes	above all	above all	group activity	above all	no challenges	I now understand the process and the problems faced by migrant workers	above all	nil