



International
Labour
Organization

SRI LANKA'S POLICY ON LABOUR MIGRATION:

HOW FAR HAVE WE COME?



The Need for an Implementation Review

International labour migration, both temporary and permanent, has been a significant phenomenon since the late 1960s. Migrant numbers have continued to increase with fluctuating patterns of departures needing a variety of innovative responses from the State, civil society and other stakeholders. While several initiatives had been taken to ensure orderly and safe migration, it was in 2008 that a National Labour Migration Policy for Sri Lanka (NLMP) was adopted.¹

It has been almost 10 years since the policy was adopted. Much has changed since then, in terms of numbers of men and women migrating, their respective profiles and skill levels, destination countries and needs when returning and reintegrating back into family, community, society and country. The objective of the NLMP was to promote opportunities for all men and women to engage in safe and productive employment overseas in conditions of freedom, equity, security and human dignity. Sri Lanka's legislation on foreign employment was developed in 1985 along with the establishment of the Sri Lanka Bureau of Foreign Employment (SLBFE). In 2015, the Ministry of Foreign Employment (MFE²) launched the Sub-Policy and National Action Plan on Return and Reintegration of Migrant Workers, Sri Lanka.

The review of the NLMP was undertaken to assess the achievements with reference to its objectives, delivery modalities, and the needs of male and female migrant workers and their families within the changing national and international contexts.

Methodology: Information was collected from 8 Divisional Secretariat areas from the districts of Colombo, Kurunegala, Kandy, Batticaloa and Jaffna, representing a combination of districts of high migration in the north and east of the country. Information was gathered through, desk reviews, key informant interviews, in-depth interviews, focused group discussions, stakeholder meetings and discussions at divisional, district and national level. In particular, at the community level alone in-depth interviews covered 40 female and 30 male returned migrants and 30 family members of migrants presently working overseas. The findings reveal initiatives completed, ongoing and stalled for various reasons, gaps in implementation and good practices. The conclusions are organised according to the three pillars in the existing national policy. The Centre for Women's Research (CENWOR) was commissioned by the International Labour Organization in the first half of 2017 to conduct this review.

¹ The policy was developed by the Ministry of Foreign Employment Promotion and Welfare in collaboration with, technical support from The International Labour Organization

² Formerly Ministry of Foreign Employment Promotion and Welfare

Good Practices

Governance of the Migration Process

- a. Ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990 by Sri Lanka in 1996.
- b. The setting up of National Advisory Committee on Labour Migration (NAC) chaired by the Minister and the Programme Advisory Committee (PAC) chaired by the Secretary as monitoring and steering mechanisms of the policy - despite frequency of meetings.
- c. Openness to engage with Civil Society in the policy implementation.
- c. The number of Memoranda of Understanding and Bilateral Agreements that have been signed between Sri Lanka and countries of destination has increased.
- d. Minimum wages for workers of specific skills categories.
- e. Strengthened migrant worker grievance handling processes in Sri Lankan Diplomatic Missions with support of the Operational Manual.

d. The stability of SLBFE staff and their internal mobility ensures familiarity with services offered throughout the migration cycle.

- e. The appointment of Development Officers has helped establish a presence at the sub-national level to coordinate and implement migrant related work and promote safe migration.
- f. SLBFE offices located in Districts and Provinces has improved local service delivery. Clients feel more comfortable to talk in familiar settings, in their preferred local language, while being a cost-friendly travel option

Empowerment and Protection

- a. Two migrant relief centres were setup by the SLBFE in the vicinity of the 2 international airports to assist migrant workers at pre-departure and upon return, should they be in distress or require support. SLBFE helps to coordinate between immigration authorities, medical services etc to provide assistance irrespective of migrant status or category.
- b. Extensive pre-departure orientation centres across the country with specific and standardized curricular at National Vocational Qualification (NVQ) level 3.

Migration and Development

- a. A sub-policy and National Action Plan to support return and reintegration of migrant workers was developed in 2015.
- b. The Reintegration Coordination Unit set up at the SLBFE.
- c. Use of technology for communication, such as SMS to inform Foreign Employment Development Officers (FEDOs) of the status of the FBR of a migrant worker, and online job banks.



Gaps

Governance of the Migration Process

- a. National and sub-national level presence of SLBFE has been established. However, coordination between the levels must be streamlined to include FEDOs in the respective districts and to define each others roles.
- b. The actions of FEDOs are directed by circulars send by the Ministry and local concerns rather than national policy.
- c. Monitoring of BLAs and MoUs with destination countries is not happening regularly or effectively.
- d. Policy development appears to be driven more by popular trends than actual data. Data is required to plan for migration and follow up on returned migrants. Therefore, data must be gathered on all categories of migrants during the entire migration cycle.
- e. How data informs policy development and implementation, is not at all clear. There was no systematic collection or analysis of data on labour trends in host countries and receiving countries and no connection between data, policy and implementation.
- e. Migrant workers and their families, have little confidence in the grievance handling system that currently exist. The relationship between agencies and the SLBFE has created a perception among migrant workers and their families that the system is biased against them. In addition, the complaints and redress system is still not decentralised, making the mechanisms difficult for migrant workers and their families to access.
- f. The services of the SLBFE in the north and east of the county need to be enhanced, especially with officers who speak local languages, as in other parts of the country. Prospective migrants in these areas therefore, tend to rely on recruitment intermediaries, which may increase their vulnerability to exploitation and abuse.
- g. There is limited awareness of welfare services available for migrant workers and their families. Migrant workers do not know much about insurance schemes, housing loans, low-interest credit, scholarship schemes and other support offered.
- h. Concerns were raised about the lack of a pension scheme, although this was proposed by the Government in 2015.

Protection and Empowerment

- a. Currently men make up two-thirds of migrants, yet the policy continues to be dominated by concerns of domestic female workers.
- b. There is limited information on the impact on male migrant workers' families. Interviews revealed that spouses taking on all family responsibilities alone and at times, faced harassment and abuse resulting in protection and security issues.
- c. Migrants, especially males have a poor impression of the support extended by Sri Lankan Embassies and labour sections abroad, with the perception that migrant workers are not given sufficient attention and there is a lack of sufficient resources at the Embassies to help them.
- d. With regard to the protection of migrant workers' families, the emphasis is on children under 18 years. However, there are other members such as the elderly, sick and disabled who also require support.
- i. The incentive fee paid by the recruitment agents to potential female domestic workers is not approved by the Government, yet this practice continues as an ad hoc and ambiguous process.
- j. The Family Background Report (FBR) evoked multiple reactions and responses and the debates on its discriminatory nature continues at national level.

Linking Migration to Development

- a. Introduction of age bans and restrictions such as the FBR, without consultation with stakeholders can have serious impacts. Changing annual flows of migrant workers, drop in foreign remittances and poor family economic wellbeing are some examples which can open up avenues for malpractices and make workers and their families more vulnerable.
- b. The reasons for seeking migrant work are often to fulfil basic, short term needs as opposed to long term investment purposes. From a development perspective, this is far from satisfactory, as it does not break the cycle of poverty or of migration.

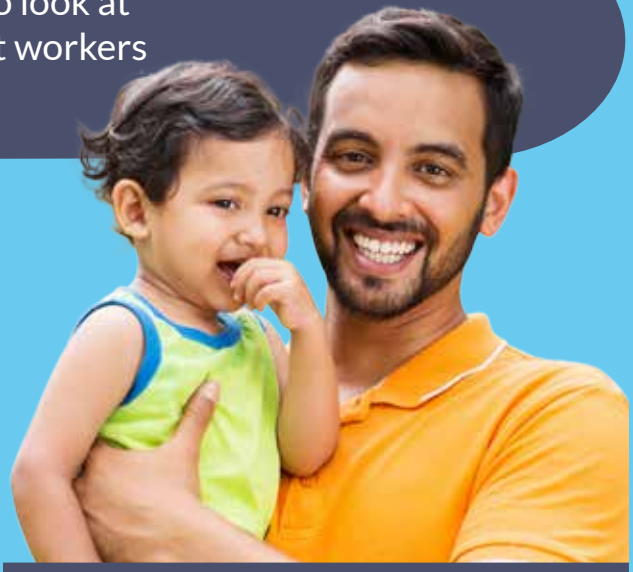
The policy has limited provisions to look at and address issues of male migrant workers departing from Sri Lanka.

- c. Diaspora associations have the potential to help migrant workers. However, no formal mechanism exists to recognise and use their contributions and capacities.

Policy Recommendations

Short-term

- a. Take action to conduct National Advisory Committee meetings on a regular basis. The meeting agenda should focus more on policy issues.
- b. Clearly identify time-bound action plans with responsibilities for different agencies.
- c. Strengthen coordination mechanisms at all levels by establishing working groups for different stakeholders to address implementation challenges with regard to policy coherence and alignment, resource allocation, distribution of roles and responsibilities etc.
- d. Consider the withdrawal of the FBR. The Family Care Plan (FCP), which has been initiated by the MFE, could be made mandatory for all migrant workers as a way of strengthening support for migrant worker families. The FCP should be done before departure and should not be used to disqualify or discriminate the right of any individual to seek employment. Instead, this process could be used to identify and support vulnerable families which should include not just children but all dependents such as the elderly and those with disabilities.
- e. Conduct labour market trend analysis and identify training requirements in host countries and link with pre-departure training of migrant workers.
- f. Expedite the revision of legislation for managing labour migration and harmonise national law with international conventions ratified by Sri Lanka, while giving way to a stronger alignment with international labour standards.
- g. Increase the capacity and resources of labour sections of Sri Lankan Diplomatic Missions to respond effectively to migrant worker issues by strengthening their knowledge of processes and procedures introduced by SLBFE, legal expertise and psychosocial capacities.
- h. Explore and increase Government to Government recruitment schemes, which have proved to be effective and more protective of workers.
- i. Establish databases at national as well as sub-national level so that information flows both ways efficiently and between relevant ministries. These databases need to be updated regularly. The availability of such information will facilitate the implementation of the return and reintegration sub-policy more effectively.
- j. Adequate resources must be made available for the work of (FEDOs).
- k. Strengthen the capacity of FEDOs in the areas of data management, psychosocial support, community mobilisation and empowerment skills.
- l. An assessment of the circumstances of migrant worker families before welfare benefits, such as Samurdhi, and reintegration packages for families affected by armed conflict are withdrawn, should be conducted.



Migration is a multi-sectoral subject and should link with other national policies such as education, employment, human resources, immigration, health and social welfare.



- m. Implement a social security scheme for migrant workers.
 - n. The process for regularising and formally recognising the role of sub-agents or recruitment intermediaries must be expedited.
 - o. Call for greater transparency of MOUs and joint committee meetings, and better monitoring of MOUs.
- Mid to long-term**
- a. Revisions to, or development of, new policies and guidelines with regard to migrant workers, should be aligned with Sri Lanka's targets of the Sustainable Development Goals.
 - b. In order to ensure policy coherence, the mainstreaming of migrant workers' issues with other national policies, needs to be based on the principles and framework of a national employment policy. The MFE must be responsible for ensuring such cohesion and alignment with core principles of the migrant labour policy.
 - c. Training opportunities for migrant workers should be built in to the education and training process so that the decision to migrate is made with far more awareness and much earlier. The existing system of training can be made far more responsive to labour trends in migrant receiving countries.
 - d. Any new migrant labour policy should consider and respond to the issues of irregular migrant workers, especially those in difficult situations.
 - e. The composition of the SLFBE Board must ensure that migrant worker networks and migrant worker advocacy groups are represented. There should also be a gender balance on the Board.
 - f. The new policy must be accompanied by legal empowerment in the form of a government gazette notification.
 - g. A new migrant labour policy must consider the emerging issue of in-bound migration and its impact on domestic labour markets and if there is a push factor for foreign employment of Sri Lankans. It is recommended that any policy initiatives are guided by evidence based studies since this is a relatively unknown area.

Marix on Status: Key Actions

Implementation of the National Labour Migration Policy for Sri Lanka

Completed
 On-going
 Progressing
 Yet to commence

POLICY ACTION PLAN	CURRENT STATUS	KEY REMARKS
Pillar 1: Governance of the Migration Process		
Institutional Framework		
The National Advisory Committee receives reports from SLBFE including comprehensive reviews of the labour migration situation	On-going	Happens sporadically, should take place regularly
Creation of an Inter-Ministerial Coordination Committee to ensure coordination amongst Ministries, Agencies, Departments, Institutions, Units and other government and non-governmental stakeholders such as CSOs and trade unions.	On-going	The MFE monitors policy through a Programme Advisory Committee (PAC) with the participation of the SLBFE, UN agencies, INGOs, CSOs and Trade Unions to monitor policy implementation efforts
Establish effective measures to curb malpractices by recruitment agencies, licensing, monitoring and impose penalties for defaults	On-going	Code of Ethical Conduct for licensed recruitment agents - 2013, grading system, suspension of licenses and blacklisting and cancelling of licenses. ALFEA responsible for implementation among members but all licensees are not ALFEA members.
Regular assessments on adequacy of consular services in Sri Lanka's overseas missions for welfare and protection of the country labour force	Completed	Gaps identified, Operational Manual for diplomatic missions developed in 2013 but requires updates.
Legislative/Regulatory Framework		
Review of the SLBFE Act and make amendments on all aspects of labour migration in line with commitments to international standards	Progressing	SLBFE review completed, stakeholder consultations held - amendments pending
Regulatory Framework		
Comprehensive training plan aimed specifically at increasing capacity of low-skilled workers involving SLBFE training facilities and agencies providing vocational training in Sri Lanka	Completed (and progressing further)	SLBFE pre-departure orientation programmes with Tertiary and Vocational Education Commission (TVEC) standardisation to National Vocational Qualification level 3 (NVQ3). Sri Lanka is promoting skills and qualification recognition processes, including Recognition of Prior Learning (RPL)
State will promote and negotiate bilateral agreements with all countries of destination – alternately comprehensive Memoranda of Understanding with frameworks for monitoring and accountability	Progressing	Bilateral Agreements and Memoranda of Understanding with over 19 countries. However, not all are monitored and followed up, periodically.
Model contracts to be developed through social dialogue and participation of all stakeholders, including employers (private and public) in destination countries, adaptable to specific situations yet non-negotiable minimum standards and provisions	Progressing	Model contract developed in 2008 and in 2012. In 2014 under Colombo Process a standard model contract prepared for female domestic workers in the GCC region. However, yet to be enforced
The State will articulate a clear policy on wages for all categories of migrant workers with a minimum wage	Progressing	In 2016, the minimum salary of semi skilled and low-skilled workers was fixed to US\$300. The 2017 budget proposal fixed a minimum wage of US\$450 for skilled workers and US\$350 for low-skilled workers.
A Complaints handling mechanism (independent of the SLBFE) will be developed and implemented with participation of the State, Employers Organization, Workers Organization and civil society to address the shortcomings, abuses and rights violations within the labour migration process.	Progressing	The possibility of Special Mediation Boards (SMBs) explored. Background studies done on what complaints the SMBs should address and the mediation process. Mediator trainer cadre trained.

POLICY ACTION PLAN	CURRENT STATUS	KEY REMARKS
An assessment of the requirements to facilitate voting by migrant workers in all electoral processes in Sri Lanka.	Progressing	The Department of Elections and Ministry of Foreign Affairs is working to develop an appropriate mechanism, Cabinet Sub-Committee formed to assess the mechanism to provide voting rights for migrant workers.
Pillar 2: Protection and Empowerment of Migrant Workers and their Families		
Pre-Departure		
The State will require all migrant workers seeking employment abroad to be: - Over 18 years of age. For domestic workers the preferred age will be over 21 years - Literate with a functional ability to read and write	Completed	The minimum age for domestic workers has been specified based on sex and destination. Literacy programmes are in place for non-literate workers.
Mainstream media will be kept informed and responsible media coverage prompted	On-going	Ministry and SLBFE provide information to mainstream media and reacts to irresponsible media coverage. Guidelines developed by SLBFE for advertising by licensed recruitment agents
Awareness programmes, information services including support for decision-making for families to be carried out through officials placed at Districts and Divisional Secretariats, through local radio channels, television and print media, for prospective migrant workers in different languages	On-going	SLBFE conducts awareness programmes/ mobile services, develops handouts and information booklets. Development Officers Job Description includes conducting community awareness programmes. A few CSOs providing pre-employment information. Alternatives to women who's FBRs have been rejected.
Institutions (governments, NGOs, trade unions and other civil society entities) which provide assistance and services to migrant workers and their families will be identified for a formal system of information provision and assistance in decision-making	On-going	NGOs and research organizations working closely with the Ministry and SLBFE to support information provision.
Preparation for Migration		
Pre-departure orientation training will be country-specific and all inclusive with skills, language proficiency, cultural sensitisation, awareness of rights, benefits, duties, privileges and complaints mechanisms - should include families of migrant workers	On-going	Comprehensive pre-departure training programme is offered according to geographic regions (South East Asia, Middle East etc) and some economic sectors. A human rights module is included in the pre-departure training. Migrant worker families are given a one-day orientation at pre-departure training programmes.
Monitoring of health impacts of migration and creation of awareness among migrants regarding possible health risks will be carried out		Pre-departure training includes a health awareness component. Limited oversight and regulation of private medical testing centres/labs. Migrant returnees do not undergo any health screening on arrival - health impacts of migration are not known.
The HIV awareness component of the pre-departure training reviewed for identification of gaps and space for improvement. HIV awareness programmes will be included in the State's proposed publicity policy on migration	Completed	Included in the pre-departure orientation programme that has been approved by the Ministry of Health. Materials given to workers.
In-Service		
MoUs and bilateral agreements will include measures for the protection of fundamental labour rights as well as physical, mental and health rights and address contractual violations	On-going	In principle, these have been included in MoUs and bilateral agreements, for example in Saudi Arabia. However with minimal follow-up it is uncertain if provisions are upheld.
A framework will be developed and implemented with shared responsibility with the Ministry of Foreign Employment and Ministry of Foreign Affairs to articulate the role, responsibilities and functions of Sri Lankan diplomatic missions in labour-receiving countries	On-going	Reviews of operational aspects of labour sections of Sri Lankan Missions conducted. Operational Manual developed in 2013 with Ministries of Foreign Employment, Foreign Affairs and Labour, to support handling grievances of migrant workers.

POLICY ACTION PLAN	CURRENT STATUS	KEY REMARKS
Setting up of complete Migrant Worker Resource Centres in each diplomatic mission headed by trained Labour Attaches, supported by Welfare Officers, who are specifically recruited, trained and posted to these Resource Centres.	Yet to commence	
A comprehensive benefits and services scheme will be implemented and will include insurance schemes, pension schemes, welfare schemes for families and children, services on return and reintegration, national recognition of services through Migrant Day or national awards provisions of free State services (along with legal aid for migrant workers, etc)	Progressing	The pension scheme proposed in the 2016 budget is being developed. Country specific insurance schemes are in operation in Qatar, UAE, Jordan and Kuwait. Workers migrating to Korea receive a lump sum payment at the end of the contract and on return. Welfare programmes and education support for children of migrant workers is on-going. The Legal Aid Commission provides legal support to migrant workers.
A Repatriation Policy for the State will be developed and implemented, which clearly holds State and Private Recruitment Agencies responsible for repatriation. This plan will include contingency plans for emergency situations faced by migrant workers in employment	On-going	No specific repatriation policy for migrant workers. The MFA has responsibility for all Sri Lankans. However, it is the SLBFE that takes responsibility for repatriation of registered workers either themselves or through the licensed recruitment agents. All repatriation costs are borne either by the SLBFE using the Workers Welfare Fund, or recruitment agent on a case by case basis. Stranded workers are repatriated through insurance schemes.
Return and Reintegration		
A support mechanism for returnee migrant workers will be designed and implemented by the SLBFE to commence at point of departure and implemented by the proposed Migrant Resource Centres in Sri Lankan diplomatic missions. These will be developed with the broad aim of promoting their local employment, tapping their skills and potential for national and personal development.	On-going	The pre-departure orientation programme includes a component on reintegration. Migrant Resource Centres not established but some missions provide information to migrants prior to departure. The reintegration sub policy and national action plan approved in 2015 institutionalised a mechanism.
This mechanism will ensure the registration of returnees and promotion of services to returnees. Following the setting up of this mechanism, periodic study and assessment of the return process supported by a study of job opportunities for returning migrant workers will be undertaken by the SLBFE.	On-going	The SLBFE has established a reintegration unit to support the implementation of the sub-policy. The MFE develops care plans for registered migrants and is collecting information of migrant families to be supported under the "Shramaka Surekuma" programme. Three Migrant Resource Centres have been established at provincial level while several others are under construction and are planned for construction.
Providing special services on arrival at the airport - eg. Welcome programmes, safe transport to home towns, especially for low-skilled workers, special duty free allowances, information and assistance for reintegration	On-going	Assistance at airport and at the transit home-Sahana Piyasa. Workers who have served for at least a year are exempted from paying duty on selected items. Other measures for returnee migrants are not in place.
Developing an awards scheme for outstanding migrant workers	Yet to commence	

POLICY ACTION PLAN	CURRENT STATUS	KEY REMARKS
Protection and Welfare of Children		
A policy framework will be developed and implemented for the protection of children of migrant workers with key responsibility placed for its design with the inter-ministerial coordination committee involving all State and civil society institutions working towards the protection and welfare of children.	Progressing slowly	No coordinated policy framework, but action taken eg. the FBR to ensure the welfare of children left behind. Designated officers from different agencies have been appointed for child welfare. However, only children of female migrant workers are given special attention and there is little information available on children of male migrants.
The framework will be led by the Judiciary as the upper guardian of children. The responsibility of implementation and monitoring will be placed with the National Child Protection Authority and the Department of Probation and Childcare under the overall authority of the District Court of Sri Lanka. This framework will be developed by the Ministry of Justice and Law reforms and will be introduced with the participation of the National Child Protection Authority and the Department of Probation and Childcare		Both the National Child Protection Authority (NCPA) and the Department of Probation and Child Care Services (DPCC) have responsibility for the protection and welfare of children – need for a special protection framework for children of migrant workers may not be required. More collaboration and coordination needed.
The framework will include a monitoring system that stems from registration and tracks all children of migrant workers at Divisional Secretariat level through house-to-house visits and provides support services to children in distress, care givers in distress and neglected and abused children of migrant workers.	On-going partially	Registration of female migrant workers with the Divisional Secretariat has started through the FBR system, Development Officers have to track all children of migrant workers by engaging in home visits and checking school attendance.
Provision of benefits for children of migrant workers will be part of the framework and will include educational and health benefits, access to counselling, etc. For this, local capacities will be developed and strengthened to address the needs of migrant families, in particular children	On-going	Scholarships and school material are given. DOs do not get information about awardees to follow up on their progress. Officers related to child protection services such as CRPOs, CPOs and POs are functioning and are trained and supported by their respective institutions. Children of migrant workers are not specifically targeted by these officers but are included in their programmes.
Pillar 3: Linking Migration and Development Processes		
The Role of Migration in Sri Lanka's Development		
The State will interact with United Nations and other agencies to incorporate labour migration into all its policy frameworks, including the policies on development, decent work, and employment	On-going	The State submits periodic reports to the Committee on the Protection of All Migrant Workers and Their Families. Policy on Decent Work developed. Basis for NLMP is ILO's Multilateral Framework National Human Resources and Employment Policy takes in to account foreign employment. SGBV Prevention NAP has a chapter on foreign employment. Strategic National Action Plan on combating human trafficking has initiatives under labour migration
Promotion of Skilled Worker Migration		
The migration of skilled labour will be supported by the provision of opportunities for skills enhancement of migrant workers and potential migrant workers through public-private partnerships	Progressing	There have been some public-private partnerships established for various skill areas such as enhancing language skills
Market analyses will be carried out to ascertain the demand for skilled workers on a continuing basis to promote skilled migration from Sri Lanka, as the basis for a framework to change the profile of Sri Lanka's migrant workers, without prejudice to the vital sectors of the economy	Progressing	A few studies have been done. Sri Lanka participated in the UAE initiated pilot project on Skill Development, Certification, Upgrading and Recognition to review the Qualification Recognition Processes including transnational accreditation and monitoring.
Prospects for short-term exchanges, temporary placements and circular migration for skilled workers will be explored	On-going	Initiatives on-going with Israel, Japan etc...

POLICY ACTION PLAN	CURRENT STATUS	KEY REMARKS
Role of Migrant Worker Remittances in Development		
Action will be identified and implemented to raise the volume of remittances, reduce transfer costs and widen the choices for migrant workers to use institutional channels for remitting money	Progressing	Many interviewed, used institutional channels to remit money. Banks and financial institutions have been permitted by the Central Bank to establish exchange houses in several countries thus covering both the origin and destination points. Representative offices have been opened in destination countries and web or mobile technology based new products introduced. Financial literacy is included in pre-departure training, bank officers act as resource persons, but low awareness of facilities that are now available hamper remittance transfer migrant workers.
An enabling environment for maximising migrant savings, and utilisation of remittances for productive investments will be promoted and incentives and advisory services provided, in particular the development of skills demanded in overseas and labour markets	On-going	Information given by at pre-departure training on remittance management, and by bank personnel. FEDOs also provide awareness. Migrant workers allowed to open NRFC accounts without an initial deposit.
Return Migration and Circulation		
A mechanism for returnee migrant workers will be designed and implemented by the SLBFE, commencing at the point of departure, implemented by the proposed Migrant Resource Centres in Sri Lankan diplomatic missions in labour-receiving countries, and extending to Sri Lanka, with the broad aim of promoting their local employment, tapping their skills and potentials for national and personal development	Yet to commence	
A review of existing incentives for migrant savings and investment, access to credit and business development services will be undertaken	Yet to commence	
Promotion and provision of incentives for promoting enterprise creation and development, by returnee men and women migrant workers		Low interest loans available from state banks. 'Start Your Own Business' (SIYB) training is provided.
The SLBFE's reintegration unit is supporting entrepreneurs to enhance their business capacities through grants.	On-going	A grand of Rs. 25,000 is given to returnees who fulfil the specific criteria
Engaging Transnational Communities		
A framework will be developed and implemented to harness the resources, skills and expertise of Sri Lankans working at skilled and professional capacities overseas by providing incentives to return or contributing to home country development from abroad through investment opportunities, tax benefits etc, and schemes for 'giving back' to the country's development	Yet to commence	
Active networks of scientific and intellectual diasporas to promote technology and skills transfers and exchanges will be promoted using the internet, among other means	Yet to commence	
The engagement of the services of Sri Lankan expatriate experts for technical assistance and development projects will be promoted	On-going	Sri Lanka has invited the Diaspora to return and contribute their expertise to the country. Dual citizenship is being promoted.
Due recognition by Home Country		
A scheme of recognition will be developed with special services, benefits and reward schemes	On-going	There are schemes such as low interest housing loans, scholarships for children, etc. However, long term recognition schemes are still not available such as pensions and migrant cards that facilitate special benefits and discounts.

POLICY ACTION PLAN	CURRENT STATUS	KEY REMARKS
Comprehensive Information and Data		
The coverage and quality of existing SLBFE data will be improved:		
1) Through documentation of information on profiles on migrants, duration of stay, wages, working conditions, returnees and their reintegration and transnational communities and their engagements	Progressing	With the coordination of the MFE, FEDOs at the DS level have started to develop migrant family profiles.
2) Through a labour migration module in the periodic labour force survey carried out by the Department of Census and Statistics	Yet to commence	
3) By introducing international migration questions into the census data	Progressing	In the 2012 census, a migration related question was included ,however additional information such as country of employment, skill level, wages, no. of cycles of migration is needed.
4) Through systematic information provided by destination countries	Progressing	Labour officers of Foreign Missions in labour receiving countries send information such as complaints, job orders, etc.
The Ministry of Foreign Employment Promotion and Welfare will establish the Sri Lanka Migration Studies Institute to study the phenomenon of migration from a holistic view point. The institute will function under the MFE as an autonomous academic institute which will highlight solutions to the migratory problems of their gainful employment abroad. The institute will be composed of all stakeholders in the process; government representatives, statutory corporations, universities, employment agencies, and professionals	Yet to commence	A report was developed proposing an institutional arrangement and a business model for the institute in 2014.

Contact Information:

Swairee Rupasinghe
National Project Coordinator - Labour Migration
ILO Country Office for Sri Lanka and the Maldives
202-204, Bauddhaloka Mawatha, Colombo 07.
Tel: +9411 2592525 Ext:2213
Fax: +9411 2500865
Email: rupasinghe@ilo.org
Website: <http://www.ilo.org/colombo>

Supported by



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Embassy of Switzerland

Help make Decent Work for all a reality! Follow the ILO on social media:

