



Experience Sharing - GSG and women migrant workers

GEFONT Support Groups in destination country

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Status of Nepali Migrant working women

- The total number of Regular women migrant workers is about 5%
- An estimated 2.5 million Nepalese women are currently working outside of Nepal, including Malaysia and the Middle East.
- An estimated 90% of female Nepalese migrant workers are undocumented; and the number of female migrants is highest in Saudi Arabia, followed by Kuwait, Qatar, Oman and the UAE.
- 56.6% of women had experienced abuse and health problems in their destination country.

Source : A survey of health problems of Nepalese female migrants workers in the Middle-East and Malaysia, Simkhada et al. BMC International Health and Human Rights (2018) available at

<https://bmcinthealthhumrights.biomedcentral.com/track/pdf/10.1186/s12914-018-0145-7>

A quick overview on WMWs

Health status & problems faced among migrant women in the workplace

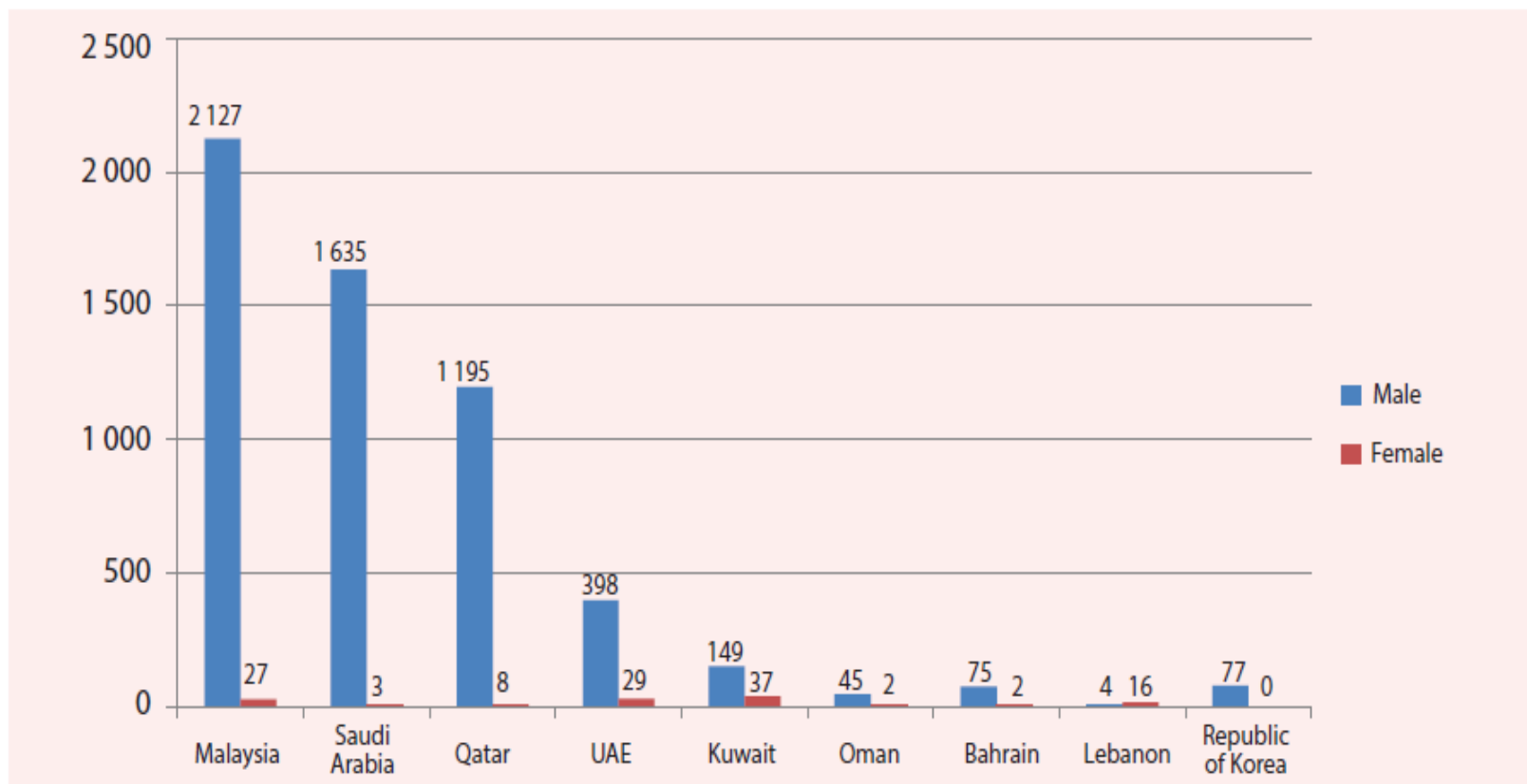
Variables	Number	Percentage
Health problem at work	242	24.0
Failed medical test	35	3.5
Abuse at workplace	413	40.9
Accident at workplace	12	1.2
Physical harm	112	11.1
Had mental health problem	88	8.7
Torture at work	311	30.8
Pregnancy at work place	31	3.1
Cause of pregnancy		
• Sexual abuse	16	50.1
• Consensual relation	15	49.9
Received health services at workplace	130	12.9

Source : A survey of health problems of Nepalese female migrants workers in the Middle-East and Malaysia, Simkhada et al. BMC International Health and Human Rights (2018) (A Survey was conducted with returnees)

<https://bmcinthealthhumrights.biomedcentral.com/track/pdf/10.1186/s12914-018-0145-7>

Status of Migrant women

Reported number of deaths in top destination countries, 2008/09 – 2016/17



Ministry of **Labour** and Employment. **Labour Migration** for Employment.
A Status Report for Nepal: 2016/2017



Major Sectors of Work

Nepali WMWs are engaged in the following Trade of work in Arab states:

- Care work/Domestic work
- Service sectors
- Construction
- Industrial
- Transportation
- Security
- Agriculture
- Others

The majority women workers working in Domestic work/care work.



Development and discussion : Global Strength for protection

1. UN Core conventions, CEDAW and GR 26, UN Palermo protocol 2000 and other related Human right standards and obligation
2. ILO Standards and obligation
3. ILO fair recruitment guidelines and principles
4. Sustainable Development Goal
5. Policy governing migration
6. GFMD /GCM
7. Colombo process
8. Abhudhabi Dialogue
9. Bali declaration
10. Business plus Human right (supply chain/CSR/ due diligence)
11. Labor market for Care work/construction/hospitality - Demand/supply
12. Regional treaties and commitments etc
13. Migration Trends and situation of respective countries
14. Initiation, supports and cooperation

**Memorandum of
understanding
Bilateral
/Multilateral
treaties**

Nepal has MoU/BLAs with the following countries to send the workers and trainees:

1. Bahrain
2. Qatar
3. South Korea
4. United Arab Emirates
5. Japan
6. Israel
7. Jordan
8. Malaysia
9. Mauritius

Where is workers there is GEFONT

- Membership distribution : before going, during work and after returning back
- Training , awareness, orientation and Counseling
- Involvement in GEFONT activities
- Involvement in political, economic and social activities

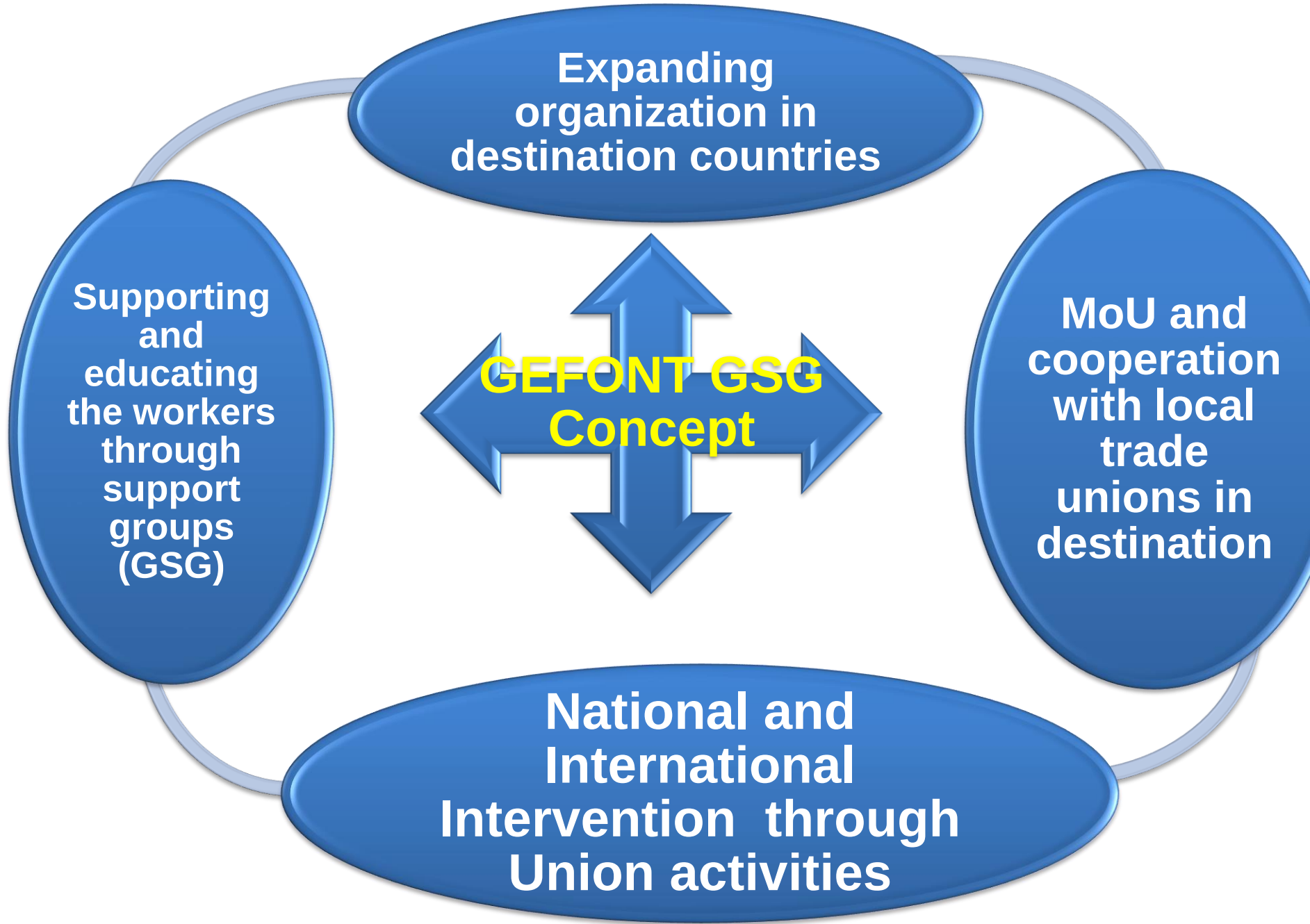
Organizing

Support and Rescue of MWs

- Legal support in Nepal
- Support in destination
- Rescue from Destination countries
- Free legal aid/ Counseling

- Issues learning and advocacy from cases and /Fact findings
- Raising those issues in parliament or with policy makers
- Part of Social dialogue
- Feedback for policy, findings and education

Policy advocacy



GEFONT Support Group

Cooperation with Local Trade Unions in Destinations

- Hongkong (HKTCU)
- South Korea (KCTU/MWU)
- Malaysia (MTUC)
- Bahrain (GFBTU)
- Kuwait (KTUF)
- Qatar (Loose network)
- Lebanon (FENASOL)
- Jordan (JTGCU -Textile sector)
- India
- Some trade-wise union agreements also has been made
- GSG has been formed in several countries

Identified Key Issues :Challenges

- Use of dual contract
- Kafala system
- Trafficking in person
- Confiscation of passport
- Complication to obtain or update Residence permit
- Delay pay, no pay, low wage and Absence of minimum wage , no increment in salaries, Inadequate living condition and long hours of work,
- Applying Systematic Exploitation Measures of Force labor and exploitation
- Death, workplace accidents, injuries, health issues
- Undocumented status due to employer, agents and agencies
- Wage discrimination based on the identity of country
- No access to justice
- Unstable policy of government for domestic workers
- No access in Government facilities
- No mechanism to update and legalize undocumented workers in both countries records at a glance

Recommendations

- Standard Contract and Trade specific job agreement required within BLA/MOU
- Multilateral treaties among the countries of origin, transit, major route, destination or in regional level
- Apply labor law and ILS , ILO Fair recruitment guidelines including supply chain, due diligence and human right at workplace issues
- labor inspections by Government authorities
- Pre-departure and Post arrival training /orientation
- Medical Facilities and compulsory 24 hours insurance coverage
- Accessible complaint mechanism to get immediate remedy in their own language for MWs
- Ensure the right to mobility/changing employer
- Equal treatment based on the nature of work not based on identity of country
- Ensure the issue of work life balance
- Mechanism to Regulate the illegal domestic workers in destination countries by both countries

Recommendations

- Ensure the security of MDWs in destination countries
- Address the issue of Social Security
- Voting Rights in country of origin
- Ensure the Trade Union Rights/Tripartism /social dialogue with trade unions
- Address the Social Cost of migrant workers and their families
- Ensure the Work life Balance issues
- Quota (Reservation) for women workers in Formal sector (while making demand to increase the better opportunities to meet SDG goal)
- Ratification ILO Convention 189/190 and Palermo Protocol 2000 (UN)
- **Active role of Trade Unions along with partner TUs, International TUs and Supporting agencies and increase co operations**
- **Increase Social dialogue/ tripartism**



Thank you!