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**Women Migrant Domestic Workers in the Arab States:  
An Annotated Bibliography**

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## Introduction

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Domestic workers make up the majority of registered women migrants in the Gulf Cooperation Council states: Lebanon, Jordan, and Yemen where they earn less than half of average wages, experience long and unpredictable working hours, and remain one of the least protected groups of workers under national labour legislations.

The ILO recently launched a regional programme, Decent Work for Domestic Workers: Advocating Institutional Reform in the Middle East (Dec. 2012 – Nov. 2014), funded by the Swiss Agency for Development and Cooperation. The programme aims to improve the governance and protection afforded to migrant domestic workers through a focus on research and policy reform. This annotated bibliography on women migrant domestic workers in the Arab States aims to inform ILO's regional technical cooperation strategy on domestic work and further research for the formulation of labour migration policies in target countries.

The breadth of disciplines represented in this annotated bibliography is broad and encompasses economic, public health, psychological, sociological, legal, human rights and feminist perspectives. Sources include both academic and professional association-based journals, as well as publications by intergovernmental organizations (IGOs) and non-governmental organizations (NGOs). A limited number of newspaper articles are included to give a sense of the different types of reporting used and a range of publications.

## List of acronyms

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AIDS	Acquired Immune Deficiency Syndrome
APMJ	Asian and Pacific Migration Journal
CEDAW	Convention to Eliminate All Forms of Discrimination Against Women
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for West Asia
GAATW	Global Alliance Against Traffic in Women
GCC	Gulf Cooperation Council
IDWN	International Domestic Workers NetWork
IGO	Intergovernmental Organization
ILO	International Labour Organization
IOE	International Organization of Employers
IOM	International Organization for Migration
ITUC	International Trade Union Confederation
HIV	Human Immunodeficiency Virus
HRW	Human Rights Watch
MDW	Migrant domestic workers
NGO	Non-governmental Organization
NHRC	National Human Rights Council (Qatar)
QIZ	Qualified Industrial Zones
STI	Sexually Transmitted Infection
STD	Sexually Transmitted Disease
TIP	Trafficking in Persons Report
UAE	United Arab Emirates

## Academic Journals & Other Publications

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**Aaserud, et al. (2013). The protection of the rights of migrant domestic workers in a country of origin and a country of destination: Case studies of the Philippines and Kuwait. John Hopkins School of Advanced International Studies. Accessed at**

*[http://www.protectionproject.org/wp-content/uploads/2013/11/Domestic-Workers-Report-2013\\_Electronic-Version.pdf](http://www.protectionproject.org/wp-content/uploads/2013/11/Domestic-Workers-Report-2013_Electronic-Version.pdf)*

*Key words: Kuwait, Philippines, migrant domestic workers, ILO, C. 189, human rights*

This report is the product of a student-led study through the International Human Rights Clinic at The Johns Hopkins University School of Advanced International Studies. Supported by academic research and scholarship, this largely descriptive study involved two fact-finding missions, one to Kuwait and the other to the Philippines, performed by students with the guidance of supervising professors. The report provides a comprehensive look at migrant domestic workers as they prepare for departure in the Philippines, their work conditions in Kuwait and their return home. Historical context is provided by assessing the history of labour migration to Kuwait, and also takes a look at the economic factors which lead to labour migration from the Philippines. The report explores abuses in this process and offers recommendations and solutions based on the countries of origin and destination. It additionally provides international legal standards, giving a special weight to the ILO Domestic Workers Convention, 2011 (No. 189). Recommendations include prosecution for those who abuse domestic migrant workers, legislative and policy changes in Kuwait, the implementation of protective mechanisms in Kuwait, the development and strengthening of civil society initiatives in Kuwait and the Philippines, and increased bilateral cooperation between the two countries.

**Abimourched, R. (2011). Migrant domestic workers in the Mashriq: Towards a rights-based regulatory framework, Carim research report. Florence: Consortium for Applied Research on International Migration. Accessed at [http://cadmus.eui.eu/bitstream/handle/1814/18955/CARIM\\_RR\\_2011\\_03.pdf?sequence=1](http://cadmus.eui.eu/bitstream/handle/1814/18955/CARIM_RR_2011_03.pdf?sequence=1)**

*Key words: Mashriq, Lebanon, Syria, Jordan, gender, migrant domestic worker, domestic worker*

This research report provides an analytic review of the regulatory framework in Jordan, Lebanon and Syria (also referred to as the Mashriq), and presents concrete recommendations to improve the protection of migrant domestic workers and their rights. The report explores domestic work from a gender perspective, provides background information on MDWs in Jordan, Lebanon and Syria, offers an analysis of the legal framework in the three countries, and discusses the international obligations of each country and its impact on respect for MDWs' rights. Ms. Abimourched seeks to present a complex and nuanced view of the important economic role and poor working conditions of female domestic workers not only in the Mashriq, but also in their countries of origin. She notes that while MDWs perform caregiving, cooking and cleaning tasks for relatively well-off families, they are consigned to the margins of society. A lack of regulatory framework and weak oversight by governments leads to violations of MDWs rights and discrimination. Ms. Abimourched also provides an interesting analysis on the similarities, differences and weaknesses in the legal frameworks governing the recruitment and employment

of MDWs in Jordan, Lebanon, and Syria. She mentions that within these dynamics lay potential solutions for improving conditions of MDWs.

**Anbesse et al. (2009). Migration and mental health: A study of low-income Ethiopian women working in Middle Eastern countries. *International Journal of Social Psychiatry*, 55: 557-68. (Summary adapted from resource) Accessed at Sage Journals (paid subscription)**  
*Key words: mental health, female domestic migrants, Ethiopian, Middle East, exploitation, cultural identity*

This study addresses a general dearth in mental health research on non-Western migrants in non-Western countries. Researchers in this study used focus group discussions to explore the experiences of Ethiopian female migrant domestic workers to Middle Eastern countries. Comparisons were made between those with severe mental illness and those who had fared relatively well. Anbesse and those who undertook this study discovered that significant threats to mental health included exploitative treatment, enforced cultural isolation, undermining of cultural identity and disappointment in the inability to achieve expectations. Participants reported that self-affirmation of their cultural identity and establishing socio-cultural supports helped to counter negative forces.

**Beydoun, K. (2006). The trafficking of Ethiopian domestic workers into Lebanon: Navigating through a novel passage of the international maid trade. *Berkeley Journal of International Law*, 1009. (Summary adapted from resource) Accessed at <http://scholarship.law.berkeley.edu/cgi/viewcontent.cgi?article=1327&context=bjil>.**  
*Key words: Lebanon, Ethiopia, domestic workers, trafficking*

In this legal publication, Mr. Beydoun provides an in-depth look at the *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*, using the movement of female domestic workers from Ethiopia to Lebanon as his focus. He notes that, at the time of writing his article, there had been a lack of concerted effort by the international community to combat the trafficking of women for domestic labour in this case, and offers a critique of measures – legal, policy and grassroots-based – that have or could have been taken to improve conditions for Ethiopian domestic workers.

**Dessiye, M. (2011). The challenges and prospects of female labour migration to the Arab Middle East: A case study of women returnees in the town of Girana, North Wollo, Ethiopia. Norway: University of Bergen. (Summary adapted from source) Accessed at <https://bora.uib.no/bitstream/handle/1956/5286/84856113.pdf?sequence=1>**  
*Key words: Ethiopia, Middle East, female migrant workers, migration, work conditions, sexual abuse*

As part of her thesis for her Master's degree in Psychology, Ms. Dessiye looks at the lives of black Ethiopian Christian and Muslim female migrant workers before they leave for the Middle East, and their lives after they return home. She explores the channels they use to get to Middle Eastern countries, their working conditions, mental health statuses, experiences of sexual abuse, and their lowly position(s) within the Arab society. She also details the types of legal and illegal work that Ethiopian women engage in while in the Middle East.

Ms. Dessiye uses this background to inform her fieldwork in Ethiopia, where she interviewed 12 women who had been domestic workers in various countries in the Middle East. She provides extensive excerpts from her interviews, focus groups, and interviews with community members. Ms. Dessiye's final recommendations are focused on curbing the influx of women for domestic work to the Middle East, promoting legal migration, safe living and working environments in the country of destination, and repatriation and sustainable reintegration of migrant domestic workers to avoid remigration or re-trafficking.

**Fernandez, B. (2010). Cheap and disposable? The impact of the global economic crisis on the migration of Ethiopian women domestic workers to the Gulf. Oxfam: Gender and development, Vol. 18, No. 2. (Summary adapted from resource)** Accessed at

<http://www.oxfamblogs.org/eastafrica/wp-content/uploads/2010/09/9244298561.pdf>

*Key words: Ethiopian domestic workers, Gulf countries, migration, remittances, global economic crisis*

This paper, published in 2010 investigates the impact of the global economic crisis on the migration of female Ethiopian domestic workers to the GCC countries. Ms. Fernandez argues that migration as a strategy to cope with existing crises in Ethiopia will be severely constrained by post-2008 economic policy shifts, which have already produced a significant decline in numbers of recorded migrants and remittances. Evidence suggests that the consequence will be an increase in the flows of unrecorded migrants. The conclusion discusses policy responses to mitigate some of the negative consequences of the global economic crisis on the migration of Ethiopian domestic workers.

**Juredini, R. (2010). Trafficking and contract migrant workers in the Middle East. Geneva: International migration, Vol. 48, No. 4: 142-63. (Summary adapted from source)** Accessed at

[http://www.academia.edu/1206706/Trafficking\\_and\\_Contract\\_Migrant\\_Workers\\_Ray\\_](http://www.academia.edu/1206706/Trafficking_and_Contract_Migrant_Workers_Ray_Jureidini)

*Jureidini*

*Key words: Migrant workers, trafficking, legal, exploited workers*

This paper undertakes a number of legal and policy questions regarding the extent to which trafficking may be applied to migrant domestic workers who enter under the *kafala* system in the Middle East, and the potential for prosecution of those who are confirmed as perpetrators of human trafficking. Mr. Juredini notes that migrant domestic workers are the most numerous workers mentioned in reports on trafficking for labour exploitation in the region.

The article seeks to determine whether "trafficking" can be an "ex post facto" or an "ex ante" by attempting to answer the following questions: "Can the label of trafficking be attributed only after the worker has arrived in the receiving country and is victimized according to the principles of trafficking protocols? Must agents have a proven intent to traffic or can employers who harm and/or exploit workers be considered traffickers? Should the harm done to workers on arrival at their place of work be classified (and assisted) as victims of trafficking or as exploited workers?" Mr. Juredini concludes by offering a nuanced assessment of approaches to protecting workers from trafficking and forced labour situations, providing access to justice for workers and prosecuting criminals. He places the onus squarely on states to implement and enforce relevant

laws to protect workers, and emphasizes the lack of serious willingness by Arab governments to make necessary changes.

**Mahdavi, P. (2010). The 'Trafficking' of Persians: Labour, migration, and traffic in Dubai. Durham: Comparative studies of South Asia, Africa and the Middle East, Vol. 30, No. 3. (Summary adapted from resource) Accessed at <http://cssaame.dukejournals.org/content/30/3/533.short>**

*Key words: Iranian women, Dubai, feminization of migration, sex workers, trafficking*

This essay challenges the notion that Iranian sex workers in Dubai are merely trafficked victims. The author describes how their narratives have been constructed and are often misinterpreted by scholars. Ms. Mahdavi states that the "feminization of migration" rhetoric has distorted the complex realities of forced labour, migration, and sex work. She argues that this rhetoric does not reflect Iranian women's actual experiences of and reasons for migration to Dubai. She further posits that the feminization rhetoric "perpetuates the gendered and raced discourses on the movement of women's bodies that is prevalent in international discourses on sex work and trafficking." Ms. Mahdavi uses qualitative and ethnographic fieldwork to assess the experiences and perceptions of agency of sex workers, migrant women, and those who provide services.

**Manseau, Gwenann S. (2006). Contractual solutions for migrant labourers: The case of domestic workers in the Middle East. Nottingham: The University of Nottingham.**

**(Summary adapted from resource) Accessed at [http://www.nottingham.ac.uk/shared/shared\\_hrlcpub/HRLC\\_Commentary\\_2006/manseau.pdf](http://www.nottingham.ac.uk/shared/shared_hrlcpub/HRLC_Commentary_2006/manseau.pdf)**

*Key words: female domestic workers, Middle East, Arabian Gulf, Shari'a law*

Ms. Manseau discusses domestic and international responses to the abuse of female domestic workers in the Middle East in this article from 2006. She begins with a brief overview of the migrant labour situation in the Arabian Gulf, the costs and benefits to workers who travel to the region, and the increasing feminisation of the workforce due to the demand for domestic workers. The article describes the conditions of employment for domestic workers, including the sponsorship system in Arab countries, and its negative effects on working conditions in the private setting of homes. Ms. Manseau points out that these domestic workers are ill protected by cultural and legal structures in both receiving and sending countries. She concludes that a standard working contract could provide workers with greater bargaining power, allow fair and effective access to justice, and encourage enforcement of judicial decisions. Furthermore, she concludes that under international law, Arab states are required to monitor the private sector to prevent employers from abusing workers, despite arguments to the contrary based on the *Shari'a* law.

**Mildner, E. and Matsuda, V. (2013). Improvement and intransigence: The situation of female migrant domestic workers in Saudi Arabia. Unpublished. (Summary adapted from resource)**

*Key words: Saudi Arabia, female migrant domestic workers, forced labour*

In this article, Ms. Milder and Professor Matsuda explore cases of abuse of female migrant domestic workers in Saudi Arabia and how the role of the *kafala* system plays in these

conditions. The authors present the employers' reasoning for the continued use of the *kafala* system and discuss the inadequacies of this system in protecting domestic worker's rights. In light of the changes that occurred at the time of writing this article, the authors conclude with an assessment of the changes in labour laws that are implemented by the government, namely, the criminalization of abuse against domestic workers, guarantees of break periods, sick leave, and paid vacation, and the timely payment of wages.

**Pande, A. (2012). Migrant domestic workers and meso-level resistances in Lebanon.**

**Gender & society, Vol. 26 No. 3, June 2012 382-405. (Summary adapted from resource)**

*Accessed at [http://www.academia.edu/1651110/From\\_Balcony\\_Talk\\_and\\_Practical\\_Prayers\\_to\\_Illegal\\_Collectives\\_Migrant\\_Domestic\\_Workers\\_and\\_Meso-Level\\_of\\_Resistances\\_in\\_Lebanon](http://www.academia.edu/1651110/From_Balcony_Talk_and_Practical_Prayers_to_Illegal_Collectives_Migrant_Domestic_Workers_and_Meso-Level_of_Resistances_in_Lebanon)*

*Key words: Lebanon, migrant domestic workers, labour unions*

This study looks at the societal exclusion that MDWs experience in Lebanon. Ms. Pande argues that MDWs challenge their exclusion in at least three ways: by forming "dyads" across balconies in restrictive situations, organizing small collectives through church affiliations and forming larger collectives based on apartment living of undocumented migrants. She uses this analysis to question the conventional portrayal of MDWs as solely victims of abuse based on these "acts of private and semi-public resistance to their exclusion." She also discusses the critical implications that these activities have for African and South Asian MDWs who, unlike their Filipina colleagues, are forbidden from forming or joining formal unions.

**De Regt, M. (2010). Ways to come, ways to leave: Gender, mobility, and il/legality among Ethiopian domestic workers in Yemen. Gender & society, April 2010; vol. 24, 2: pp. 237-260. (Summary adapted from resource)**

*Accessed through paid subscription at Sage Journals*

*Key words: Yemen, Ethiopian, domestic workers, Middle East, legal status, rights, mobility, policy, regulation*

This article examines the relationship between gender, mobility, and the legal status of Ethiopian domestic workers in Yemen using an anthropological framework. Ms. De Regt challenges the notion that the regulation of women's migration status through a legal and rights-based framework means the automatic increase in women's rights or mobility, and that it could actually lead to greater control and restriction over them. She explores the relationship between method of entry and legal status as a line that is often blurred between legality and illegality, both as a function of a woman's practices, as well as the ways in which various organizations and/or institutions operate. She concludes that policies and practices based on gender could create additional constraints for female domestic workers from Ethiopia.

**Shah, N and Fargues, P., eds. (2011). Special issue: Migration in the Gulf States: Issues and prospects. Asian and Pacific Migration Journal (APMJ), Vol. 20, Nos. 3-4, pp. 267-502.**

*Available in print and online at*

*[http://www.smc.org.ph/apmj/index.php?comp=com\\_issue\\_details&id=68](http://www.smc.org.ph/apmj/index.php?comp=com_issue_details&id=68)*

*Key words: Gulf States, kafala, migrant women workers, gender, domestic workers*

In this special issue of APMJ, authors from a wide range of universities and the ILO provide an assessment of the current migration trends for the GCC region, looking at both positive and negative aspects of this phenomenon, as well as the governance of migrant workers. Authors also look at a number of aspects related to the migrant worker employment experience in the GCC, including issues around deportation, freelance opportunities and cultural adaptation. The ILO provides an overview of the kafala system and assesses the attempts of recent reform by GCC states.

**Varia, N. (2011). 'Sweeping changes?' A review of recent reforms on protections for migrant domestic workers in Asia and the Middle East. Toronto: Canadian Journal of Women & the Law. 2011, Vol. 23 Issue 1, P265-287. Available in French and English.**

*Accessed at [http://muse.jhu.edu/journals/canadian\\_journal\\_of\\_women\\_and\\_the\\_law/summary/v023/23.1.varia.html](http://muse.jhu.edu/journals/canadian_journal_of_women_and_the_law/summary/v023/23.1.varia.html)*

*Key words: women migrant labour, labour laws and legislation, human rights, government regulation, women household employees*

In this article, Ms. Varia examines the status and protection of women migrant workers by exploring patterns of change in three areas: measures to protect workers, immigration regulations and the mobilization of civil society. She argues that the combination of serious gaps in labour laws, measures to restrict immigration and societal acceptance of discrimination against migrant workers results in widespread violations of human rights, including modern slavery. Ms. Varia highlights some of the gradual changes enacted by various governments, but notes that most have not adopted comprehensive reforms. She notes that resistance to reforms arises from concerns related to increased costs, loss of income by businesses and perceived security threats. Ms. Varia concludes that migrant groups continue to evolve despite attempts to restrict them.

**Vlioger, A. (2011). Domestic workers in Saudi Arabia and the Emirates: Trafficking victims? Amsterdam Law School Research Paper No. 32, University of Amsterdam.**

**(Summary adapted from resource)** *Accessed at [http://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=1933749](http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1933749)*

*Key words: Domestic workers, human trafficking, Palermo Protocol, Saudi Arabia, United Arab Emirates, forced confinement, exploitation, migrant workers*

This article is a response to another piece by Ray Jureidini entitled 'Trafficking and Contract Migrant Workers in the Middle East' published in International Migration (see following pages). Referring to data on domestic workers in Saudi Arabia and the Emirates, Ms. Vlioger argues that they are often victims of trafficking, contending that forced confinement and exploitation are commonly experienced by workers in the two countries. Additionally, she says that misinformation, deception, confinement and exploitation are commonplace. Ms. Vlioger also notes that the lack of prosecution of traffickers is not caused by legal obscurities, but by societal norms. The article concludes with some policy suggestions to better address the issue of trafficking.

## Intergovernmental Organizations (IGOs)

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**de Regt, M. (2006). Mapping study on women domestic workers in Yemen. Geneva: ILO. (Summary adapted from resource)** Accessed at [http://www.ilo.org/public/libdoc/ilo/2006/106B09\\_159\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2006/106B09_159_engl.pdf)

*Key words: Yemen, women domestic workers, labour laws, legislation*

This report summarizes the results of a mapping study on domestic workers in Yemen. It is based on an academic study done for the University of Amsterdam between 2003 and 2005, and the ILO at the end of 2005. Domestic workers, employers, employment agents, key personnel at government institutions, embassies, and non-governmental organizations were interviewed. This report is intended as an initial step to study, discuss and improve the position of women domestic workers in Yemen. A number of recommendations are proposed in the study, including organizing consultative workshops for key stakeholders and other relevant organizations, establishing a national committee to improve coordination among key stakeholders, drafting legislation which includes domestic workers in labour laws, developing guidelines for labour standards and improving monitoring systems for private employment agencies.

**Esim, S. and Smith, M., eds (2004). Gender and migration in Arab states: The case of domestic workers. Geneva: ILO. (Summary adapted from resource)** Accessed at [http://www.ilo.org/beirut/publications/WCMS\\_204013/lang--en/index.htm](http://www.ilo.org/beirut/publications/WCMS_204013/lang--en/index.htm)

*Key words: Middle East, domestic workers, work conditions, wages*

This study seeks to reveal practices and patterns that point to some of the main causes of the shocking conditions of female migrant workers in the Middle East. This volume examines the benefits of international migration for domestic workers in light of wages, working conditions, social security and labour protections. This ILO study also suggests different strategies for addressing these deficiencies.

**Harroff-Tavel, H. and Nasri, A. (2013). Tricked and Trapped: Human Trafficking in the Middle East. Beirut: ILO. (Summary adapted from resource)** Accessed at [http://www.ilo.org/beirut/publications/WCMS\\_211214/lang--en/index.htm](http://www.ilo.org/beirut/publications/WCMS_211214/lang--en/index.htm)

*Key words: Middle East, domestic workers, human trafficking, labour migration.*

This qualitative study seeks to illuminate the presence and nature of forced labour and trafficking in the Middle East using first hand interviews with migrant workers throughout the Middle East, including female domestic workers. The authors provide objective scrutiny to the range of responses to human trafficking conditions by governments, NGOs and other stakeholders, and offer suggestions for ways that interventions could be more effective. Key recommendations include development of bilateral agreements between sending and receiving countries, increased technical training, employment of a broader understanding of the dynamics of human trafficking and labour migration, and an adoption of a regional framework for better planning.

**ILO (2012). National legal frameworks for domestic workers in the Arab States. Background note submitted on the occasion of the Regional Tripartite Conference on ILO**

**Convention No. 189: Raising awareness and sharing knowledge on decent work for domestic workers, 22-24 October, 2012, Cairo-Egypt.** Accessed at [http://www.ilo.org/beirut/events/WCMS\\_EVT\\_DOC\\_EN\\_0/lang--en/index.htm](http://www.ilo.org/beirut/events/WCMS_EVT_DOC_EN_0/lang--en/index.htm)

*Key words: Bahrain, Saudi Arabia, GCC, United Arab Emirates, Kuwait, domestic workers, C. 189, labour inspection*

This three-day conference sought to promote and raise awareness of Convention No. 189. The ILO website provides links to related documents, presentations and speeches. In this background note, the ILO reports on the outcomes of the Tripartite Conference focusing on C. 189 and the responses given by Arab delegates. The challenges faced by Arab countries in implementing and ratifying C. 189 are highlighted through quotes from delegate members.

**Jureidini, R. (2003). Migrant workers and xenophobia in the Middle East. Switzerland: United Nations Research Institute for Social Development. (Summary adapted from resource)** Accessed at [http://www.unrisd.org/80256B3C005BCCF9/\(httpAuxPages\)/045B62F1548C9C15C1256E970031D80D/\\$file/jureidin.pdf](http://www.unrisd.org/80256B3C005BCCF9/(httpAuxPages)/045B62F1548C9C15C1256E970031D80D/$file/jureidin.pdf)

*Key words: Middle East, Lebanon, domestic workers, xenophobia, slavery*

In this older publication by Mr. Jureidini, he analyzes labour migration trends to the GCC and MENA regions with a particular focus on “causes, patterns and cases of discriminatory or xenophobic practices by employers, civil society and the state.” This paper uses the poor treatment of Asian domestic workers in Lebanon as an example. (This paper also looks at the status and working conditions of Syrian workers in Lebanon.) Mr. Jureidini notes three aspects of xenophobia: preference in contractual relationships which excludes the ability of foreign workers to gain citizenship, allocation of ‘menial’ work to migrant workers and visual observations in public places of ‘disdain’ by nationals towards Asians in particular. He concludes that reform and development of formal mechanisms to address such abuses of migrant workers would lead to changes in the demand for these workers, and sending and receiving governments would most likely not be supportive of such efforts.

**Kerbage, C and Esim, S. (2011). The situation of migrant domestic workers in Arab States. Paper presented at the Interregional Workshop on Strengthening dialogue to make migration work for development in the ESCAP and ESCWA regions, 28-30 June 2011, Beirut-Lebanon [unpublished]. (Summary adapted from resource)** Accessed at [http://www.academia.edu/1006359/The\\_Situation\\_of\\_Migrant\\_Domestic\\_Workers\\_in\\_Arab\\_States\\_A\\_Legislative\\_Overview](http://www.academia.edu/1006359/The_Situation_of_Migrant_Domestic_Workers_in_Arab_States_A_Legislative_Overview)

*Key words: Arab States, Jordan, Lebanon, GCC, access to justice, migrant workers*

This paper presents the conditions of migrant domestic workers in the Arab states using a strong legal and governance framework. Particular attention is paid to ESCAP countries in the GCC, Jordan and Lebanon. It was prepared upon the request of the Population and Social Development Section of the Social Development Division in ESCWA. Recommendations include improving access to justice for migrant workers, promoting legislative action and pushing for the adoption of Convention 189.

**Shahinian, G. (2012). Report of the Special Rapporteur on contemporary forms of slavery: Mission to Lebanon, 4 July, A/HRC/21/41/Add. 1. New York: UN Human Rights Council. (Summary adapted from resource) Accessed at [http://www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session21/A-HRC-21-41-Add1\\_en.pdf](http://www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session21/A-HRC-21-41-Add1_en.pdf)**  
*Key words: Lebanon, slavery, domestic servitude, enforcement of law, migrant domestic workers*

This report contains the findings of Gulnara Shahinian, Special Rapporteur on contemporary forms of slavery, following an official mission to Lebanon from 10 to 17 October 2011. It includes information on the causes and consequences of contemporary slavery, and covers policies, programmes, plans and activities that are currently underway to combat domestic servitude. Positive measures are highlighted and special attention is drawn to significant challenges. It additionally provides recommendations to fill legislative gaps, strengthen enforcement of laws and institutional capacity, provide effective remedies for victims, and offers practical steps to protect migrant domestic workers and prevent domestic servitude.

**UN WOMEN (2013). Review of laws, policies and regulations governing labour migration in Asian and Arab States: A gender and rights based perspective. Bangkok: UN Women, Asia Pacific Regional Office. ISBN 978-974-680-337-3. (Summary adapted from resource) Accessed at <http://asiapacific.unwomen.org/~media/1E19416A360B4EF788AE8B3DFAA6C2AB.pdf>**  
*Key words: Bahrain, Jordan, United Arab Emirates, migrant domestic workers, CEDAW, trafficking, forced labour*

This comprehensive report reviews three labour-receiving Arab states: Bahrain, Jordan and the United Arab Emirates. Among the areas of analysis and consideration related to female migrant workers are trafficking and forced labour, employment issues, and access to justice. A comprehensive framework of ratification and compliance with international conventions and treaties is also provided. Specific recommendations are given for each country reviewed. In addition to the three labour-receiving Arab states, Asian labour-receiving and sending states are also reviewed.

## Non-governmental Organizations (NGOs)

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**Agunias, D. (2011). Running in circles: Progress and challenges in regulating recruitment of Filipino and Sri Lankan labour migrants to Jordan. Washington D.C.: Migration Policy Institute. (Summary adapted from resource) Accessed at <http://www.migrationpolicy.org/pubs/jordancorridor-labor-2011.pdf>**  
*Key words: Jordan, recruiters, employers, labour migrants*

Ms. Agunias presents an in-depth analysis of the role of migrant worker recruitment agencies in Sri Lanka, the Philippines and Jordan. She creates a detailed picture of each country's attempts to monitor, control and restrict recruiter operations through review of government data, interviews with stakeholders and migrant workers. She identifies six problematic areas related to the high number of labour migrants, prolific and unlicensed recruiters, unscrupulous employers, unqualified employers, the legal system, and government bans on the movement of workers.

Recommendations look to increase the standards for recruiters and employers, define legal standards and increase protective measures for workers.

**Agunias, D. (2010). Migration's middlemen: Regulating recruitment agencies in the Philippines–United Arab Emirates Corridor. Washington D.C.: Migration Policy Institute. (Summary adapted from resource) Accessed at <http://www.migrationpolicy.org/pubs/filipinorecruitment-june2010.pdf>**

*Key words: United Arab Emirates, domestic workers, recruitment agencies*

This report focuses on the current impact of cooperation on migrant labour recruitment activities between the United Arab Emirates and the Philippines. The author argues that despite the best intentions of both governments, the current policy mismatch has led to a tiered labour migration recruitment system. Current policy options on the table that are being considered include tightening restrictions on recruitment agencies; however, Ms. Agunias warns that this could have negative consequences without first fully addressing the problems with the current system. Instead, she advocates that the "UAE and the Philippines governments should choose to disseminate information widely and give migrants access to a core set of rights and meaningful mechanisms for representation."

**Anti-Slavery International (2006). Trafficking in women, forced labour and domestic work in the context of the Middle East and Gulf Region (working paper). Anti-Slavery International. (Summary adapted from resource) Accessed at [http://www.antislavery.org/includes/documents/cm\\_docs/2009/t/traffic\\_women\\_forced\\_labour\\_domestic\\_2006.pdf](http://www.antislavery.org/includes/documents/cm_docs/2009/t/traffic_women_forced_labour_domestic_2006.pdf)**

*Key words: Middle East, domestic workers, trafficking, forced labour*

In this working paper released in 2006, the author explores the migration process and work experiences of female domestic workers to the Middle East with an eye to understanding the connection to trafficking. The paper also examines the nexus between slavery, trafficking, migration and forced labour, looking specifically to the countries of Egypt, Ethiopia, Eritrea, Lebanon, Sudan and Yemen.

**Ferguson, G., ed. (2012). What is She Worth? An urgent call for the protection of the rights of Nepali migrant domestic workers in Lebanon. Kafa & Anti-Slavery International.**

*Accessed at <http://www.kafa.org.lb/StudiesPublicationPDF/PRpdf-58-635050125360662052.pdf>*

*Key words: Lebanon, Nepal, Convention 189, migrant workers, kafala*

This joint investigative report looks at the conditions of Nepali workers in Lebanon. Researchers interviewed migrant workers in Lebanon, Nepal and India, as well as 102 employers in Lebanon. Quotes from interviews are supported by academic research. Recommendations are made for greater collaboration between countries, access to justice, ratification of ILO Convention No. 189 and improvement to the recruitment process in order to alleviate and end conditions of modern day slavery in Lebanon.

**Hamill, K. (2012). Policy paper on reforming the “sponsorship system” for migrant domestic workers: Towards an alternative governance scheme in Lebanon (Beirut). Kafa. (Summary adapted from resource) Accessed at <http://www.kafa.org.lb/StudiesPublication>**

*PDF/PRpdf47.pdf*

*Key words: Lebanon, domestic worker, labour law, sponsorship system, worker mobility, best practices*

This paper offers rights-based suggestions for policy reforms and improvements for the migrant domestic worker sector in Lebanon. The author provides background information including both structural and legal problems with the sponsorship system and highlights abuses of migrant domestic workers. Good practices in the United Kingdom, Hong Kong and Bahrain are used for comparative purposes.

**Hamill, K. (2011). Trafficking of migrant domestic workers in Lebanon: A legal analysis.**

**Lebanon: Kafa (enough) Violence & exploitation. (Summary adapted from resource)**

*Accessed at <http://www.kafa.org.lb/StudiesPublicationPDF/PRpdf37.pdf>.*

*Key words: Lebanon, domestic workers, kafala, human trafficking, labour exploitation*

In this study conducted by Ms. Hamill in 2011, she looks at the situation of human trafficking for labour exploitation in Lebanon. Ms. Hamill identifies and analyzes key factors that leave migrant domestic workers vulnerable to such abuses. The three main structural problems she points to are the *kafala* system, the recruitment process and a lack of protection and access to justice for migrant workers. Additionally, she notes that Lebanon does not recognize current recruitment bans from several sending countries, thereby increasing the chances of even greater exploitation.

She discusses the strengths and weaknesses of recent steps by the Lebanese government to address these problems, including a draft law on domestic workers, a standard employment contract and an emergency hotline in the Ministry of Labour. Recommendations for improving working conditions for migrant domestic workers include bringing national laws in line with international standards, prosecuting abusive employers and creating mechanisms that allow for monitoring of worksites. One-hundred migrant domestic workers were interviewed for this study.

**Human Rights Watch (2004). Bad dreams: Exploitation and abuse of migrant workers in Saudi Arabia. United States: Vol. 16, No. 5(E). (Summary adapted from resource)**

*Accessed at <http://www.hrw.org/reports/2004/07/13/bad-dreams>*

*Key words: Saudi Arabia, labour exploitation, forced confinement, women migrant workers*

This 135-page report examines in rich detail the lives of abused migrant workers in Saudi Arabia using first-hand interviews. Special focus is given to female domestic workers due to the troubling nature of the author's findings. The author provides comprehensive recommendations for reform to the government of Saudi Arabia, Ministers of Labour, Interior, and Justice, Consultative Council of Saudi Arabia, the United Nations, labour sending countries.

**Human Rights Watch (2013). Claiming rights: Domestic workers' movements and global advances for labour reform. United States: HRW, ITUC & IDWN. Accessed at**

*<http://www.hrw.org/reports/2013/10/27/claiming-rights>*

*Key words: domestic workers, UAE, Saudi Arabia, Bahrain, Lebanon*

This 33-page report tracks the status of the ILO Domestic Workers Convention. Coverage includes brief discussion on worker conditions in the UAE, Saudi Arabia, Bahrain and Lebanon, and mentions even minor changes in domestic laws. This source is rich with photographs, examples of public awareness campaigns, and links.

**International Organization of Employers (IOE) (2010). Forced Labour: Why it is an issue for employers. (Summary adapted from resource)** Accessed at [http://www.ioe-emp.org/fileadmin/ioe\\_documents/publications/Policy%20Areas/forced\\_labour/EN/\(2010\)\\_IOE\\_Guide%20\\_Why\\_Force%20Labour\\_is\\_an\\_issue\\_for\\_employers.pdf](http://www.ioe-emp.org/fileadmin/ioe_documents/publications/Policy%20Areas/forced_labour/EN/(2010)_IOE_Guide%20_Why_Force%20Labour_is_an_issue_for_employers.pdf).

*Key words: Forced labour, ILO Convention 29, ILO Convention 105*

This publication by the International Organization of Employers (IOE) aims to clarify some of the issues surrounding forced labour. It provides concise definitions for forced labour based on ILO Abolition of Forced Labour Conventions, 1930 (No. 29) and 1957 (N. 105). It provides concrete guidance on how to identify and prevent situations of forced labour, as well as some directions on what can be done to address the issue.

**International Trade Union Conference. (2011). Hidden faces of the Gulf miracle: Behind the gleaming cities of Doha (Qatar) and Dubai UAE), stories of migrant workers with few rights and inhuman living conditions. No. 21. Brussels: ITUC.** Accessed at [http://www.ituc-csi.org/IMG/pdf/VS\\_QatarEN\\_final.pdf](http://www.ituc-csi.org/IMG/pdf/VS_QatarEN_final.pdf)

*Key words: Qatar, United Arab Emirates (UAE), domestic workers*

This report from the ITUC takes an in-depth look at conditions for migrant workers in Doha and Dubai. Researchers offer a detail-rich picture of the dynamics of both countries and include several pages of discussion on the conditions of female domestic workers. Deficiencies in the legal and migration system are pointed to as causes of poor working conditions, along with the continued reliance on the *kafala* system in both countries.

**Jureidini, R. (2011). An exploratory study of psychoanalytic and social factors in the abuse of migrant domestic workers by female employers in Lebanon. Summary adapted from resource.** Accessed at <http://www.kafa.org.lb/StudiesPublicationPDF/PRpdf38.pdf>.

*Key words: Lebanon, migrant domestic workers, psychoanalytical research, culture*

In this qualitative study from 2011, Mr. Jureidini offers a psychoanalytical understanding into why abuse of domestic workers occurs at the hands of some of their female employers in Lebanon. Interviews were conducted with unique subjects: female employers of domestic workers, a psychiatrist and two psychotherapists who had worked with abusive female employers, and two social workers and lawyers, all four of whom dealt with abused domestic workers. Notable influences upon the outcome of female employer behaviors include childhood experiences, the marital relationship and pressure upon Lebanese women to maintain their homes at an impeccably clean and orderly level. Mr. Jureidini uses these findings to create a more comprehensive context for understanding the treatment of domestic workers within the regulatory and societal framework. Recommendations for improving conditions include structural reforms such as improved workplace monitoring, regulation of recruitment

agencies, prosecution of abusive employers, and targeted awareness campaigns addressing abuse and cultural expectations that are sensitive to psycho-social findings of this report.

**Kahale, S. (2003). Exploratory study on foreign domestic work in Syria. IOM Damascus.**

**(Summary adapted from resource)** Accessed at [http://publications.iom.int/bookstore/free/Exploratory\\_Study\\_Syria.pdf](http://publications.iom.int/bookstore/free/Exploratory_Study_Syria.pdf)

*Key words: Syria, foreign domestic workers, feminization, migration trends.*

According to the authors of this dated study, there has been insufficient examination into the migration trends of female domestic workers into the informal economy in the Middle East. The catchphrase 'feminization of international migration' used to describe this phenomenon has been applied without adequate knowledge of actual practices. This IOM publication seeks to fill this gap in information with an exploratory study of the profile, legal standing, recruitment and migration trends, working and living conditions and services available to these migrant labourers in Syria. Methods of data collection include a literature review, interviews with embassies, recruitment agencies and organizations working with foreign domestic workers, in addition to a survey conducted of the workers themselves.

**Preisner, B. (2012). HIV and Bangladeshi Women Migrant Workers - An assessment of vulnerabilities and gaps in services. Geneva: IOM. (Summary adapted from source)**

Accessed at [http://publications.iom.int/bookstore/index.php?main\\_page=product\\_info&Path=41\\_7&products\\_id=812](http://publications.iom.int/bookstore/index.php?main_page=product_info&Path=41_7&products_id=812)

*Key words: Middle East, GCC, migrant workers, HIV, STI, AIDS, healthcare*

Based on Ms. Preisner's research, this study provides both quantitative and qualitative information on the health of Bangladeshi migrant workers. This work focuses on the service needs and vulnerabilities of female migrant workers at risk of exposure to STIs/STDs and HIV/AIDS. She looks at the conditions of migrant workers in the Middle East, including GCC countries, and discusses the health implications of poor living and working.. This study is meant to be a tool for policymakers and other stakeholders for considering how to improve the health outcomes of domestic workers.

**Qatar National Human Rights Committee (2007). Fifth annual report on human rights in Qatar. Doha.**

Accessed at <http://www.nhrc-qa.org/resources/userfiles/NHRC%20Annual%20Report%20-%20E%20-%202007.pdf>

*Key words: Qatar, International Convention on Abolishment of all Forms of Discrimination against Women, human rights, migrant workers, female domestic workers*

This report covers various aspects both directly and indirectly related to migrant domestic workers in Qatar during the year of 2007. It is separated into four main sections: legal developments, the situation of human rights, the work of the National Human Rights Committee (NHRC), and the Committee's recommendations for improving human rights in Qatar. Recommendations include ratification of the International Conventions on Abolishment of all Forms of Discrimination against Women and Protection of Migrant Workers and Members of their Families, changes in domestic law to better protect female migrant workers, and reforms to

deportation proceedings among others. The NHRC is a non-profit based in Qatar that is financially independent from the government but is operated by the support of the government.

**Sakdapolrak, P. (2002). Protection of women migrant workers: Policies of selected sending and receiving countries. The World Bank. (Summary adapted from resource)** Accessed at <http://www.geographie.uni-bonn.de/forschung/arbeitsgruppe-bohle/downloads/sakdapolrak-2002-protection-of-women-migrant-workers>  
*Key words: Saudi Arabia, UAE, women migrant workers*

This report provides a comparison and contrast description of the treatment and regulation of rights for female migrant workers going from Indonesia to Saudi Arabia and UAE (and other countries). The Philippines method of regulation of labour migration is looked to as a model for policymakers in other countries to enhance the protection of its nationals from abuse and exploitation throughout the migration process. The strengths and weaknesses of the system used in each country to protect migrant workers is analyzed and reflected upon in the paper's concluding remarks.

**Sihombing, et al. (2008). Promoting female migrant workers' access to finance through the National Community Empowerment Programme or Programme Nasional Pemberdayaan Masyarakat (PNPM). Microfinance Innovation Center for Resources and Alternatives (MICRA). World Bank. (Summary adapted from source)** Accessed at <http://documents.worldbank.org/curated/en/2008/11/10119125/promoting-female-migrant-workers-access-finance-through-national-community-empowerment-program-or-program-nasional-pemberdayaan-masyarakat-pnpm>  
*Key words: Indonesia, Middle East, World Bank, finance*

This report offers a unique look at the financial experience of female Indonesian migrant workers. Researchers uncover nuances in women's financial and personal decisions to migrate, including regional specific information from Indonesia, the outcomes of their migration to the Middle East, as well as Hong Kong and other Asian cities. Research methods include significant preparation, field interviews, and surveys. Recommendations include financial literacy training, better monitoring of recruitment agencies, tailored financial services and products for migrant women.

**Tamkeen (2010). The weakest link: Migrant labour in domestic and QIZ sectors in Jordan in 2010 (Amman). Tamkeen Center for Legal Aid and Human Rights.** Accessed at [http://www.tamkeen-jo.org/download/the\\_weakest\\_link.pdf](http://www.tamkeen-jo.org/download/the_weakest_link.pdf)  
*Key words: Jordan, migrant labor, QIZ*

In this second annual report by Tamkeen, he focuses on the status of migrant workers in Jordan in the Qualified Industrial Zones (QIZ). The legal framework for their work in Jordan is discussed, as well as the operation of QIZs, access to justice for migrant workers, and human and labour rights violations. The list of recommendations includes establishing shelters for abused workers, reforming labour contracts, and improving and increasing labour inspections.

**Tamkeen (2009). Doubled alienation: Migrant workers situation in Jordan 2009. Tamkeen Center for Legal Aid and Human Rights. Accessed at [http://www.tamkeen-jo.org/download/doubled\\_alienation.pdf](http://www.tamkeen-jo.org/download/doubled_alienation.pdf)**

*Key words: Jordan, human rights, legal rights, migrant workers*

In this inaugural report on human rights of migrant workers in Jordan, Tamkeen focuses on domestic workers' rights and violations, employers' behaviors towards workers, legal environment and access to justice issues, and recommendations for improvement in workers' conditions. Tamkeen provides a total of 18 recommendations where a few include: better defining who domestic workers are, increasing education among employers and the general public about domestic workers' rights and increasing the role of inspections.

**Turner, J. (2007). Exported and exposed: Abuses against Sri Lankan domestic workers in Saudi Arabia, Kuwait, Lebanon, and the United Arab Emirates. HRW, Volume 19, No. 16(C). (Summary adapted from resource) Accessed at <http://www.hrw.org/reports/2007/11/13/exported-and-exposed-1>.**

*Key words: Saudi Arabia, Kuwait, Lebanon, United Arab Emirates, domestic workers,*

Based on 170 interviews of various actors who are involved in the movement of domestic workers, including workers themselves, this 2007 report exposes the abuse that Sri Lankan domestic workers experience at every step of the labour migration process. The report shows that both the sending country and receiving countries fail to protect these workers from abuses. Key recommendations include reforming the recruitment process in Sri Lanka, educating workers about their rights, adding rights of migrant workers into labour contracts, improving enforcement of the rights of migrant workers in sending and receiving governments, promoting reform of national laws in receiving countries to include migrant workers' rights and improving access to justice for migrant workers and supportive repatriation services in Sri Lanka for abused workers.

**Varia, N. (2010). Slow reform: Protection of migrant domestic workers in Asia and the Middle East. HRW, ISBN: 1-56432-625-X. (Summary adapted from resource) Accessed at <http://www.hrw.org/reports/2010/04/28/slow-reform-0>.**

*Key words: Middle East, migrant domestic workers, sponsorship system*

This 26 page report provides an overview of migrant domestic worker conditions in Lebanon, Jordan, Saudi Arabia, Kuwait, the United Arab Emirates, Bahrain, Singapore, and Malaysia. Attention is paid to the current response to protecting domestic workers in these countries, the need for reform of the sponsorship system (also known as *kafala*), access to justice for domestic workers and the ability of civil society and trade unions to organize. Key recommendations include an extension of protection for migrant domestic workers in national labour laws, increased regulation and monitoring of recruitment agencies, the freedom of association and the right to organize for domestic workers, reform of the kafala sponsorship system, increased bilateral and multilateral cooperation between sending and receiving countries, improved access to justice, expanded services for abused domestic workers, improved identification of trafficking and prosecution of traffickers.

**Wilcke, C. (2011). Domestic plight: How Jordanian laws, officials, employers, and recruiters fail abused migrant domestic workers. Tamkeen & Human Rights Watch.**

*Accessed at <http://www.hrw.org/sites/default/files/reports/jordan0911webwcover.pdf>*

*Key words: Jordan, employers, recruiters, migrant domestic workers.*

This joint publication of Tamkeen and Human Rights Watch addresses how all levels of Jordanian government have failed migrant domestic workers in protecting them from abuse and exploitation, and by recruiters both at origin and destination. This extensive report covers all aspects of abuse that domestic workers experience, as well as problems with access to justice, abuse by the recruitment system, and issues of forced labour. Recommendations are made available to all levels of the Jordanian government, sending governments of Indonesia, Philippines, and Sri Lanka, and to organizations such as the United Nations.

## Governmental Organizations

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**(2001-2013). Trafficking in persons report. Washington D.C.: US Department of State.**

*Accessed at [www.state.gov/j/tip/rls/tiprpt/](http://www.state.gov/j/tip/rls/tiprpt/).*

*Key words: Human trafficking*

As the title suggests, the TIP Report focuses heavily on the presence and movement type (in-flow, out-flow or transitory) of trafficking in any given country, including the GCC, Jordan, Lebanon, Syria and Yemen. The United States Department of State has published the report annually since 2001. According to the website, the TIP Report is prepared using information compiled from many sources including US embassies, government officials, nongovernmental and international organizations, published reports, research trips to all included regions, and information submitted directly to the US government. Policy recommendations are provided for each country reviewed. Some materials are available in Arabic, Chinese, French, Persian, Russian and Spanish.

## Newspaper articles

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**Agence France Presse (2012). Kuwait MPs pass new labour law, but sponsor system stays.**

**Arab Times.** *Accessed at <http://www.arabtimesonline.com/NewsDetails/tabid/96/smld>*

*/414/ArticleID/147218/refTab/96/t/Kuwait-MPs-pass-new-labour-law-but-sponsor-system-stays/Default.aspx.*

*Key words: Kuwait, foreign workers, sponsor system*

This brief article reports on the passage of a new labour law in Kuwait that would affect 2.3 million foreign workers and outlines benefits for workers and penalties for businesses that violate them. According to the article, this bill also requires the introduction of a minimum wage in certain categories.

**BBC News (2012). Nepal women banned from Middle East over exploitation.** Accessed at <http://www.bbc.co.uk/news/world-asia-19196245>.

*Key words: Nepal, housemaids, Middle East, Gulf, Saudi Arabia, Kuwait, United Arab Emirates, Qatar*

According to this 2012 article, Nepali women under the age of 30 are banned from going to Middle Eastern countries. This ban was imposed due to the complaints that have been received about physical and sexual abuse, poor working conditions and non-payment of salaries that many Nepali women encounter working abroad. The age restriction is intended to protect young and potentially more vulnerable female migrant workers.

**The Economist (2010). Little better than slavery: Domestic workers in the Middle East have a horrible time.** Accessed at <http://www.economist.com/node/16953469>.

*Key words: Domestic worker, abuse, Lebanon, Saudi Arabia, Kuwait*

Originally in the printed version of *The Economist*, this article highlights abuses suffered by domestic workers in MENA and GCC countries. Accompanying this article is an x-ray image of a hand of a domestic worker who was tortured by her employers in Saudi Arabia by having nails driven into her body.

**Kelly, A. (2013). Human trafficking is a labour issue, says Bandana Pattanaik (video). The Guardian.** Accessed at <http://www.theguardian.com/global-development/video/2013/aug/01/human-trafficking-labour-video>.

*Key words Middle East, Bangladesh, India, Nepal employment rights, human trafficking, domestic work, GAATW*

In this 5+ minute video interview, Ms. Pattanaik talks about her recent work through the Global Alliance Against Traffic in Women (GAATW). She says that while the discussion of violence against female migrant workers is important, it is also vital to assess their status through the framework of worker's rights. She talks about the work of GAATW and the interviews done recently with over 400 women from Bangladesh, India and Nepal. She notes that an important finding from those interviews was information about work hours; women reported working an average of 60 hours per week. Throughout the interview, Ms. Pattanaik frames female labour migrants as decision makers who possess agency and who take advantage of increased economic opportunities in the face of a dearth of opportunities for their spouses and other male counterparts.

**Masaad, M. (2012). In Kuwait, our work is non-ending and they delay the payment of our salaries and seize our passports. Al-Masry Alyoum.** Accessed at <http://www.almasryalyoum.com/node/753731>.

*Key words: Kuwait, sponsorship system, ILO*

This article transcribed in the Arabic language highlights first hand stories of workers who have been unable to leave the country due to an ongoing practice of holding and withholding employee passports. The article also discusses the practice of labour recruitment agencies that

create false company profiles and jobs in order to make money off of those who are seeking work.

**Morin, R. (2013). Indentured servitude in the Persian Gulf. The New York Times Sunday Review.** Accessed at [http://www.nytimes.com/2013/04/14/sunday-review/indentured-servitude-in-the-persian-gulf.html?\\_r=0](http://www.nytimes.com/2013/04/14/sunday-review/indentured-servitude-in-the-persian-gulf.html?_r=0)

*Key words: Qatar, housemaid, kafala, modern day slaves*

In this new analysis feature, abuses under the *kafala* system are told through snippets of stories about worker abuse.

**Prashad, V. (2013). Contract slavery. Frontline (India's National Magazine from the publishers of The Hindu).** Accessed from <http://www.frontline.in/world-affairs/contract-slavery/article5486507.ece>.

*Key words: Saudi Arabia, Ethiopians, deportations*

This lengthy article discusses the recent pressure by Saudi Arabia to push Ethiopian workers out of the country.

## Books

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**Jabbour, Giacaman, Khawaja, Nuwayid eds. (2012). Public health in the Arab World. New York: Cambridge University Press.**

*Key words: Middle East, Lebanon, Yemen, kafala, maid, sexual health*

This book helps to bridge the gap in scholarship on the public health status of female domestic workers in the Middle East. There are 81 authors from universities and research institutes from around the world. Chapter 21, by Sawsan Abdulrahim and Ynesse Abdul Malak and entitled, "The Well-Being of Migrant Women: Between Agency and Restraint" provides insight into the impact of the *kafala* system on workers' physical and psychological health. It includes a literature review and critique with recommendations for improving health outcomes of migrant domestic workers. Recommendations include the need for more in-depth social science research, a shift in the focus on migrant health research from STDs to chronic, long-term care needs such as diabetes and hypertension, and a new research focused on migrant worker's sexual and reproductive health.

**Jureidini, R. (2006). Sexuality and the servant: An exploration of Arab images of the sexuality of domestic maids living in the household. Published in S. Khalaf and J. Gagnon (eds): Sexuality in the Arab world (Beirut, Saqi). (Summary adapted from source)**

*Key words: Lebanon, domestic maid, stereotypes, sexuality*

This chapter provides an interesting and unique exploration of the images and perceptions of sexuality of domestic maids in Arab households, with a particular reference to Lebanon. Mr. Jureidini first provides a review of Arab literature, film and popular discourse, which reveal the common stereotypes employed in various media outlets. He then uses data from ongoing fieldwork – interviews with employers and other household members in Lebanon – to reveal

issues of fear and control of sexuality and provide an analysis of sexual practices. Mr. Jureidini provides insight into the ill treatment of these domestic maids by their employers and family members as it relates to their sexuality, and sheds light onto how this can translate into the treatment they receive upon return to their home countries. He concludes that sexual agency of domestic maids is influenced by their level of integration into the family home, the permissiveness of the sponsoring family and the personal ability of a domestic maid to adapt to the foreign environment.

**Moors, A. and M. de Regt (2008). *Illegal migration and gender in a global and historical perspective*. Amsterdam University Press. Print. (Summary adapted from resource)**

*Key words: Middle East, illegal migration, gender*

This 2008 volume combines two contemporary debates within migration, gender and illegal migration. Moors and de Regt reevaluate migration scholarship using a gender lens in order to examine “definitions of citizenship and the differences in mechanisms of inclusion and exclusion for men and women.” By applying an interdisciplinary and comparative historical framework that spans the nineteenth and twentieth centuries, this volume produces a comprehensive account of illegal migration in the world, including the Middle East.

## Film

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**Ames, Paul (2011). *Hidden faces of the Gulf miracle*. Documentary. ITUC. <http://www.ituc-csi.org/hidden-faces-of-the-gulf-miracle.html>**

*Key words: Qatar, United Arab Emirates, discrimination, migration*

This documentary offers a look into the working conditions of migrant workers in Qatar and the UAE, particularly in light of the run-up to 2022 World Cup in Qatar, and offers a first-hand interview with a domestic worker. Available in English, Arabic, French, and Spanish.

**Mansour, Carol (2005). *Maid in Lebanon*. Documentary.**

*Key words: Lebanon, human rights, migration, Middle East, poverty, Sri Lanka*

In Ms. Mansour's 2005 film, migrant domestic workers are traced from Sri Lanka to Lebanon. She uses interviews with workers, family members, employers and others to illustrate the story of migrant domestic workers' experiences. She attempts to answer questions about why women migrate to the Middle East – sometimes multiple times – and why torture, rape and mental and physical abuses often occur.

**Mansour, Carol (2008). *Maid in Lebanon II: Voices from home*. Documentary.**

*Key words: Lebanon, human rights, migration, Middle East, poverty, Sri Lanka*

This is a follow up to the 2005 documentary by Ms. Mansour. She further explores the complex relationship between migrant domestic workers and their employers. She plays the role of both employer and immigration sponsor.

## Databases

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Sage Premier

World Bank

JSTOR

LexisNexis Academic Universe

EBSCOHost EBook Collection