

**Sub Policy and National
Action Plan on Return and
Reintegration of Migrant Workers
Sri Lanka**



Ministry of Foreign Employment



***Sub policy and National
Action Plan on Return and Reintegration
of Migrant Workers
Sri Lanka***

Ministry of Foreign Employment

***Development of the Sub-Policy and National Action Plan on
Return and Reintegration
Supported by***



International
Labour
Organization

November 2015

Acknowledgements

The development of the sub policy and the corresponding National Action Plan on Return and Reintegration of Sri Lankan Migrant Workers has been a long felt need in the country, especially when many women and men are seeking foreign employment with departures increasing annually and well beyond 300,000 in 2014.

The formulation of the Sub Policy and the National Action Plan on Return and Reintegration of Migrant Workers was the end result of unstinted efforts of officials of both the Ministry of Foreign Employment and the Sri Lanka Bureau of Foreign Employment. In addition, since 2012, a wide range of stakeholders representing sector ministries and agencies contributed to this process. I thank them all for their efforts and inputs and call for their continued engagement in the implementation of the National Action Plan.

I thankfully acknowledge the technical support provided in the formulation of the sub policy and national plan by the International Labour Organization's project on **"Promoting decent work through good governance, protection and empowerment of migrant workers: Ensuring the effective implementation of the Sri Lanka National Labour Migration Policy"** supported by the Swiss Agency for Development and Cooperation in Sri Lanka. I wish to place on record my special thanks to Mr. Donglin Li, Director, ILO Country Office for Sri Lanka and the Maldives for his guidance and to Ms. Swairee Rupasinghe, National Project Coordinator - Labour Migration, ILO, Colombo Office, for her contribution, commitment and dedication throughout this sub policy and action plan formulation and finalization process.

I would also like to thank Ms Sriyani Perera and Mr M T Lakshman from Creators Forum for the valuable role they played in developing this sub policy and National Action Plan.

I wish to express my grateful thanks to Mrs. Padmini Ratnayake, Advisor to the Hon. Minister of Foreign Employment, for her involvement and guidance from the initial stages of sub policy formulation, and all concerned officers of the Sri Lanka Bureau of Foreign Employment for their efforts and contribution towards finalizing and launching this sub policy and National Action Plan.

G.S.Withanage
Secretary
Ministry of Foreign Employment
Sri Lanka
November 2015

Abbreviations

ALFEA	-	Association of Licensed Foreign Employment Agencies
ASEAN	-	Association of South East Asian Nations
CoOs	-	Countries of Origin
CoD	-	Countries of Destination
CSO	-	Civil Society Organization
EPS	-	Employment Permit System
GCC	-	Gulf Cooperation Council
GAD	-	Gender and Development
GDP	-	Gross Domestic Production
IDB	-	Industrial Development Board
ILO	-	International Labour Organization
IOM	-	International Organization for Migration
MoU	-	Memorandum of Understanding
NGO	-	Non-Governmental Organization
SAARC	-	South Asian Association for Regional Cooperation
SLBFE	-	Sri Lanka Bureau of Foreign Employment
SIYB	-	Start and Improve Your Business
TVEC	-	Tertiary and Vocational Education Commission
TVET	-	Tertiary Vocational Education and Training

Sub policy and National Action Plan on Return and Reintegration of Migrant Workers

Background

Sri Lanka is one of the many countries in the world that benefits from migration for employment. The remittances from foreign employment contribute to almost 10 per cent of GDP, the highest non- traditional foreign exchange earnings of the country. Remittances received through migration for employment in the year 2013 was SLRs. 827,689m which was 65 per cent of the total foreign exchange earnings of the country (Central Bank Annual Report 2013 - Provisional stats).

Acknowledging the contribution of migrant workers to the Sri Lankan economy, the Government has instituted a number of mechanisms and programmes to effectively manage the migration cycle that include pre-departure, in-service, return and reintegration stages. The initial institutional response to migration management in Sri Lanka was through the Ministry of Labour, subsequently the Sri Lanka Bureau of Foreign Employment (SLBFE) was established under the Sri Lanka Bureau of Foreign Employment Act No. 21 of 1985. The establishment of the SLBFE was a key State response to the increasing trend in migration for employment in Sri Lanka and a systematic approach was adopted since then. In 2007, a separate Ministry was formed, Ministry for Foreign Employment Promotion and Welfare which articulated a long term vision on migration for employment. A landmark in the long term plans of the ministry was the formulation of the National Labour Migration Policy in 2008 with the technical support and collaboration of the ILO. The National Labour Migration Policy (NLMP) of Sri Lanka has three main policy components: governance of the migration process, protection and empowerment of migrant workers and their families and linking migration and development process. The NLMP gives direction to the holistic and comprehensive management of migration in Sri Lanka and emphasizes the necessity of a comprehensive return and re-integration plan to cover all processes and areas of re-integration of returnee migrants.

International Conventions and Policy Framework

A number of international instruments guide migration for employment, the major instruments include the ILO Convention concerning Migration for Employment Convention No.97 of 1949, which stipulates the policies, laws, and regulations relating to emigration and immigration; Convention concerning Migration in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers, Convention No.143 of 1975 that outline the legal aspects of illegal employment, clandestine movement of migrants, information sharing to prevent illegal employment etc., the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) 1981 the articles of which are directly relevant to issues faced by women migrant workers and the CEDAW Committee's General Recommendation No.26 provides guidance on how to address migration concerns, the International Convention on the Protection of Rights of All Migrant Workers and Members of their Families 1990, ; UN Resolution 45/158 that applies during the entire migration process of migrants and their families which comprises preparation, departure, transit, period of remunerated activity in the state of employment and return. The convention has 71 Articles relating to protection and rights of all migrant workers. In addition, Private employment Agencies' Convention 1997 (ILO Convention No 181) is particularly relevant to migrant workers, especially since private agencies are now heavily involved in the facilitation of workers between countries. The Convention provides that States parties implement a system of licensing or certification of agencies and it prohibits the denial of workers' rights to free association and collective bargaining, discrimination against workers and the charging of fees to workers directly or indirectly. The ILO Declaration on fundamental principles and rights at work and its follow up (1998) specially refers to the protection of migrant workers in its preamble and is especially relevant in the context of domestic work.

A UN Special Rapporteur on the Human Rights of Migrants was appointed in 1999 by the mandate of the UN Office of High Commission on Human Rights. UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, supplementing the United Nations Convention Against Transnational Organized Crime 2000, ILO Convention on Multi-lateral Cooperation for Labour Migration 2005, and ILO Multilateral Framework on Labour Migration 2006 also have recognized the necessity of policies on return and re-integration of migrant workers to maximize the contribution of migration to development and identified the areas to facilitate such as training of return migrants, promoting transfer of technology and capital and transnational business activities of migrants.

Regionally, the Colombo Process initiated in 2003, as a collective of eleven countries of origin of labour migration; Afghanistan, Bangladesh, China, India, Indonesia, Nepal, Pakistan, the Philippines, Sri Lanka, Thailand and Vietnam and the Abu Dhabi dialogues, initiated in 2008 with seven destination countries of Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, UAE, Yemen, are non-binding consultative processes that focus on different aspects of labour migration and have urged countries to develop plans for effective reintegration of migrant returnees. The ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, 2007 too calls for setting up of initiatives for the effective return and reintegration of the migrant workers back in to their countries of origin. In 2014 the SAARC too initiated discussions for collaboration towards the protection of labour migrants from their respective countries.

National Policy Provisions on Return and Reintegration

The National Labour Migration Policy (2008) of Sri Lanka provides the necessary guidance for this Sub policy and National Action Plan on Return and Reintegration. The underlying principle of linking migration and development as stipulated in the national policy is the foundation on which this Sub policy and National Action Plan on Return and Reintegration is built .

The National Labour Migration Policy has outlined the state response to return and reintegration as: “The State shall duly recognize the contribution made by migrant workers and facilitate their return and reintegration with opportunities for skill transfer, productive employment, and conflict-free social integration”. The policy has further stated that “The State shall develop and implement a comprehensive return and reintegration plan for migrant workers”.

Following on this policy direction, the Sub policy and National Action Plan is developed under the leadership of the Ministry of Foreign Employment as the key focal Ministry. The SLBFE is the main institution responsible for the return and reintegration of migrant workers. The National Labour Migration Policy has stipulated that a mechanism for reintegration of returnee migrant workers be designed and set up by SLBFE. It will include service delivery at the point of departure, assistance during in-service through the proposed Migrant Resource Centres at Sri Lankan diplomatic missions in destination countries and upon return, access to services at “one stop centres at district level”. The National Policy has also highlighted the strategic need to promote local employment for migrant returnees and tapping their skills and potential for national and personal development. It also proposes the review of the existing savings and investment schemes, credit and business development programmes and provide incentives for promotion of enterprise creation and economic empowerment of migrant returnees.

Apart from the National Labour Migration Policy, the National Policy for Decent Work in Sri Lanka, 2006; National Migration Health Policy 2012; National Human Resource Development and Employment Policy 2012; the National Strategy on Technical and Vocational Education and Training Provisions for Vulnerable People in Sri Lanka of 2010 and the National Policy on HIV and AIDS in the World of Work in Sri Lanka 2010 are the key policies that have a direct link to the Sub policy of return and reintegration of migrant workers.

Process that led to the development of Sub policy and National Action Plan

1. Implementation of a pilot initiative in selected DS Divisions in Kurunegala, Ampara and Badulla Districts on providing socio- economic and psychological support for reintegration of migrant returnees (focusing on low skilled migrants) by the Ministry of Foreign Employment Promotion and Welfare , SLBFE and ILO from 2012 to 2014.
2. Review of the outcomes of the pilot initiative and formulation of draft strategic directions for sub policy on reintegration of return migrant workers in 2014.
3. Desk review of literature on labour migration, return and reintegration and development of a publication “Synopsis on the status of migration for employment with a focus on return and reintegration: policy to practice” in 2014.
4. A two-day national consultation on return and reintegration to discuss the strategic directions and develop a sub policy framework with areas for intervention; October 2014.
5. Endorsement of the sub policy framework on return and reintegration by the National Advisory Committee on Labour Migration; November 2014.
6. Development of a draft National Action Plan on Return and Reintegration upon the direction of the National Advisory Committee on Labour Migration, and with inputs from a wide range of stakeholders and experts June 2015.
7. Presentation of the draft National Action Plan on Return and Reintegration at a validation workshop in July 2015 amongst national stakeholders and finalization of the National Action Plan on Return and Reintegration with MoFE and SLBFE; October 2015.

Underlying Principles of the Sub policy on Return and Reintegration:

- Ensure the protection of the rights of all migrant workers.
- Respect the migrant workers as partners in development.
- Uphold the values of inclusiveness, non- discrimination, and gender equality.
- Empowerment of migrant workers to engage in policy discourses and making decisions that affect their lives.
- Consultation and promotion of the collective voice of migrant workers.
- Recognize and acknowledge the contribution of migrant workers to the economy of Sri Lanka.
- Ensure a safe and dignified return and reintegration process.
- Ensure absorption of the returnee workers to the local labour force and secure dignified employment.
- Emphasis on special attention to migrant workers who have faced exploitation, abuse, forced return, and stressful or traumatic experiences.
- Ensure that the policy framework integrates the cycle of migration at all stages: i.e. Pre-departure, In-service and Return and Reintegration and adopts a rights-based approach to strategizing for action at each stage.

Sub policy Areas and Strategies

The National Action Plan on Return and Reintegration adopts a holistic approach that includes aspects of social, economic, psychological reintegration of migrant workers. It has also specified that reintegration needs to commence at the stage of pre-departure and continue throughout the migration cycle. The strategies for the corresponding Sub policy areas are detailed in the following text of the action plan.

Budget

Funds will be sourced through SLBFE allocation, other national and international funding sources and through fund raising as appropriate



Social
reintegration
of returnees

Sub Policy Area One:

Social reintegration of returnees

Rationale

Social reintegration of migrant returnees is fundamental to all other components of reintegration. The migrant worker who returns to the country has had a few years of absence from her or his family, community, society and country. Moreover, she/he returns with experience and exposure to another culture and environment which may have an impact on the thinking, behaviour and attitudes of the migrant worker. The social reintegration programme also needs to take into account the multitude of social issues from the perspectives of a spouse, children, family and community. To avoid possible slowdown of the reintegration process and for positive image building of migrant workers it is necessary to empower families and society. More effective social security policies and programmes to provide benefits for the returnees are to be considered. A Gender sensitive approach and special attention to those migrants who experienced exploitation /abuse/trafficking is key in the social reintegration programmes.

Strategies:

- 1.1 Forging and Institutionalization of a mechanism to ensure safe and dignified return and reintegration of migrant workers.
- 1.2 Broad based positive image building of migrant workers.
- 1.3 Social security scheme for migrant returnees.
- 1.4 Welfare and protection of family members of migrant workers with special focus on the children.
- 1.5 Skills development and career counselling for migrant workers' children.

Sub Policy Area One: Social reintegration of returnees

Objective: Dignified and safe return of migrant workers and their effective re-integration into a secure and responsive family and community

Outcome	Output	Key Activities	Performance indicators (2016-2018)	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 1. Institutionalization of a mechanism to ensure safe and dignified return and re-integration of migrant workers								
1. Migrant returnees avail the services of health, psycho social support, skills development, credit and housing loans through institutionalized mechanisms.	1.1 A special unit established and linked with other relevant sectoral agencies and their policies and plans.	1.1 Establish a special unit to support safe and dignified return and reintegration at the SLBFE HQ with adequate staff and a regional and district coordination mechanism with links to other relevant agencies.	<p>1.1 Systems and working procedures developed for collaborations between SLBFE and other sectoral agencies at different levels.</p> <p>1.1 Up-to-date database on returnee migrants at divisional level established and maintained.</p> <p>1.1 Coordination Committees meet at least once a month with a minimum 70% participation of stakeholders.</p>	<p>MoFE, SLBFE (LA)</p> <p>Ministry of Health (SA)</p> <p>Provincial councils and local authorities (SA)</p> <p>District Secretariats (SA)</p> <p>Divisional Secretariats (SA)</p>	x			
	1.2 "One Stop Centres" are operational and accessible at divisional secretariat level.	1.2 Strengthen and re-establish the migrant resources centres as "One Stop Centres" at the District /Divisional level to provide information and services on economic/health/ financial/skill training etc.	1.2 5000 migrant returnees received services from "One Stop Centre".		x	x	x	
	1.3 Coordination Committees established and provide efficient services at GN levels.	1.3 Establish Coordination Committees with all relevant stakeholders at divisional level with a link to GN level for effective management of reintegration.	1.3 Number of issues resolved by coordinating committees on a bi-annual basis.		x	x	x	
	1.4 Migrant friendly housing loan system is in place for migrant returnees.	1.4 Review the existing housing loan schemes / programmes for migrant workers at district level and make the issue of loans more migrant friendly.	1.4 5000 housing loans provided and being followed up.		x			

Sub Policy Area One: Social reintegration of returnees

Objective: Dignified and safe return of migrant workers and their effective re-integration into a secure and responsive family and community

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 1. Institutionalization of a mechanism to ensure safe and dignified return and re-integration of migrant workers								
	1.5 Pre- departure training incorporates sessions on planning for return and reintegration.	1.5 Include adequate information to sensitize prospective migrants on planning for return and re-integration through an information kit on return and reintegration.	1.5 Returnee migrants inform that pre-planning sessions on return and reintegration helped them in settling down easily and how (Interviews) OR 60% of Participant evaluations at end of sessions is positive.		x			
	1.6 Mechanisms and procedures are established in Sri Lankan Missions to provide returnee migrants with information on reintegration.	1.6 Provide information on reintegration services to migrants about to return to Sri Lanka through leaflets and other materials to enable smooth return.	1.6 Information kit available at foreign missions on return and reintegration and the available services for returnees. 1.6 Number of returnee migrant workers availed the services of Sri Lankan Missions for their return and reintegration.			x	x	
	1.7 Procedures established to monitor the employment contracts for smooth return and repatriation.	1.7 Ensure employment contract includes clauses on return and repatriation. (responsibilities of the worker and employer especially for domestic workers).	1.7 All Employment contracts include responsibility of the worker and employer for return and repatriation.			x	x	
	1.8 Procedures are in place to assist smooth return of migrant workers who have ended their contract prematurely.	1.8 Establish a clear procedure within SLBFE to facilitate smooth return for pre-mature departure to Sri Lanka	1.8 Procedures and guideline on pre-mature departure and SLBFE role and responsibility to facilitate the same is in place and followed.			x		

Sub Policy Area One: Social reintegration of returnees

Objective: Dignified and safe return of migrant workers and their effective re-integration into a secure and responsive family and community

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 2. Broad based positive image building of migrant workers								
2. The attitude and responsiveness of Sri Lankan society towards migrant workers have positively changed.	2.1 Public awareness on the contribution of migrant workers through appropriate media programmes – print, television and radio..	2.1 Establish a MoU with Ministry of Mass Media and similar establishments to promote a positive image of migrant workers.	2.1 Migrant worker Number on popular media shows/tele-drama/ documentaries/local radio programmes broadcast.	Ministry of Mass Media, MoFE, SLBFE (LA) Provincial councils and local authorities(SA)		x		
	2.1 Comprehensive information on migrant worker contribution publicized in Department's documents.		2.1 Feature articles published on migrant workers by professional writers in print media.	District Secretariats (SA) Divisional Secretariats (SA) Media agencies (SA)				
	2.2 Systems and procedures are established by the special unit in SLBFE with relevant government agencies for awarding of privileges to migrant workers.	2.2 Enter into agreement with the Dept. of Census and Statistics to capture migrant worker contribution and data in their annual statistical reports.	2.2 The number of National documents i.e. Central bank report, census data, labour force participation surveys etc. that feature migrant worker contribution.	Civil society (SA) Airport and Aviation Authority. (SA)				
		2.3 Hold Celebrations of International Migrants Day with State patronage at district level and grant awards and privileges to returnee migrants.	2.3 International Migrant Day included in the events calendar of the District/divisional Secretariats.					
		2.3 Issue special identity cards to migrant returnees based on specific criteria.	2.3 Participation and engagement of civil society in the international migrant day celebrations.					
		2.3 Establish migrant friendly reception facility at the Airport to avoid harassment and assist returnees to reach their homes safely and without delays.	2.3 Number of special identity cards issued to Migrant workers for special access to government services.					

Sub Policy Area One: Social reintegration of returnees

Objective: Dignified and safe return of migrant workers and their efficient re-integration into a secure and responsive family and community

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 2. Broad based positive image building of migrant workers								
		2.3 Implement duty free vehicle permit scheme based on the remittances.	2.3 Number of commendations or complaints by migrant workers about the reception experienced by them on arrival at airports.					
		2.3 Grant duty free concessions for the returnees to import items required for self-employment and livelihood.	2.3 Number of duty free vehicle permits issued to migrant workers per annum.					
		2.3 Launch a reward scheme for the highest remittances sent through official channels by low-skills categories.	2.3 Number and types of machinery and equipment imported by migrant workers on special permits.					
Strategy 3. Social security scheme for migrant returnees								
3. Migrant workers avail themselves of provisions assured in insurance and social security schemes.	3.1. A beneficial / attractive insurance scheme for migrants is available and easily accessible.	3.1. Review the existing insurance schemes for migrant workers and ensure more benefits and being migrant friendly to access.	3.1 2% migrant workers enroll in the insurance scheme annually.	MoFE, SLBFE (LA) Mo Finance (LA) Mo Policy Planning (LA)	x	x	x	
	3.2 A reliable social security / pension scheme for low-skilled workers including female domestic workers is established.	3.2. Establish systems and procedures for a social security /pension scheme to benefit low skilled migrant workers.	3.2 Number of returnees benefitting from social security/ pension scheme.	Banks (SA) Financial institutions (SA) Insurance companies (SA) Board of Insurance	x			

Sub Policy Area One: Social reintegration of returnees

Objective: Dignified and safe return of migrant workers and their efficient re-integration into a secure and responsive family and community

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 4. Welfare and protection of family members of migrant workers with special focus on children								
4. Members and children of migrant worker families receive most needed services and improved living conditions.	4.1 Migrant family profiles and data base established at district levels and services are available and accessible.	4.1 Prepare migrant family profiles; identify issues that need attention and coordinate provision of services.	4.1 Availability of a comprehensive data base on family profiles.	MoFE, SLBFE (LA) Provincial councils (SA) District Secretariats (SA)		x	x	
	4.2 Development Officers are capacitated to identify family members or children in need of assistance and do appropriate referrals.	4.2 Develop a directory of public and other support services available for returnees for referrals by relevant officers.	4.2 Use of the Services Directory by Development Officers at DS level.	Divisional Secretariats (SA) Dept. of Child & Probation Care (SA)		x	x	
		4.2. Development Officers engage with returnee families and identify issues and needs for referrals .	4.2 Wide application of the Child vulnerability score card.	Dept. of Social Services (SA)				
	4.3 A wide range of services at district level is available for migrant worker's children.	4.2 Introduce the child vulnerability score card to Development Officers.	4.2 25% migrant returnees referred for services.	Mo Child Affairs (SA) Child Protection Authority (SA) NGO/INGOS (SA) Civil society(SA)				
		4.3 Establish a collaborative mechanism with all stakeholders at district level to ensure welfare and protection of children of migrant workers, and coordinate with relevant agencies.	4.3 40% of complaints/issues reported are managed at the district coordination committees/year.			x	x	

Sub Policy Area One: Social reintegration of returnees

Objective: Dignified and safe return of migrant workers and their efficient re-integration into a secure and responsive family and community

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 5. Skills development and career counselling for migrant workers children								
5. Early school leavers are counselled and have access to mainstream vocational education system.	5.1 Students have access to trained student counsellors in schools.	5.1 Appoint student counsellors in schools and build their capacity to counsel students in distress and those who need assistance.	5.1 1000 children have accessed counselling services/year.	MoFE, SLBFE (LA) Dept. of Education at national and provincial level (LA) Provincial councils (SA) District Secretariats (SA) Divisional Secretariats (SA)		x	x	
	5.2 Educational scholarship programme for the needy children is established and operational.	5.2 Assist and establish procedures for educational scholarships to migrant worker children and make financial provisions.	5.2 3000 scholarship provided to needy children of migrant worker families/year.	Dept. of Probation & Child Care Services (SA) Dept. of Social Services (SA) Mo Women's Affairs (SA) National Child Protection Authority (SA) NGO/INGOS (SA) Civil society(SA)	x	x	x	
	5.3 Career guidance services available with vocational training institutes and accessed by members of migrant families.	5.3 Provide vocational skills for early school leavers of migrant families in nearby vocational training centres with financial assistance and career guidance.	5.3 1500 family members who have undergone skill development/year.			x	x	



Economic
reintegration
of returnees

Sub Policy Area Two:

Economic reintegration of returnees

Rationale

Economic empowerment incorporates issues related to promotion of skills of migrant workers, re-employment and re-entry into the labour force in Sri Lanka. This includes savings and investment, promoting sustainable income for the returnee and their family members, and developing their entrepreneurial skills. It is also necessary to discourage high consumerism and encourage purposeful saving. The service provision by state, private institutions and civil society organizations/trade unions to support the returnees for effective economic reintegration is to be included in the strategies. Skill assessment and enhancement, recognition of prior learning, skill upgrading and certification etc. add value to their re-employability and promote decent work conditions. Introduction of Mutual Recognition Agreements of skills between the countries of origin and destination is highlighted as necessary in regional frameworks for migration.

Strategies:

- 2.1 Quality standardization and certification of skills of migrant workers at pre-departure and upon return.
- 2.2 Promote savings, investments and financial management among migrant workers.
- 2.3 Promote entrepreneurship among migrant returnees and family members.
- 2.4 Secure local employment for returnees through public - private partnerships.

Sub Policy Area Two: Economic reintegration of returnees

Objective: Migrant workers are supported to acquire certified and employable skills, develop entrepreneurship and engage in employment and sustainable livelihood

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 1. Quality standardization and certification of skills of migrant workers at pre-departure and upon return								
1. Sri Lankan migrant workers access quality employment and higher salaries with upgraded skills.	1.1 Standardized skill assessment and certification mechanisms is developed and in operation.	1.1 Establish required country specific skill standards and facilitate relevant agencies to set up required skills testing methods. { Assessment and certification at pre-departure level (NVQ 3 minimum) and matching/in line with host country requirements}.	1.1 500 respective workers have assessed their skills based on country-specific standards in high demand jobs available. (eg. Care giving, construction, agricultural work and domestic work)/year.	MoFE, SLBFE (LA) TVEC (SA) VTA (SA) NAITA (SA)		x	x	
	1.2 Bi-lateral/Mutual skill recognition agreements are in place and operational.	1.1 Set up an information desk at airport on Recognition of Prior Learning and Skills Upgrading. 1.2 Enter into Mutual Skills Recognition (MSR) Agreements/ minimum skills requirements with the destinations.	1.1 2% returnee migrant workers receiving skill up grading, certification. 1.2 MSR Agreements signed and followed up annually.				x	
Strategy 2. Promote savings investment and financial management among migrant workers								
2. Reduced consumerism and increased savings for investment by migrant workers.	2.1 Comprehensive financial management and banking information available for migrant workers.	2.1 Compile information on savings and bank schemes, procedures and educate migrant workers.	2.1 At least 1000 migrant workers receive training on financial literacy/year. 2.1 At least 1000 migrant workers send remittances through formal channels/year.	MoFE, SLBFE (LA) State and Private Banks/ Cooperatives (SA) Civil Society Organizations		x	x	
	2.2 State and non-state financial institutions step up their services to migrant workers.	2.2 Key financial institutions and banks establish help desks for migrant workers to obtain information and services .	2.2 Help desks functioning at State and non-state institutions for migrant workers.			x	x	

Sub Policy Area Two: Economic reintegration of returnees

Objective: Migrant workers are supported to acquire certified and employable skills, develop entrepreneurship and engage in employment and sustainable livelihood

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 3. Promote entrepreneurship, among migrant returnees and family members								
3. Individual and family incomes increased and stabilized through small and medium scale enterprises.	3.1 District level support networks function promoting and nurturing enterprises of migrant workers.	3.1 Coordinate among the DS level officers handling economic development in order to identify and support migrant returnees and family members with potential for undertaking S & M enterprises .	3.1 Number of potential entrepreneurs identified and supported.	MoFE, SLBFE (LA) IDB (SA) Small Enterprise Development Division of the Ministry of Youth (SA) Ministry of Small Industries		x	x	
	3.2 Easy access to credit schemes assured for migrant returnees at banks/financial institutions.	3.2 Establish a credit and loan scheme to cater to the needs of selected migrant entrepreneurs in collaboration with financial institutions.	3.2 Number of special credit/loan schemes provided by state and private banks to migrant workers.	Ministry of Policy Planning, Economic Affairs, Child, Youth and Cultural Affairs		x	x	
	3.3 Migrant worker entrepreneur networks are linked to other business developers.	3.3 Promote and replicate ILO business development model/ SIYB and others experimented and tested in selected districts for accessing vital services.	3.3 Number of business initiatives started in collaboration with private sectors.	Development SIYB Association (SA) Chambers of Commerce				
		3.3 Establish and promote networks among the migrant worker entrepreneurs for sharing of knowledge, experience and marketing information.						x
	3.4 Special investment opportunities are accessible to high income earning migrant workers.	3.4 Develop collaborative investment initiatives with private sector especially for Korea returnees and high income earners.						x

Sub Policy Area Two: Economic reintegration of returnees

Objective: Migrant workers are supported to acquire certified and employable skills, develop entrepreneurship and engage in employment and sustainable livelihood

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 3. Promote entrepreneurship, among migrant returnees and family members								
	3.5 Women entrepreneur societies and networks are functioning and supported with business skills.	3.5 Develop a special entrepreneur development programme for lower skilled female returnees and establish entrepreneur societies and networks for them.	3.5 Number of returnee females engaged in successful small and medium businesses.			x	x	
Strategy 4. Secure local employment for returnees through public private partnerships								
4. Local employers recognize skills and accept/support returnee migrant workers	4.1 Online information on local job opportunities available for and accessible to migrant returnees.	4.1 Conduct labour market surveys and identify job market opportunities for returnees (domestic workers, care givers, cleaners, construction sector workers, technicians, etc.) 4.1 Facilitate online skill matching for job opportunities.	4.1 And 4.2 % private sector employers island wide employing returnee migrant workers/year.	TVEC (LA) MoFE, SLBFE Chamber of Commerce Private Sector John Keells bans. Cargill's Damro, construction sector companies, hotels, private hospitals etc Licensed foreign employment agencies		x	x	



Physical and
psychological
wellbeing
of returnees and
their family members

Sub Policy Area Three:

Physical and psychological wellbeing of returnees and their family members

Rationale

Physical and psychological wellbeing of the migrant workers is a priority area in reintegration. The strategies for physical and social well-being need to include not only the migrant workers but also their family members. Another key aspect is to cover the physical and psychological wellbeing of migrant workers at all stages of the migration cycle: pre-departure, in-service, return and reintegration.

Strategies:

- 3.1 Ensure accessibility to health (primary, secondary and tertiary) services stipulated under the Sri Lanka National Migration Health Policy.
- 3.2 Development of a psycho-social support programme for migrant workers and family members.

Sub Policy Area Three: Physical and psychological wellbeing of returnees and their family members

Objective: Ensure physical and mental health of migrant workers and their family members in all stages of the migrant cycle viz. pre-departure, departure, in-service, return and reintegration

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget	
Strategy 1. Ensure accessibility to health (primary, secondary and tertiary) services stipulated under the Sri Lanka National Migration Health Policy									
1. Migrant workers, their families and care givers enjoy better medical services throughout the migration cycle, and personal health records are maintained.	1.1 National guidelines on health and fitness for job assessment of migrant workers are in place and used in the preparation of Personal Health Records (PHR).	1.1 Develop national guidelines for health and fitness for job assessment of migrant workers at pre-departure stage and develop Personal Health Records (PHR) for each migrant worker.	1.1 1000 migrant workers have accessed specialized health care services.	Ministry of Health (LA) Provincial and District Health Services		x	x		
			1.1 Evidence of medical centres following national guidelines, including specialized centres.	Ministry of Foreign Employment (LA)					
		1.1 Incorporate a comprehensive health awareness component in pre-departure training, include counselling and information on voluntary testing for STDs including HIV & AIDS.	1.1 200 migrant workers provided information on STD and HIV testing.	SLBFE and Sahanapiyasa SLBFE with appointed mental health professionals for fitness for job assessment					
	1.2 System for generating coordinated care plans developed, pilot tested and ready for implementation with migrant worker family members.	1.2 Pilot review of coordinated care plans of 30 selected households of migrant workers at DS level by SLFEB staff and health personnel.	1.2 50% migrant families possessing coordinated care plans.	Civil Society Organizations and Grassroot networks				x	
	1.3 Help desk at the arrival lounge strengthened with medical and counselling staff.	1.3 Strengthen the medical response and facilities at the airport including Sahanapiyasa and equip with qualified medical staff and counsellors on roster basis for easy access by migrant workers.	1.3 3000 migrant returnees avail the services at airport help desk/ Sahanapiyasa per year.				x	x	
		1.3 Assist migrant workers upon return to access a health assessment and referrals if necessary.							

Sub Policy Area Three: Physical and psychological wellbeing of returnees and their family members

Objective: Ensure physical and mental health of migrant workers and their family members in all stages of the migrant cycle viz. pre-departure, departure, in-service, return and reintegration

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 1. Ensure accessibility to health (primary, secondary and tertiary) services stipulated under the Sri Lanka National Migration Health Policy								
	1.4 Mechanisms established to handle special cases of returnees with traumatic experiences- physical and mental.	1.4 Implement special programmes and referrals for trafficked, abused and exploited returnees that need special attention upon their return and after return. 1.4 Carry out community follow-up programmes for migrant returnees with special needs.	1.4 Number of CSOs linked with SLBFE and supporting well-being of returnee migrants and family members throughout the island.					
Strategy 2. Development of a psycho-social support programme for migrant workers and their family members								
2. Migrant workers are well settled into their families and communities.	2.1 Mechanisms and procedures established to ensure effective psycho-social care to the affected migrant workers.	2.1 Review existing psycho-social support programmes at national level including that of Sahanapiyasa and strengthen capacity to cater to the needs of returnee migrants.	2.1 300 returnee migrant workers and families who have availed psycho-social support and counselling services/year.	MoFE, SLBFE & Sahanapiyasa (LA) Mo Health (SA) Ministry of Social Services (SA) Ministry of Women's Affairs (SA)		x	x	
	2.2 Government approved SOP on victim protection and referral is followed.	2.2 Based on information collected by diplomatic missions arrange for prioritized return of victims and /or treatment in host country and upon arrival and do referrals as stipulated in SOP.		Academia CSOs (SA) Association of psychologists (SA) and other appropriate professional bodies		x	x	
	2.3 CSO networks are prepared for work on protection and psycho-social support for family members of migrant workers.	2.3 Link existing counselling services at district and DS level for services. 2.3 Coordinate among Govt. and other service providers for effective psycho-social support to migrant workers.	2.3 Number of CSOs and networks engaged in psycho-social support to migrant returnees and their families.			x	x	



Mobilization and
empowerment of
migrant returnees

Sub Policy Area Four:

Mobilization and empowerment of migrant returnees

Rationale

Migrant workers need to get a good understanding of their rights and responsibilities (i.e. UNMWC and other instruments) at the pre-departure stage so that they are empowered to claim their rights. The safety and security of migrant workers need to be ensured through standard and mutually agreed employment contracts. Access to legal aid services in both origin and destination countries is proposed. Migrant workers are to be ensured of access to survivor support services and arrangements for safe and dignified return through the diplomatic missions. In order to ensure rights of migrant workers, they need to be organized into collectives upon their return and empowered for community action.

Strategies:

- 4.1 Empowerment of migrant worker through rights awareness.
- 4.2 Legal empowerment of migrant workers in destination countries and upon return.
- 4.3 Promote safety and protection of migrant workers.

Sub Policy Area Four: Mobilization and empowerment of migrant returnees

Objective: Support and empower migrant workers to influence policy decisions and practices to secure protect their socio-economic and civil rights

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 1. Empowerment of migrant workers through rights awareness								
1. Migrant workers gain strength/ are empowered to make claims on the provisions stipulated in standard contracts.	1.1 Migrants through Pre-departure training are aware of their rights and how to secure them.	1.1 Conduct safe migration and rights awareness particularly in pre-departure training, among migrant workers for ensuring decent work standards.	1.1 15 % increase of Claims on rights of migrant workers (accessing services offered by SLBFE) increased/year.	MoFE, SLBFE (LA) Ministry of Justice (SA)	x	x	x	
	1.2 Collectives of returnee migrants are functioning for securing rights.	1.2 Establish collectives and encourage migrant workers to be active members of collectives and labour unions that voice concerns of migrant workers to influence policy and practices.	1.1 20% memberships in migrant workers collectives.	International Organizations (SA) Migrant worker association (SA) Trade Unions (SA) Cooperative Societies at local level (SA) CSOs (SA)		x	x	
	1.3 Labour unions have set up provisions for migrant worker membership.	1.2 Carry out advocacy on securing voting rights of migrant workers by collectives. 1.3 Negotiate with Labour Unions and CSO Networks to grant membership to returnee migrant workers.	1.2 1000 returnees get membership of labour unions.			x	x	
Strategy 2. Legal empowerment of migrant workers in destination countries and upon return								
2. Safety and dignity of migrant workers secured through legal provisions.	2.1 Data base of legal service providers in host and home countries available and linked with Sri Lankan diplomatic missions for required legal assistance.	2.1 Map legal service providers at home and at host countries and develop linkages.	2.1 100 migrant workers who have availed legal services/year.	MoFE, SLBFE (LA) Ministry of Justice (SA) INGOs (SA) CSOs (SA)		x	x	

Sub Policy Area Four : Mobilization and empowerment of migrant returnees

Objective: Support and empower migrant workers to influence policy decisions and practices to secure protect their socio-economic and civil rights

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 2. Legal empowerment of migrant workers in destination countries and upon return								
		2.1 Provide legal assistance through State institutions/ NGOs/ Trade Unions and other service providers.		Para legal Service Providers (SA) Ministry of Plantation Authorities (SA) Plantation companies (SA)				
	2.2 One Stop Centre with legal assistance established in plantation sectors.	2.2 Set up systems for special legal assistance provision to plantation sector migrant returnees to claim/secure contractual obligations.	2.2 Number of migrant workers in plantation sectors whose employment contracts are honored by plantation management companies/year.			x	x	
Strategy 3. Promote safety and protection of migrant workers								
3. Safety and protection of migrant workers ensured through standard contracting.	3.1 Standard employment contracts are entered into and implemented and monitored in host countries.	3.1 Regularize the standard employment contracts for female domestic workers in Gulf countries in collaboration with GCC. 3.2 Review existing labour agreements/ employment contracts and include provisions for ensuring safety and dignity of migrant workers. 3.3 Monitor compliance with/ implementation of standard employment contracts in the host countries.	3.1 Agreements or MoUs with GCC countries available on standard employment contracts for female domestic workers.	MOFA(LA) MoFE (SA)			x	



Effective management
of return and
reintegration process

Sub Policy Area Five:

Effective management of the return and reintegration process

Rationale

A key gap identified in the migration sector is the inadequacy of information management. A systematic approach is needed to collect, record, store/archive and retrieve information at national and sub-national levels. Capacity development of the officials working in the labour migration sector at all levels was also identified as a key area of strategic intervention. There is an immediate need to enhance knowledge and skills of all key stakeholders that include state agency staff, service providers, civil society organizations, their networks and trade unions so that they are able to better support return and reintegration efforts. In addition, coherent coordination and planning of services to migrant returnees is needed, and in order to be effective, a multi-stakeholder approach is necessary. The role of trade unions and civil society has to be acknowledged and facilitated. In the event of emergency evacuation of migrant workers from host countries, the Ministry of Foreign Employment and the Sri Lanka Bureau of Foreign Employment need to develop a comprehensive collaborative plan with all relevant stakeholders.

Strategies:

- 5.1 Management and dissemination of information on migration at all stages of the migration cycle.
- 5.2 Capacity building of all key stakeholders in the labour migration sector.
- 5.3 Inter-sectoral and inter-agency coordination for effective management of return and reintegration.

Sub Policy Area Five: Effective management of return and reintegration process

Objective: Ensure effective return and re-integration phase of labour migration through multi stakeholder participation

Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 1. Management and dissemination of information on migration at all stages of the migration cycle								
1. Policies are formulated/ revised and programmes utilizing the Data Base on labour migration.	1.1 National and de-centralized data base includes data on returnees.	1.1 Develop channels for collecting information on returnees from available sources and feed into the overall SLBFE database.	1.1 Number of users (National entities) of the national data base on labour migration.	MoFE, SLBFE (LA) Dept. of Immigration (LA) Department of Census (SA)		x	x	
	1.2 SLFEB webpage updated with recent data on returnees.	1.2 Update SLBFE web page with latest data on returnees.	1.2 Policy changes/influences based on national data on returnees.	Mo FA & SL Diplomatic missions (SA)		x	x	
	1.3 Data on migrants accessible at One Stop Centers for relevant stakeholders.	1.3 Make the data accessible at One Stop Centres at district level and at national level for use by other sectors and stakeholders (common data sharing system).				x	x	
Strategy 2. Capacity building of all key stakeholders in the labour migration sector								
2. All stages of the labour migration cycle is effectively managed by skilled staff with the cooperation of multi-stakeholders.	2.1 SLBFE and DS level officers are aware of their respective roles as stipulated in the NAPRR and capacitated for carrying them out.	2.1 Identify stakeholders and their capacity needs and develop and implement a HR development plan.	2.1 300 officers trained/sensitized at national and district level/year.	MoFE, SLBFE (LA) Professional agencies specialized in capacity development (SA)	x	x	x	
	2.2 Required systems and procedures are in place and key stakeholders have competencies to support effective management of the return process.	2.2 Carry out periodic monitoring of the performance of all the stakeholders.				x	x	

Sub Policy Area Five: Effective management of return and reintegration process								
Objective: Ensure effective return and re-integration phase of labour migration through multi stakeholder participation								
Outcome	Output	Key Activities	Performance indicators	Lead Agencies(LA) and Support Agencies(SA)	2016	2017	2018	Budget
Strategy 3. Inter-sectoral and inter-agency coordination for effective management of return and reintegration								
3. Migrant workers enjoy the benefits of effective and efficient management of return processes.	3.1 Collaborative mechanisms established for multi-stakeholder involvement in service provision to migrant workers.	3.1 Promote effective engagement of civil society organizations, trade unions, religious organizations, licensed foreign employment agencies in the return process.	3.1 Inter-sectoral coordination mechanism established and periodic meetings conducted.	MoFE, SLBFE (LA) Mo Health, Mo Justice, Mo Social Services, Ministry of Skills Development. Ministry of Women's Affairs	x	x	x	
	3.2 High level inter-ministerial coordinating body for ensuring smooth implementation of Return and Reintegration is operational.	3.2 Establish an inter-sectoral/ ministerial coordination mechanism within the reintegration unit of SLBFE for coordination at all levels- international, national, and sub-national.	3.2 300 additional agencies collaborating with MFE and SLBFE.	International organizations and INGOs Relevant CSOs and CSO networks/ collectives Licensed Recruitment Agencies	x	x	x	
	3.3 Contingency plans are in place for effective collaboration of agencies working on emergency evacuation of migrant workers.	3.3 Develop a contingency plan for emergency evacuation of migrant workers with the involvement of Government agencies and International organizations.	3.3 Number of CSOs and other entities collaborating with MFE and SLBFE.			x	x	
			3.4 A Contingency plan finalized after consultations with key stakeholders and available for deployment.					

Mode of Implementation of National Action Plan on Return and Reintegration

- As endorsed by the Ministry of Foreign Employment (MoFE), the key agency for the implementation of this National Action Plan on Return and Reintegration is the SLBFE. A special unit on Return and Reintegration is to be established within the SLBFE, staffed and made operational under the direction and guidance of the Ministry of Foreign Employment.
- In the operationalizing of the National Action Plan on Return and Reintegration, it is proposed that SLBFE establish a Steering Committee with representation of support agencies as stipulated in the plan. A Terms of Reference for the Steering Committee is to be developed and agreed upon by the lead and support agencies under the direction of MoFE. The Steering Committee will be guided and supported by the National Advisory Committee and the relevant sub-committee on Return and Reintegration.
- The respective Steering Committee holds responsibility of developing detailed operational plans under each core area and a fund raising plan to secure necessary resources. It is to be noted that the operational plans are to be developed in accordance with the strategies, output and performance indicators as outlined in the NAPRR. The operational plans and detailed budgets are to be endorsed by MoFE and SLBFE.
- The overall responsibility of implementation and monitoring of the NPARR is the responsibility of SLBFE under the supervision of MoFE. SLBFE must set up a monitoring mechanism in collaboration with support agencies and task the special unit on return and reintegration to monitor same. The Special unit on Return and Reintegration at SLBFE is to be linked with the decentralized structure of the SLBFE at Provincial and District levels.

Periodic monitoring:

- Quarterly planning and monitoring meetings with Steering Committee inclusive of lead and support agencies and chaired by Secretary of MoFE.
- Quarterly report preparation by SLBFE as a follow up of the above meeting with Steering Committee and submitted to SLBFE management.
- Bi-annual reports to the MFE by SLBFE.
- Mid-term review based on output at mid- point of implementation.
- Final evaluation in the last quarter of year three and commence the process of NAPRR development for the next 3 years based on final review recommendations.

Definitions in the Sub Policy

Returnee:

The last stage of the temporary migration process is when migrant workers return home to their countries of origin. The return of migrant workers to their country of origin can be voluntary or forced, on an individual basis or, sometimes, en masse¹.

Forced or involuntary return:

Involuntary return includes circumstances involving illegal termination or sudden and unjust termination of the employment contract by the employer. Involuntary return may be because the migrant worker has been abused or exploited by the employer or agent, lost her job or has been abandoned by the employer or her work permit or visa has expired and cannot be renewed.

Deportation:

Return migration may result from an expulsion order. Destination countries frequently deport migrants on an individual level and sometimes, en masse. On an individual level, deportation is normally due to undocumented migration or because the migrant has committed a crime.

Voluntary return:

Going home can only be a real choice when the return is voluntary. Returning home for good would be the goal of those who worked abroad to “earn well, save well and provide a brighter future for their families”. Migrants can also make the decision to return to their country of origin by comparing conditions in their countries of destination and origin.

¹While generally accepted principles of international law permit expulsion and deportation of non-citizens in certain circumstances, and recognises the competence of the State to control and regulate the movement of people across its borders, international human rights and labour standards are quite explicit that basic human rights of all migrants should be respected, there is due process for each individual case, and no mass expulsions.

