

Country Presentation – Sri Lanka

The 9th ADBI-OECD-ILO Roundtable on Labour Migration
Innovative Approaches for the Effective Management of Labour Migration in Asia

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1. Introduction



Sri Lanka
Pearl of the Indian Ocean



1. Introduction Cont..

Capital	: Sri Jayawardanapura Kotte
Commercial capital	: Colombo
Official languages	: Sinhala / Tamil
Recognized language	: English
Geographic location	: 6°56'N 79°52'E
Ethnic groups	: 74.9 % Sinhalese 11.2 % Sri Lanka Tamils 9.2 % Sri Lanka Moors 4.2 % Indian Tamils 0.5 % Others
Religions	: 70.2 % Buddhism 12.6 % Hinduism 9.7 % Islam 7.4 % Christianity
Independence Day:	4 th February 1948 from British
Population	: 21,670,000 as of 2012
Per Capita	: 4,470 US\$
Currency	: Sri Lankan Rupee
Agriculture	: Rice / Tea / Fruits & Vegetables/ Rubber / Coconut
Tourism	: Over 1.5million arrivals per year
Garments	: Free trade zones & factories



2. Recent changes in Labour Migration Trends & related Policies for Migrant Domestic Workers:

The Sri Lanka Bureau of Foreign Employment (SLBFE)

- SLBFE is the regulatory authority of the industry of foreign employment and it comes under the purview of the Ministry of Foreign Employment
- Established by the Act No 21 of 1985
- Amended by Act No 4 of 1994 and Act No 56 of 2009



Changes in labour migration trend of Domestic Migrant Workers:

Changes in General migration patterns by:

- Type of migration - Contractual / Seasonal / Students / Irregular
- Volume of departures - Increased up to 2013 and declined continuously
- Demographic characteristics – Women in garment & domestic sectors
- Destinations – Middle East , South Korea , Japan, Israel
- Type of employment – skilled, unskilled, female domestic
- Labour market situation – Demand & supply gaps
- Governance of migration – Regulations, welfare & protection, promotion
- Source of departures – Through agencies & self channels



Total registered departures for employment

Year	Male		Female		Total
	No. left	%	No. left	%	
2010	136,850	51.16	130,657	48.81	250,499
2011	136,307	51.84	126,654	48.16	262,961
2012	144,135	51.03	138,312	48.97	282,447
2013	175,185	59.75	118,033	40.25	293,218
2014	189,924	63.22	110,489	36.78	300,413
2015	172,788	65.56	90,655	34.44	263,443
2016	160,306	66.00	82,510	34.00	242,816
2017	139,271	65.64	72,891	34.35	212,172
2018	129,774	61.37	81,678	38.62	211,452

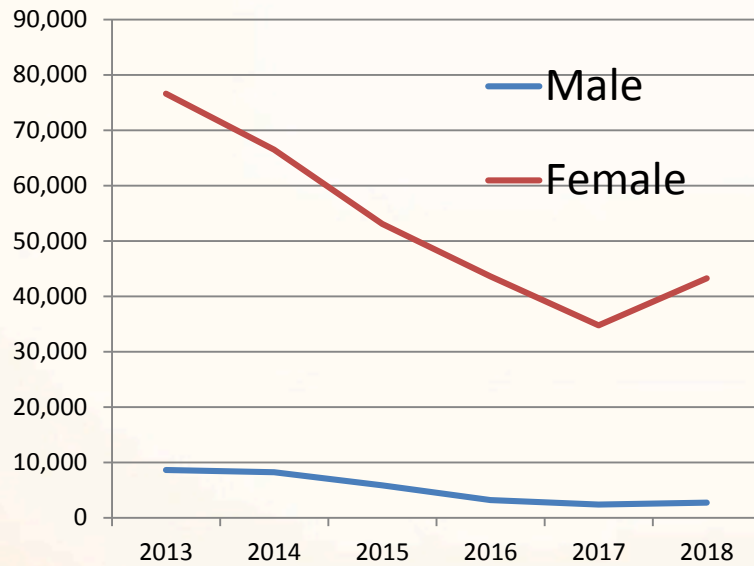


Recent trends in domestic sector workers by source of employment

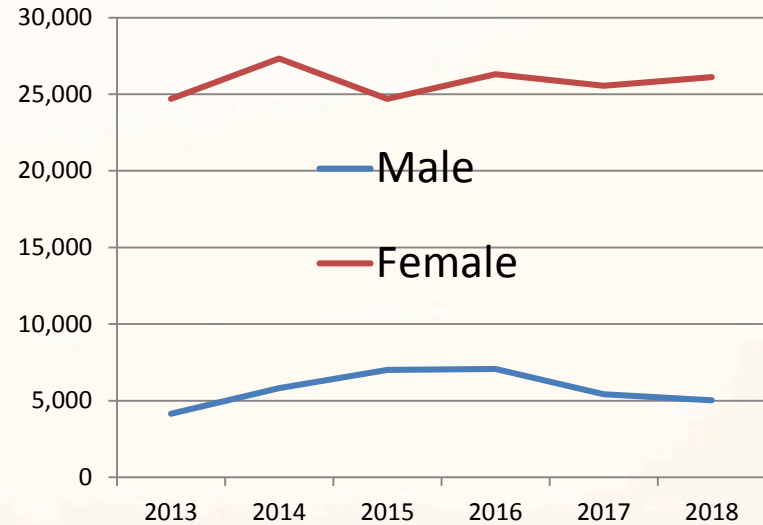
Year	Through agencies		Self channels		Total s		
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
2013	8,639	76,647	4,145	24,698	12,784	101,345	114,129
2014	8,223	66,511	5,824	27,330	14,047	93,841	107,888
2015	5,845	53,113	7,021	24,688	12,866	77,801	90,667
2016	3,186	43,591	7,079	26,301	10,265	69,892	80,157
2017	2,353	34,755	5,431	25,550	7,784	60,305	68,089
2018	2,729	43,277	5,038	26,119	7,767	69,396	77,163



Trends of domestic worker departures



Departures through Agencies



Departures through Self channels



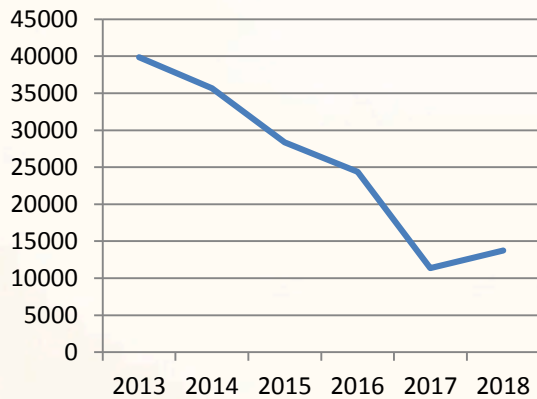
Recent trends in female domestic workers by major countries of destination

Year	Saudi Arabia	Kuwait	UAE	Qatar	Jordan	Lebanon
2013	39870	27027	12087	5906	2313	3060
2014	35675	25895	11872	4139	2142	2389
2015	28374	22748	9204	3184	1085	1977
2016	24360	17760	7731	2814	896	2070
2017	11381	23655	7249	2741	713	1930
2018	13719	31894	6085	2872	628	1784

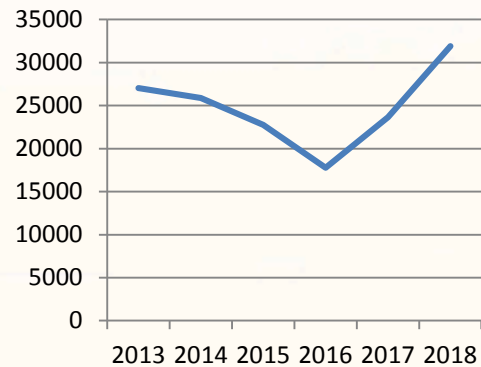


Trends of female domestic worker departures

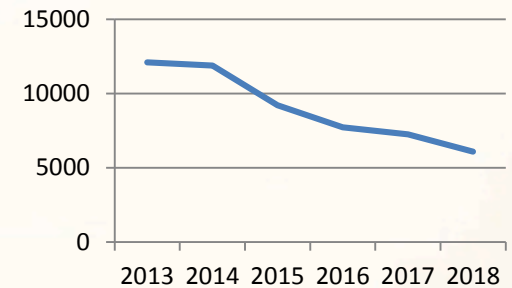
Saudi Arabia



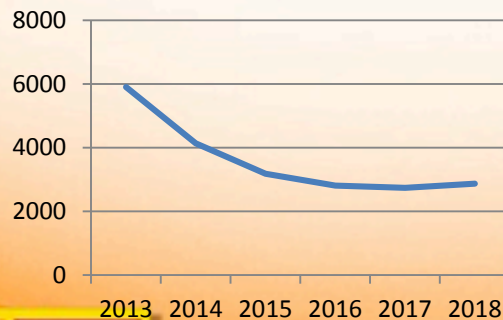
Kuwait



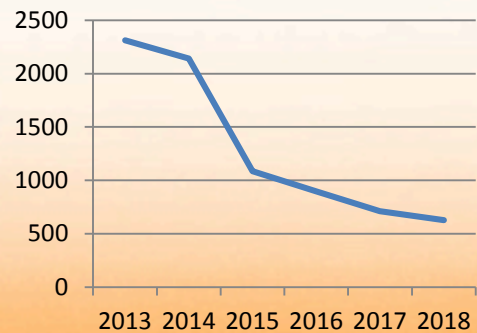
UAE



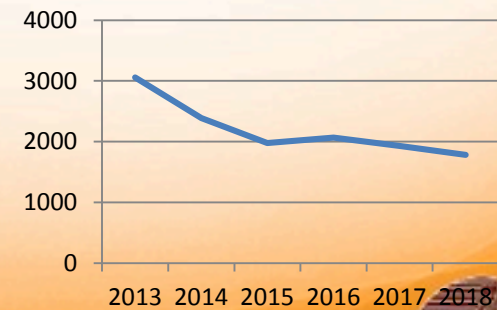
Qatar



Jordan



Lebanon



Training Programmes conducted by the SLBFE for Domestic Sector Workers

1.Domestic House-Keeping and Care giving Training Course-

- 21 days course for female workers leaving to Middle Eastern countries
- 30 days country specific training courses for Singapore , Hong Kong and Cyprus bound female workers
- 7 days course for re-migrating females whose work experience is outdated.

2.Care Giving Training course

- 45 days country specific training course for care workers



Physical fitness test

- 500 m. run or 10 minuets spot running
- 10 other exercises for whole body
- Examination of oral health and hair



Selection criteria for trainees

- The candidates must be ;
 - Physically ,mentally and emotionally fit
 - Able to write and read their mother tongue
 - Age should be above 21 years
- The candidates should not be;
 - Breast feeding mothers
 - Pregnant mothers
 - Mothers with small children



Special attention to personal grooming

- Personal hygiene, presence, body language



Food and beverage Preparation

- Operation and Maintenance of all the kitchen equipment
- Cooking and Baking
- Food and beverage services



Domestic Sector Care Giving

- Infant, Toddler and Child care
- Caring of elders and sick person with physical challenges



3. Related Policies for Domestic Workers:

- National Labour Migration Policy (NLMP) 2008
- Family Background Report (FBR)
- Minimum Age Policy
- Mandatory pre-departure training
- Recognition of Prior Learning (RPL)
- National Vocational Qualification (NVQ) Level III
- Embassy authenticated Contract of Employment
- Registration with the SLBFE (SLBFE Act No. 21 of 1985)
- Security deposits
- Free Insurance cover



National Labour Migration Policy:

- Introduced in 2008 with the technical support of ILO

The objective the policy was to promote opportunities for Sri Lankans to engage in safe and productive employment abroad in conditions of freedom, equity, security and human dignity.

The NLMP is in three folds:

1. Governance of the migration process:

- ratification of international conventions to protect the rights of MW & their family members
- National Advisory Committee (NAC)
- Programme Advisory Committee (PAC)
- Appointment of Development Officers (DO)



3. NLMP Cont..

2. Empowerment & Protection:

- Establishment of Relief Centres near the Airport to assist
- Pre-departure training centres across the country and assessment of qualifications (NVQ)
- MOUs / BA signed with destination countries
- Grievance handling mechanism (online CMS)
- Labour sections in Sri Lanka Missions abroad



NLMP Cont...

3. Migration and Development:

- Return and re-integration sub policy with National action plan.
- Reintegration coordination Unit at SLBFE
- Use of technology communicate with DOs and branch offices.
- Pre-departure loans



3. Family Background Report (FBR)

- The SLBFE discourages unskilled women leaving for overseas employment.
- Mothers having children under 5 years of age are not allowed. (Cabinet decision - 2007)
- A Family Background Report is compulsory for all women migrant workers to obtain departure approval.
- 1100 Development Officers attached to 331 Divisional Secretariats
- Mothers having children of above 5 years of age should ensure their protection.



Minimum Age Policy:

Cabinet decision in 2013

For Domestic sector females:

Kingdom of Saudi Arabia = 25 years

Other Middle East countries = 23 years

Other than Middle East = 21 years

For non-domestic sector females:

All destinations = 18 years



Others Policies on domestic workers:

- Mandatory pre-departure training
- Recognition of Prior Learning (RPL)
- National Vocational Qualification (NVQ) Level III
- Embassy authenticated Contract of Employment
- Registration with the SLBFE (SLBFE Act No. 21 of 1985)
- Security deposits
- Free Insurance cover



4. Challenges and Policy issues:

(FBR / Minimum Age/ Minimum salary/
pre-departure training)

- Travel using Visit visas
- Forged Documents
- High involvement of intermediaries
- Unable to ensure Protection and Welfare
- Undocumented workers
- Nobody to take responsibility
- Difficulties in repatriation process
- Sheltering in Safe houses



Effects of Aging population:

- High demand for care workers in
 - Europe (MOU with Germany)
 - Israel (G to G Agreement)
 - Japan (G to G agreement) & MOU with receiving agents in Japan
- Conducts special residential training programs
Japanese language (N4)



Innovative Strategies to deal challenges:

- 24/7 Monitoring at International Airport
- Special Investigation Unit with Police officers
- Establishment of Anti-human Trafficking Unit
- Works closely with CID
- Public Awareness with private sector and CSOs
- Introduction of Code of Ethical Conduct for Agents and certificate course on good governance
- Awareness to Mission staff on human trafficking
- Takes steps to simplify the Policy requirements



Conclusion:

- Declining trend of departures
- Increasing trend of irregular migration to avoid policy compliance
- Increased migration through self sources
- Limited assistance towards undocumented workers
- Highly felt need of simplified policies



Thank you

