

REGIONAL CONSULTATION ON INTERNAL MIGRATION IN ASIA

KATHMANDU, NEPAL

12th-13th October 2022



**MIGRANTS
RESILIENCE
COLLABORATIVE**

Summary

A two-day workshop was organised by Migrant Resilience Collaborative in Kathmandu, Nepal from 12-13th October 2022. 40 Civil Society Organisations (CSO) and other stakeholders from seven countries of South and Southeast Asia region (Bangladesh, Cambodia, India, Indonesia, Nepal, Philippines and Thailand) participated in the workshop. The event served as a good platform where shared learnings, best practices and effective strategies on safe migration for internal migrants in the region were discussed. The report 'Internal Migration in Asia' was launched at the consultation. The workshop pooled together CSO participants, particularly those working with migrants from South and Southeast Asia to identify priority areas and common grounds for collective action.



Way Ahead – Key Recommendations on internal migration



Need for stronger platforms to discuss issues related to internal migration: globally there is a requirement for stronger spaces or platforms to discuss the migration issue.

- Migration is not an issue in isolation and connects to various other themes such as climate change, supply chain etc and it is essential to engage with these organisations in the network as well.
- Co-learning and co-sharing of best practices and learnings should be facilitated in these platforms to enable knowledge sharing.
- Indian organisations should take lead on the development of regional forum for internal migration because of them having more experience working on internal migration.



Collaborations between government (national and local), civil society organisations and industry are essential for wider reach and better implementation of programs related to internal migration.

- International collaboration between three – government, private and CSOs for capacity building of employers is important. Leveraging each other's learnings and supporting each other in establishing best practices in employer-worker engagement can be beneficial.
- Collaborations should also include civil society organisations working at the source region to empower migrant workers and simultaneously sensitising local governments to generate fruitful outcomes for internal migration.
- Industry must play a larger role with respect to workers. There should be a business model as an example for good practice for employers. It should focus on how taking care of internal migrants can benefit their business.
- Inter-departmental communication and collaboration within governments to solve issues of internal and international migration is essential.



There is a need for research to generate more evidence and comprehensive data which is comparable at a regional level.

- Research with more representative and robust data can ensure findings can bring out solutions. There is also a need to conduct country-specific research on migrant issues and solutions for deeper understanding of challenges and potential solutions.
- A focus in research is required on envisioning how civil society organisations can contribute to collaboration with governments for successful and large-scale implementation of programs.
- Leverage data to push for policy changes and advocate with private sector to deliver social protection to workers. For example, Data from census or migrant registrations can help facilitate delivery of social security benefits.
- Through research, we must advocate for policy of definition of internal migrant in countries where definition is not established and making internal migration a political and international issue.



Social security schemes for internal migrants should be seen as a right rather than charity or welfare for them.

- Portability and the constraints migrants face on accessing social protection schemes must be addressed. Successful examples on ease in entitlement delivery from other countries should be shared as learnings.
- Simplifying of processes for application and benefit delivery under different social security schemes must be the focus of governments.
- The burden of entitlements should not be on the worker. Unbundling of responsibilities on workers is important. Start-ups can play an important role in access to entitlements for workers.



Gaps in labour laws must be addressed through policy advocacy and research by governments in collaboration with CSOs.

- There are labour laws across countries which tend to exclude informal workers from. It is essential that these gaps are addressed.
- Portability of labour laws and right are essential for migrant workers. Ability to file worker violation cases at source and then allowing them to attend their cases from anywhere would enable more workers to take action in cases of violation of rights.



It is essential to empower migrant workers through information, awareness building and participation.

- Technology should be leveraged to play a key role in disseminating information and training migrant workers.
- Pre departure and post arrival trainings of migrant workers can also help facilitate greater awareness among workers.

Day 1: 12th October 2022

Keynote and introduction of the regional study

Varun Behani (Migrant Resilience Collaborative) inaugurated the convening by welcoming the participants and elaborating on the objectives and structure of the convening. A short introduction round was conducted with participants after the welcome remarks.



Ashif Shaikh (Convenor, Migrant Resilience Collaborative) in the keynote address spoke about the emerging crisis of internal migration at the regional level and the invisibility migrants face. The global focus in the past has been largely on international migration, however, the issue of internal migrants became more visible and their challenges more apparent during the pandemic. They mentioned examples from India and the inception of the Migrant Resilience Collaborative after the first lockdown. They also spoke about the unique challenges that migrants face including female migrants who are the most vulnerable and the lack of social protection to protect the rights of internal migrants during pandemic-like crises.

The keynote was followed by a short video and a presentation of the report, '**Internal Migration in Asia**' and its findings by **Ameena Kidwai & Soumya Tiwari from Migrant Resilience Collaborative**. They spoke about the objectives, methodology of the report and discussed the key findings of the report on the five themes explored – Migration trends and patterns, Impact of pandemic and climate change, labour policies and social security schemes for internal migrants.



After the presentation of key findings, the four consultants who worked on the report from the sample countries shared their reflections on conducting primary research in their respective countries.

Arjun Kharel, Assistant Professor of Sociology at Tribhuvan University and Research Fellow at the Centre for the Study of Labour and Mobility (CESLAM), Nepal shared about the current situation of internal migrants in the country and study sample from Nepal. They discussed the socio-demographics features and major sectors of employment for internal migrants. They also highlighted the unique challenges such as accommodation related issues at destination, workplace challenges and lack of social protection for internal migrants in Nepal.

Dr. Mohammad Jalal Uddin Sikder, Assistant Professor in Sociology at the Department of Political Science and Sociology, North South University, Bangladesh spoke about the dominant sectors of work for internal migrants in the country being garment sector, domestic work and rickshaw pullers. They mentioned internal migrants in these sectors were facing increasing vulnerability as a result of different factors including climate change in the country. The limited accessibility of social protection and worker association for migrants in the informal sector were some of the challenges internal migrants faced in the country.

Sochanny Hak, Research fellow at the Analyzing Development Issues Center and Consultant, Cambodia discussed the different push and pull factors that influence internal migration in the country such as climate change and higher wages at destination locations. They also spoke about the challenges migrants have been facing in the country which included lack of social security and impact of pandemic such as job loss. It was also mentioned that social protection is especially crucial for workers in the informal sector and social networks influence the decision to migrate, therefore it is important to support those social networks.

Yoga Prasetyo, Migration researcher and activist, Indonesia shared about the context of internal migration in the country. They mentioned, while a legal framework on international migration exists but no protection for internal migration is present in the country. There has been a lack of political will to work on internal migration therefore leading to lack of interest among civil society organisations as well. They also spoke about how internal migrants are excluded from social security schemes of the government and the limited body of knowledge & research on internal migration in Indonesia.



After the session on reflections by consultants, three participants shared their thoughts and reflections on the report.

Amit Chowdhury, National Officer, International Organisation for Migration spoke about the role the report will play in helping different stakeholders across aspects. For civil society especially, it would play an important role in policy and advocacy work as well as implementation of programs in different countries because of the knowledge generation. Another interesting aspect about the report has been how it has focused on the positive impacts of migration as well rather than only the negatives. Some aspects which should be focused on in further research include, incorporating other streams of migration such as rural to rural, more representative sample size to ensure findings can bring out solutions and also focus on envisioning how civil society organisations can contribute to collaboration with governments for successful and large scale implementation of programs.

Neha Wadhawan, National Project Coordinator, the Work in Freedom Programme India, International Labour Organisation mentioned how the report provided a comprehensive overview of the situation of internal migration in the region. It is a timely report especially when the spotlight is focusing on internal migration in the region. It is seen that compared to international migration, internal migration is largely considered a non-issue as it is understood that migrating within the domicile country, workers should have the same rights. It is only during the pandemic that the rights of the domicile have started to be seen as important with the sudden shift in discussions towards portability of rights within countries. Overall, the report is a great starting point, a scoping study with important findings which could individually also be used as policy briefs at a country level to start the dialogue on internal migration. However, further research with more robust data is the next requirement.

William Gois, Regional coordinator, Migrant Forum Asia spoke about how the study provides important reflections at a regional level. Some important questions emerge at the larger level such as do we need a new social contract and should we be looking at the world of work in a new way. Another question they posed was, as a result of the pandemic is informality in work increasing, for example, could more workers be taking up opportunities in the gig economy. They also mentioned how we need to understand what these changing contexts mean for the long-term development agenda in the workplace. Another aspect that should be focused on are the good practices, we need to weigh these against how much was borrowed from international creditors to undertake these measures. Such as in the Philippines and Bangladesh there were huge amounts of borrowing, however, when there is such an increase in borrowing then where will the country get the opportunity to spend on improving social dimensions of life. It is also important to look at the linkages between cross border and internal migration. Most international organisations see these in silos but the challenges both these face especially during the pandemic have been similar, even their vulnerabilities are the same. Should the approach then be under the larger umbrella of 'mobility in the world of work'. Internal migration has always been looked at from a distance and that distance in these past two years has been bridged so much, therefore, it is necessary to take this analysis further to understand as the world of work is changing.



Panel 1: Building systemic traction: engaging policy makers on internal migration

Moderated by Vriti Sawhney and Rahul Dandge



Sharon Buteau, Executive Director, LEAD, Krea University, India

Government in India has limited capacity as a result of the constraints they face. For example, officials and the administrative system have very limited capacity. Frequent transfers and mobility become a major issue for them as they limit the officials to work on issues for the long run and the process of transfer from one place to another keeps them away from completely engaging in systemic issues for very long. This prevalent system is hindering the civil servants to understand the issues in depth, thus unable to build their capacity to resolve an issue as an expert. The role of civil society is to help the government to find solutions and understand the problem better by giving an example of how to adapt the solution for rural wellbeing. The Government has a role to ensure application of rule of law if there is a breach in relation with the labour force. As the matter is multidimensional and complex, to assure the monitoring of such breach and remedy for the same is a task in hand where we can support the government agencies at different levels. Technology is an important aspect here which can ease the matter and create a workforce especially of women workers.

Neha Wadhawan, National Project Coordinator, the Work in Freedom Programme India, International Labour Organisation

It is important to underline contextual differences across the different countries with respect to relationships between civil society organisations and the government. Some of the major challenges from the government side are budgetary allocation, crisis of human resource and other resources. They mentioned the phase during lockdown of social distancing as problematic as it should not be social distancing rather distancing with people as we are already distant socially. A question was raised on whether we are trying to do the government's job or whether we are trying to create a space where we can act as a pressure group where the political will is absent. It was also mentioned that the lack of knowledge on internal migration and research and pilot study should be the major focus area whereby create examples by conducting pilot studies. Media engagement and their utility for framing and advocacy for the issues around internal migration are also quite important and unexplored areas. Lastly, defining who a migrant worker is yet another issue due to which the existing policy benefits are not very inclusive. Pointing out the possible activities as way forward for interdepartmental communication they mentioned about the convergence and collaborations between government departments, creation of task force for the same, creation of cells for interdepartmental collaborations.

Bala Murugan, the Freedom Fund, Tamil Nadu, India

To engage with government, it is essential to follow a few strategic steps. Firstly, winning the confidence of the government. Once this is achieved, it becomes easier to work with them and especially those at the grassroots. Second is aligning on the intentions for work with the government stakeholders and this should be followed by setting up realistic goals which are in line with the resources available. Last, when engaging with governments, it is extremely important to ensure constant communication with the stakeholders.

Amit Chowdhury, National Officer, International Organisation for Migration, India

Civil Society should collaborate with governments by using the budget of governments and their own personnel to carry out initiatives. There is also a need for more research and evidence around solutions to challenges related to migration and migration, the evidence generated from these should be implemented as pilots to create examples. A few other methods include skill building and training of the government officials and media engagement to educate individuals.

Dr. Sk. Tawfique M. Haque, Professor of Public Policy and Governance and Chair of the Department of Political Science and Sociology of North South University (NSU), Dhaka, Bangladesh

Implementation challenges exist across even though local government capacities have been built in a way that can manage disasters well. Even during the pandemic, food and other assistance are provided. It is good during disasters, however, during other times governance is not productive. To ensure to address this challenge, incentivising governments and the private sector to protect internal migrants is necessary. In Bangladesh, it is observed that the garment sector is prioritised because many parliamentarians have their own garment factories and political will does not exist since migrants are not voters in the district. Internal migration is a collective issue of society. We need to politically, and economically incentivise the government.

Shariful Hasan, Programme Head of Migration Programme and Youth initiatives, BRAC, Bangladesh

Non-profit organisations should aim to find solutions first through pilot programs and then propose the government to scale it as mentioned by giving the example of BRAC in Bangladesh. There is also a requirement for the creation of a database of migrants and technology related support to the government has a lot of scope for collaboration. In Bangladesh, supporting local governments for policy initiatives has a large scope here. One of the first steps which needs to be taken is bringing everyone on the same table to discuss and collaborate for different initiatives.

P Naveen, Progressive Society, India

Two different structures exist in governance in India which are – the administrative and the political. Even though they both work together there are different sets of challenges which exist for both. In the administrative structure limited resources and policy level challenges are the constraints, while, in the political structure, the political will is missing to support migrants. We need to work with each of these structures from the bottom to top levels. For political, we should involve them in schemes, build their knowledge of existing schemes for migrants, while for the administrative, we should help them facilitate entitlement delivery at the grassroots levels with our resources.

Koreeyor Manuchae, Migrant Working Group, Thailand

In the international migrant context, the migrant workers by the Thai government are seen as a threat for national security. The current policies control and not protect migrant workers in the country. The Civil society organisations and Thai government are always in conflict with each other instead of working collaboratively to address migrant issues, even for the national registration of migrants. Friendly mechanisms for these workers are required. The language barrier is huge while accessing justice. Even in terms of social security, discrimination between Thai and non-Thai workers was observed during the pandemic.

Pradeep Acharya, CAWUN, Nepal

Lobbying with the government and organising workers for the rights of informal workers is important. In Nepal, it has been observed that only trade unions focus on internal migrants, while the focus of other stakeholders is on international migrants. Trade unions in the country are demanding the right to vote from the workplace.

Rahima Khatun, Secretary, Nari-O–Sishu Kalyan Kendra, India

The role of the government is extremely important. From experience working with the labour department in West Bengal, India it was seen that the labour commissioner was interested in working on collaborations and expressed his appreciation of the work non-profits had in providing relief to vulnerable communities during the pandemic. It is also essential that different government departments come together and solve problems. For example, the women's commission must work with other departments to solve challenges that left behind women face at source locations.

Sukamdi, lecturer at the faculty of Geography and researcher at the Centre for Population and Policy Studies, Universitas Gadjah Mada, Indonesia

The Transmigration policy in Indonesia is unique which has been present in Indonesia since decades and it has actively promoted the internal migration of inhabitants from Java islands, the most populous in the region to rural areas of Indonesia. It was used to promote economic growth in the outer Islands. In the context of internal migration, it is essential to work with local government and develop their capacity simultaneously.

Takeaways



The identity of migrant workers is missing, recognising this sector is of utmost importance in order to lobby with the government. They are often listed under the overall categories of informal sector workers or urban poor.



Social security schemes for internal migrants should be seen as a right rather than charity or welfare for them.



Globally there is a requirement for stronger spaces or platforms to discuss the migration issue. Joint collaborations between government (national and local) and civil society organisations is essential for wider reach and better implementation.



There should be a business model as an example for good practice for employers. It should focus on how taking care of internal migrants can benefit their business.



Work towards building capacity of government officials.



Building more evidence through research is of utmost importance as it can support in work with the government.

Panel 2: Co-creating with community: evolving perspectives on engaging with internal migrants

Moderated by Prateek Priyadarshi and Priyansha Jain



Shakirul Islam, founding Chair of Ovibashi Karmi Unnayan Program (OKUP), Bangladesh

People in rural areas are losing their traditional livelihood opportunities as a result of climate change and are being forced to migrate. More than half of the migrants move seasonally and, in most houses, at least one worker from the household migrates internally or internationally. In Bangladesh, there is a lack of social protection or laws pertaining to migrant workers leading to large-scale exploitation. People in coastal areas are more prone to experiencing the impacts of climate change given their geographical location. The majority of them migrate to brick kilns and farming seasonally. The informal nature of their job forces them to become victims of bonded labour. School dropouts and child marriages are extremely prevalent in this area. Creating awareness, empowering and providing them vocational training thus become important, so they take informed decisions. Engagement with the government is another important component to generate employment opportunities for the youth in the area.

Christina Tri Handayani, Managing Director, Eastern Indonesia Women's Network (JPIT), Indonesia

Most workers in Indonesia immigrate for social change and are inspired by the success stories of other immigrant workers. The key drivers of migration are employment and work. However, workers aren't aware of the stories of victims of human trafficking since these are kept on the down low as a result of the stigma attached to trafficking cases. There is a high rate of human trafficking cases in the East Nusa Tenggara community in Indonesia. Women who migrate from this region face various forms of violence. This is a result of various factors such as silencing victim stories, monopoly of agrarian resources by a few, limited access to education and patriarchal culture. Providing a decent lifestyle and employment opportunities at source is important to tackle this issue in the area. The prevention process should include legal aid to the victims and providing assistance in registering victims.

Rajendra Mewada, co- founder, Yuva Vikas mandal, India

Community mobilisation is a challenge because of administrative and political issues on the ground. To tackle this issue, an inclusive community mobilisation network has been established which is a three-point system which includes building community along with stakeholders, community mobilisation by the Civil society organisations and advocacy. This model has helped navigate any administrative and political challenges that one might face on the ground. Putting the district administration in the front seat and providing capacity support to the administration can help scale up the interventions on the ground.

Swarna Kumar Jha, Coordinator, the National Network for Safe Migration (NNSM), Nepal

'Second generation leadership training' is one of the important interventions by NNSM. This includes spreading awareness amongst youth on migration and the nexus between migration and trafficking, training of local level administrators who further work with the community and conducting field visits to support returning migrants and left behind families. Furthermore, an effort has been made to build a community for advocacy by forming networks between various civil service organisations from seven provinces in Nepal and mobilisation through social media platforms is also undertaken. One of the online campaigns is on the right to vote for internal and international migrants regardless of their geographical location.

Niaswaneer Kortornilo, Assistant Program Director, Human Rights and Development Foundation (HRDF)

In Thailand, challenges in providing legal aid to international migrant workers include issues with documenting and regularising migrant workers. The documentation process is expensive and ineffective which prevents them from accessing social protection. One of the best practices in Thailand law is the recent court judgement which announced that everyone irrespective of their migrant status can access the Employment Welfare Fund set up for migrant workers.

Inorisa, Executive Director, Mindanao Migrants Center for Empowering Actions, Inc. Philippines

More than half of the population in the Philippines are migrants including internal and international migrants. More than 10% of the Philippines population are migrant workers. Women migrants dominate both internal and international migration. The pandemic aggravated already existing issues such as economic distress, domestic violence, trafficking and illegal recruitment among these women. Internal migration in the Philippines is induced by conflict, disasters and development in other areas. Women and children are the most vulnerable to trafficking. There is an increase in internal migration during conflict and disasters in the country. Some of the other issues include limited data on displacement during emergencies, limited access to economic opportunities in rural areas, and limited access to social protection for the vulnerable population. Even when social protection programmes do exist, there are huge implementation gaps. Inclusion of mechanisms for the prevention and rehabilitation of victims of trafficking are not included in any of the social protection programmes. A collaborative approach between all stakeholders is initiated to start a dialogue about trafficking in the country. This core network should discuss the issues prevalent on a regular basis.

Takeaways



Collaborative approaches between organisations working on the ground and the government is key.



Gaps in labour laws regarding exclusion of informal workers are important to address.



Climate-induced internal migration is increasing and should be kept at the centre of policy making and formulation of social protection.



Ministries of different departments need to come together to solve the issues of internal and international migration.



Working in the source region to empower migrant workers and sensitising local governments can generate fruitful outcomes for internal migration.



Creating local employment and climate-resilient public infrastructure can help in generating employment in climate distressed regions.

Panel 3: Making triple bottom line a reality: the critical role of business on internal migration

Moderated by Nitish Narain



Rushil Palavajjhala, Co-founder and CEO, Bandhu, India

In India, housing and employment in the destination location are mainly driven by the middlemen and the broker. Affordable informal housing is limited, and evidence has shown that in most cases it is more expensive than formal housing on a per-square-foot basis. Migrants who procure housing and employment with less information through middlemen are more prone to exploitative pricing. Furthermore, information asymmetry on housing and employment tends to reduce the economic gains from the migration process. The Bandhu app aims to bridge the gap between employers, landlords and the worker while also working with the middlemen. It aims to enable insightful migrant decisions and enrich livelihoods. Employers are able to post work orders on the app and get reliable contractors and project scheduling while contractors bid for these projects and find workers for them. Similarly, landlords get a pool of reliable tenants, and the worker gets jobs, housing and entitlements all at once. Scaling a business for a segment of society that has needs but does not generate demand is tricky, working on a 'soft bank model', that is initially creating demand even if there isn't much profit is one of the solutions for this issue. There are three pathways to scale start-ups: through governments, people who directly use the service and the third is the industry.

Ayush Shukla, Village Capital, India

Village capital is an accelerator for start-ups aiming to solve policy gaps in various domains. Working with start-ups is important because they bring agility to interventions. When choosing startups to invest the focus should be on start-ups that are building infrastructure solutions. It is also important to understand the barriers that entrepreneurs face in the sector and focus on tailoring solutions according to the needs of each start-up. For example, one of the barriers is looking at these start-ups through a venture capital lens since in a highly fragmented market it is difficult to achieve high-scale growth.

Dori Nguyen, Utopia, Nepal

Research on issues for urban migrants shows three main issues: information asymmetry on legal and labour rights, issues with access to social networks and access to training and employment opportunities. Utopia is a venture studio that supports entrepreneurs working on these issues, from the inception of idea generation till they can work without support. The aim is to work with urban migrants as clients of the start-ups as well as entrepreneurs that the organisation works with. Consistent, reliable, regularly updated and government-backed data on who is coming to the city and their migration duration is extremely important to do a needs assessment of the services they need. Decentralisation of the government is another important component of this assessment. Overcoming these barriers is important for start-ups.

Ramprasad N, Total Environment, India

Training migrants in the construction industry is difficult due to their mobility. Such issues related to migrant workers were realised and Total Environment has made efforts to combat those issues, such as skilling workers, implementing the BOCW act, tying with medical facilities to treat workers free of cost in cases of accidents and providing basic facilities to all migrant workers. Engagement with works workers is important. The company, contractor, principal employer or service provider should engage with workers. As a result of these interventions, the retention rate of the company is high.

Takeaways



Privacy of people whose data is being collected should be protected. Anonymising data is one way to protect their privacy.



Building the trust of workers in a company is important.



Civic technology is useful in giving migrants choices at the destination location.



Burden of entitlements should not be on the worker. Unbundling of responsibilities on workers is important. Start-ups can play a role in access to entitlements.

Day 2: 13th October 2022

Session 1: Presentation by Anti Slavery International and Q&A

Catherine Turner, Director of Advocacy and Programmes at Anti-Slavery International, United Kingdom

Catherine gave a brief introduction of Anti-Slavery International, one of the oldest human rights organisations in the world. The organisation tackles the root causes of slavery and its consequences, to achieve sustainable, systemic change. They provide support to national and local organisations to have a stronger voice in national, regional and global advocacy. There are 4 themes they are committed to working on from 2020-2025 - Trafficking and Migration, Climate Change and Slavery, Responsible Business and Ending Child Slavery. They have also started to look at internal and cross-border migrants because migrants are particularly vulnerable to slavery. Through their work they want to address the root causes of trafficking and slavery. They are connecting organisations with each other to create co-learning spaces and also co-creating and delivering international, national and local advocacy strategies that reinforce each other.



Takeaways



Migration is not an issue in isolation and connects to various other themes that organisations like Anti-Slavery International work on like climate change, supply chain etc and it is important to bring these organisations in the network as well.



Partnering with peer organisations is equally important as partnering with international organisations/agencies.



Co-learning and co-sharing of best practices and learnings should be facilitated.

Session 2: The Migrants Resilience Collaborative: Stories of India's invisible citizens

Ashif Shaikh, Convenor, Migrant Resilience Collaborative, India

Varun Behani, Director strategy, Migrant Resilience Collaborative India

Warren Ang, Global Development Incubator, Asia

Ashif and Varun introduced Migrants Resilience Collaborative (MRC) and the goals and objectives MRC was launched with. Started in October 2020, post the migrant crisis India saw during the national lockdown, MRC is a grassroots-led multi-stakeholder collaborative of non-profit, philanthropic, and private sector actors focused on ensuring safety, security, and mobility for vulnerable migrant families across India.

In 2017, Jan Sahas conducted a pilot for tracking migrants at the source, transit and destination called Longitudinal Migrant Tracking (LMT). The pilot helped in connecting the importance of social security schemes to reducing the vulnerability of the migrants. It was understood that a scale would be essential to make an impact. Hence, the idea of a collaborative that brings together various stakeholders including the government and industry came about. Edelgive and Global Development Incubator (GDI) came on board as strategic partners of MRC, laying the foundation of the collaborative working for safe migration. Both social security facilitation and worker protection interventions are running under MRC. The focus is on strengthening the government infrastructure, activating industry and building delivery channels. The end goal is to bring systematic changes that ensure a support system for migrant households.

After the presentation, Warren, from GDI joined the panel with Ashif and Varun and answered questions from fellow participants regarding MRC and its interventions. Here are the takeaways from the Q&A session:

Takeaways



The pilot showed that skilling or working with micro-contractors alone did not lead to any significant impact and that improving access to social security schemes is a more effective model.



Working closely with the local administration has helped MRC increase its scale.



The next steps for MRC are improving last mile delivery of schemes, generating awareness, simplifying government systems and holding local governance more accountable.

Session 3: Reflections on internal migration in Cambodia and Nepal

Mr LY Sopheap, Deputy Director of Employment and Manpower Department, Ministry of Labor and Vocational Training, Cambodia

Mr Sopheap shared about the current status of internal migration in Cambodia. Under the ILO-Triangle Project, the Cambodian Government has set up Migrant Worker Resource Centres to protect the rights of migrant workers within and from the Great Mekong Subregion. The Centre provides support for reintegration of migrant workers and their families through interventions such as re-skilling, capacity building, pre-departure and post-arrival training and facilitating government social security scheme deliveries.

Kamal Thapa, NHRC Division Head of Migration, Nepal

Mr Thapa's presentation focused on the Nepal Human Rights Institutions (NHRI) and their engagement to enhance the rights of migrant workers in Nepal. The NHRI's engagement is through:

- Promotion of need for law reforms
- Investigating allegations of human rights violation
- Undertaking education, training and research
- Engaging with regional and international mechanisms
- Creating a robust complaint mechanism
- Coordinating and collaborating with government institutions

Takeaways



Cooperation amongst ASEAN countries will facilitate data management and dispute resolution.



A comparative study on legal mechanisms for migrant workers in South Asian and South-East Asian region can facilitate co-sharing of best practices.

Session 4: A common agenda for internal migration

The last session of the day was a co-creation and co-learning session to come up with a common agenda for internal migration. The participants were divided into groups on the basis of regions - one group for Southeast Asia and two for South Asia region and asked to reflect on the certain questions and then come together to formulate next steps for a collaborative future.

Southeast Asia



What is one solution that you think will best work in your context to address the challenges of internal migrants?



- Mapping Supply Chains
- Building pressure groups at both national and international level and including media as a stakeholder
- Engaging with industries to fix accountability
- Facilitating delivery of identification cards for workers to access social security schemes
- Youth mobilisation and social media pressure

What are ideas you have learned from others and would like to try in your context?



- Engaging with local government to ensure last mile delivery of social security schemes
- Building social pressure groups
- Facilitating partnerships with industries

In an ideal world, how would you implement the top solutions?



- Create collaborations between state, private sector, civil society;
- Conduct a census of migrants to facilitate delivery of social security benefits and leverage data to push for policy changes and also advocate with private sector to deliver social protection to workers
- Create international collaboration for capacity building of employers and leverage each other's learning and support each other in establishing best practices in employer-worker engagement

South Asia 1



What are the solutions that you think will best work in your context to address the challenges of internal migrants?



- Common Service Centres to facilitate delivery of social security schemes
- Collaborations with district administrations
- Technical resource centres within the government
- CBOs facilitating the unionisation of workers at the source
- Industries organising training for employers for ethical business practices
- Direct payment to the worker in their accounts by industries

What are ideas you have learned from others and would like to try in your context?



- One Nation One vote – portability of political rights to migrants
- One nation one BoCW; Simplifying all the processes for applications and benefits
- Filing of worker violation right cases at source and then allowing them to attend their cases from anywhere
- Using technology to disseminate information and train with migrant workers
- Plan and conduct sector wise interventions
- Empowering the migrant workers through information, awareness building and participation
- Day care centres at destination

South Asia 2



What are the solutions that you think will best work in your context to address the challenges of internal migrants?

Public Private Partnerships for Migration Resource Centres

- MRCs integrated with Common Service Centres
- Providing pre departure and post arrival trainings
- Enabling participation of migrants in public meetings

Networking and Advocacy

- Organise regional, national and local networks
- Include NGOs, trade unions and allied organisations
- Support development of local migrant forums
- Build capacity of government officials

Data and Research Based Advocacy

- Data centre that establishes scope and need data for internal migrants
- Advocate for policy of definition of internal migrant in countries where definition is not established
- Advocate for making this a political and international issue
- Conduct state-specific research on migrant issues and solutions

Investor Roles

- Bundle investor funding with social security
- Funds for compliant contractors through tech players
- ESOPs for low-income workers vs Declining Trade Unions

In an ideal world, how would you implement the top solutions?

Exposure visits

Learning and technical assistance

Indian organisations can take the lead on regional forum development due to greater experience on internal migration

Establish functions like:

- Knowledge sharing
- Communications development
- Capacity building on advocacy and implementation
- Funding support

Connect with impact investors to create a Debt fund

After the breakout sessions, a presentation was conducted by each group to the larger group followed by a short question and answer round. This was followed by **final remarks by Ashif Shaikh which included a summary of the past two days and a vote of thanks to the participants for attending the convening.**



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