

ACTIVITY REPORT

A9714778: Adopting a Rights-based Approach to Labour Migration and Promoting the Protection of Migrant Workers' Rights

28 March – 06 May 2022

On line

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ACTIVITY SUMMARY



E-LEARNING ON ADOPTING
A RIGHTS-BASED APPROACH
TO LABOUR MIGRATION
AND PROMOTING THE
PROTECTION OF MIGRANT
WORKERS' RIGHTS

28 MARCH – 6 MAY 2022
🕒 6 WEEKS, 60 HOURS



Activity code

A9714778

Dates

28 March – 06 May 2022

N° of participants

50

Language(s)

English, French

Activity Managers

Miriam BOUDRAA

Activity Coordinator

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1. Background and methodology

In 2019, there were 169 million international migrant workers in the world and they constituted 4.9 per cent of the global labour force in the destination countries (ILO, 2021). The majority of people leaving their home countries are migrating for work and almost half of them are women. The contribution of these migrant workers to the world economy is undeniable, yet many work in some of the worst conditions, with no access to social protection and denied their labour rights.

With its mandate on all labour issues, the ILO has built up a wealth of knowledge on migration for employment, in terms of both original research and the rich experience of its Members - governments, employers and trade unions - in dealing with migrant workers. Drawing on these unique resources, this online course offers a comprehensive and accessible overview of international labour standards protecting migrant workers and the ILO's efforts to protect migrant workers through a rights-based approach.

Methodology

The course consisted of a number of online modules offered through the ITCILO e-Campus online platform to be completed over a period of six weeks, from 28 March to 6 May, for an estimated 60 learning hours. The course was broken down into three phases:

- **Flexible learning (asynchronous):** self-guided online learning on e-campus, forum of discussion facilitated by experts and assessment throughout the different phases of the course.
- **'Real time' learning:** Live interactive sessions and engaging video presentations by highly experienced trainers, blended with individual and collaborative group exercises, peer-to-peer assessment and online technical forums on eCampus
- **End of course assignment (asynchronous):** Individual assignment applying the teachings acquired during the course

Evaluation

- **6 weekly quiz:** each quiz composed of 10 questions with multiple choices (30% of course assessment)
- **Group work:** after two specific working sessions each group presented during the final webinar the draft of the main elements of their Labour Migration policy (30% of the course assessment)
- **Final assignment:** individual written assignment (40% of course assignment)

+ Active participation: An Extra 10% was given to participants who were particularly participatory during group work and on the forum of discussion (only used if the participant needed it to get this certificate of achievement)

Participants who successfully complete all assessments including the final assignment and reached at least 60 points received a **Certificate of Achievement**.

Participants who completed most of the assessments and reached 30 up to 59 points received a **Certificate of Participation**

2. Objectives

Specific learning objectives:

The main object is to offer a comprehensive and accessible overview of international labour standards protecting migrant workers and the ILO's efforts to protect migrant workers through a rights-based approach. In particular, at the end of the course the participants had:

- Enhanced their knowledge of international labour standards protecting migrant worker and the ILO supervisory mechanism;
- Deepened their understanding of the necessary institutional mechanisms, policy frameworks, and coordination instruments for equal access to migrants' rights
- Analysed the multiple discrimination migrants face in vulnerable situations, particular irregular migrants;
- Become familiar with the different responses to these vulnerabilities and needs at different stages of the migration process: pre-departure, in transit, during residence and on return;
- Discussed the gap between the rights migrants hold by virtue of law, and their practical implementation;
- Enriched understanding of solutions and policy measures to ensure access to justice for migrant workers.

Content of the course:

This course is divided into three blocks focusing on the following core elements:

I. International labour standards and mechanisms of control

- Overview fundamental international and regional legal instruments protecting migrant workers
- Key International Labour Standards relevant for protecting migrant workers
- Unpacking the specific ILO instruments protecting migrant workers' rights
- Monitoring and supervisory mechanisms (including ILO supervisory system)

II. Empowering vulnerable groups to enjoy their labour rights

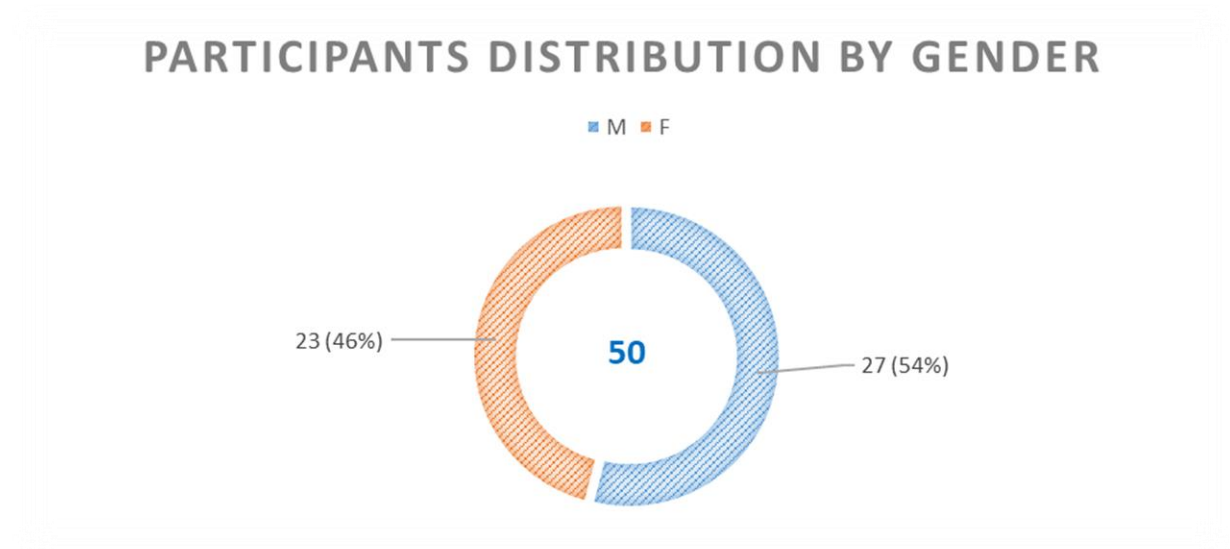
- Overview of different types of discrimination vulnerable groups face, particularly xenophobia
- ILO Conventions addressing Gender Equality and their role in the protection of migrant workers rights.
- Specific challenges faced by irregular migrant workers and the impact on working conditions
- Protecting the Rights of Migrant Workers in an Irregular Situation and Addressing Irregular Labour Migration

III. Access to Justice for migrant workers

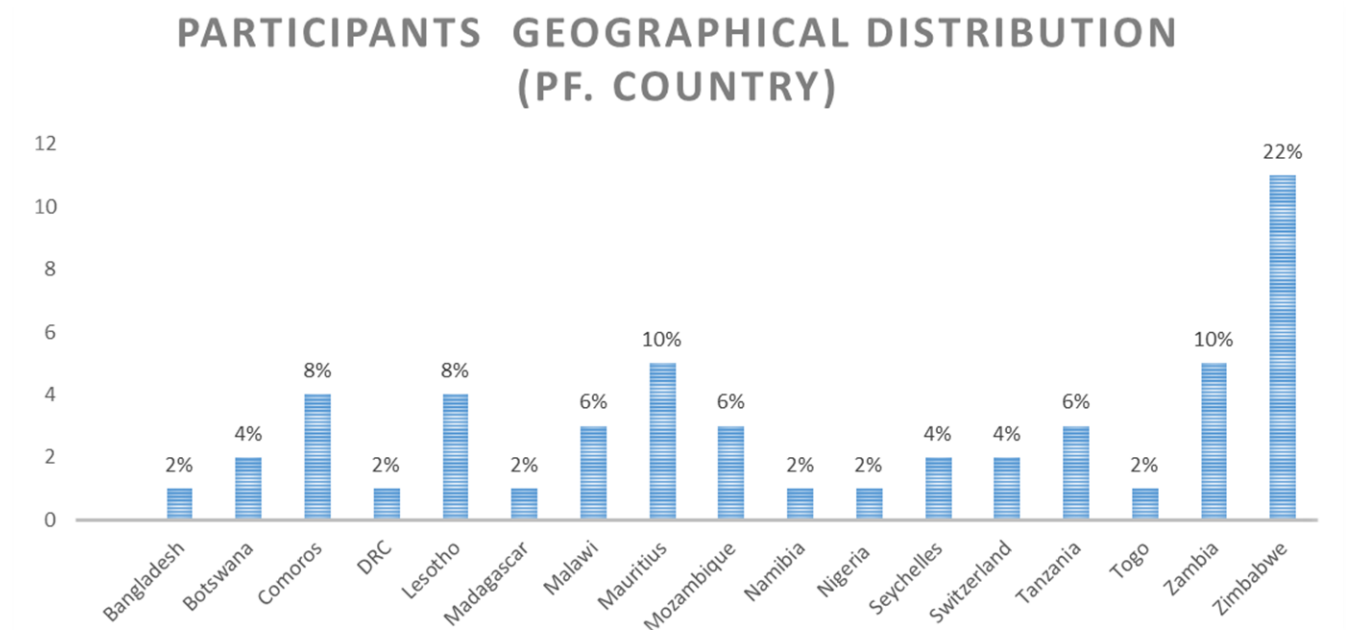
- Evaluation of existing remedies and current challenges
- Monitoring mechanisms and collaboration
- Judicial and quasi-judicial mechanisms
- Dispute resolution mechanisms at workplace and sectoral levels

3. Learning analytics

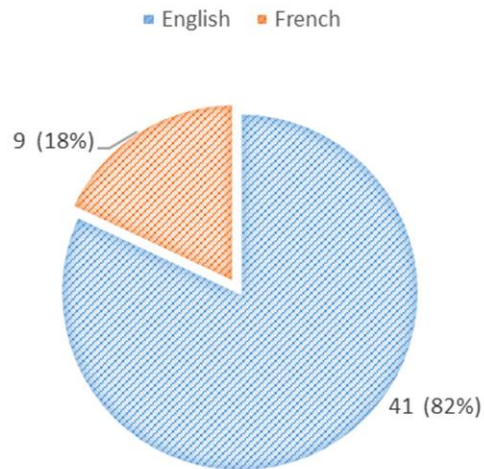
Profile of the participants



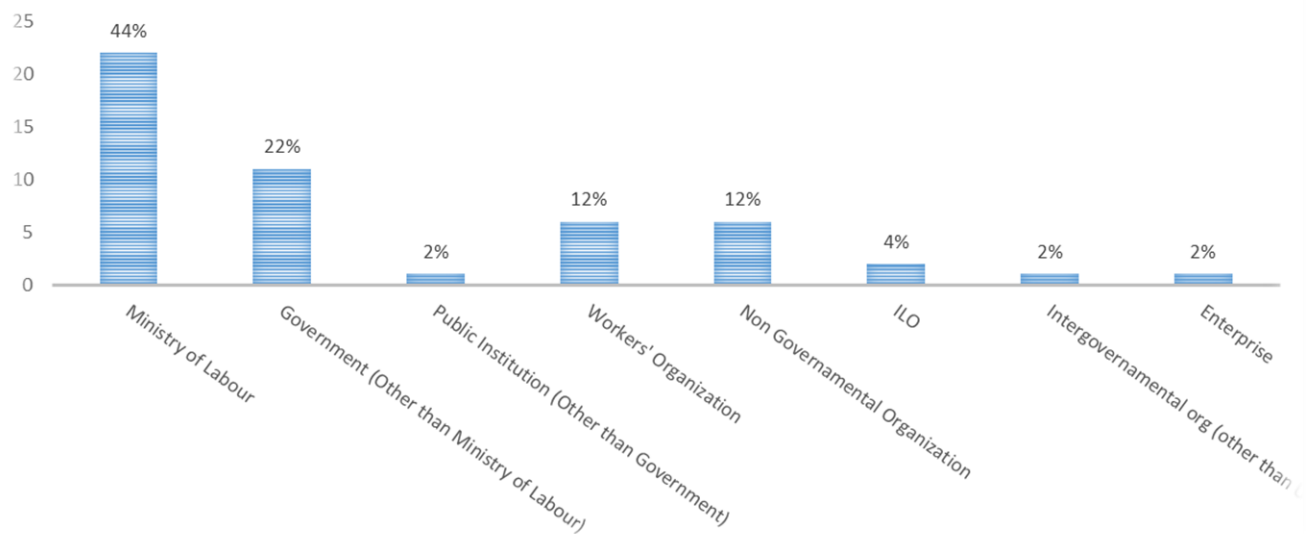
The great majority of the participants were coming from the SADC region and were financed by the SAMM project (45 out of 50)



LANGUAGE OF PARTICIPANTS

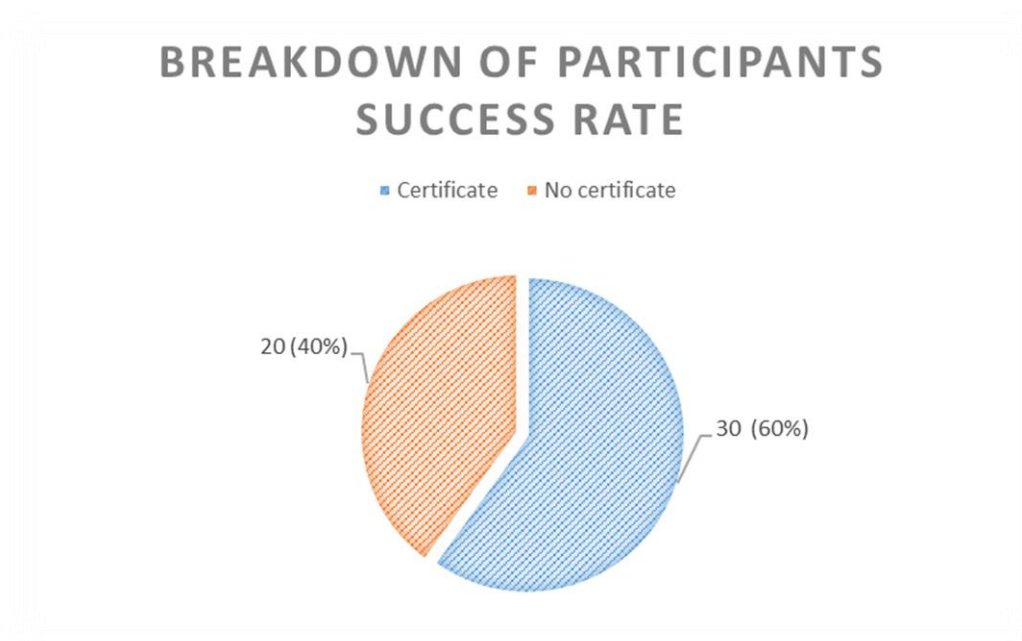
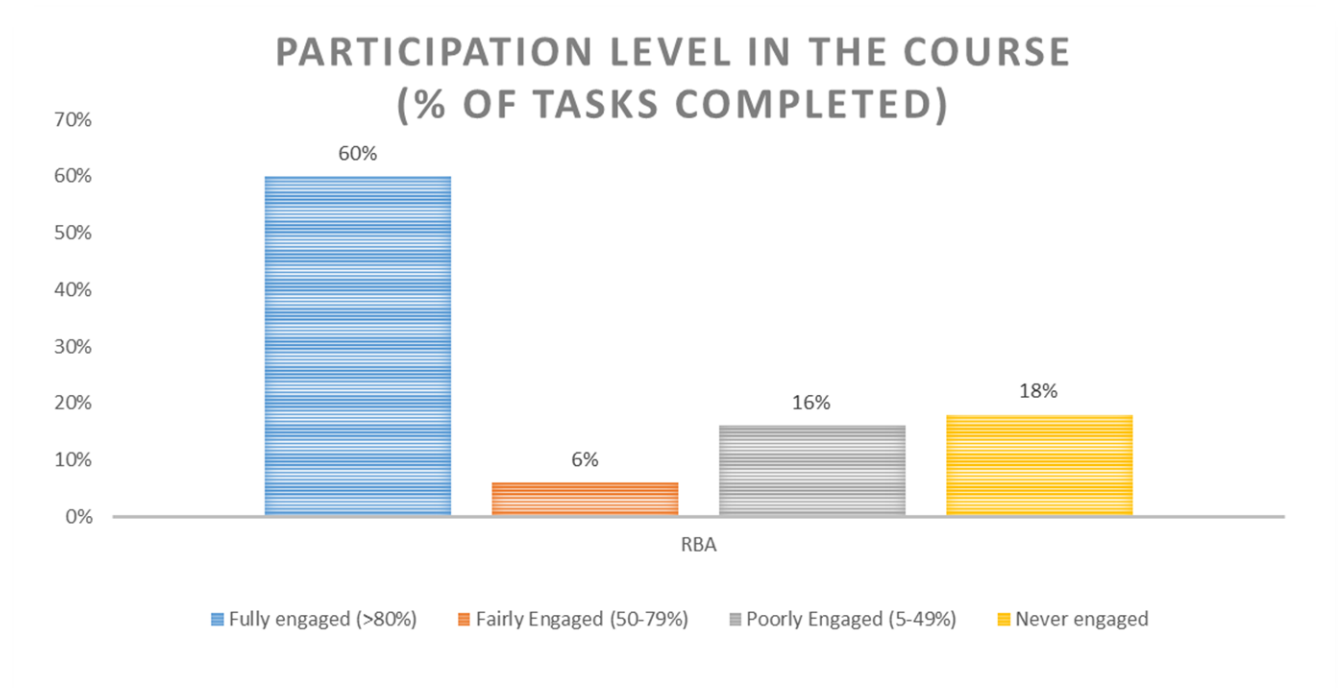


PARTICIPANTS BY ORGANIZATION TYPE

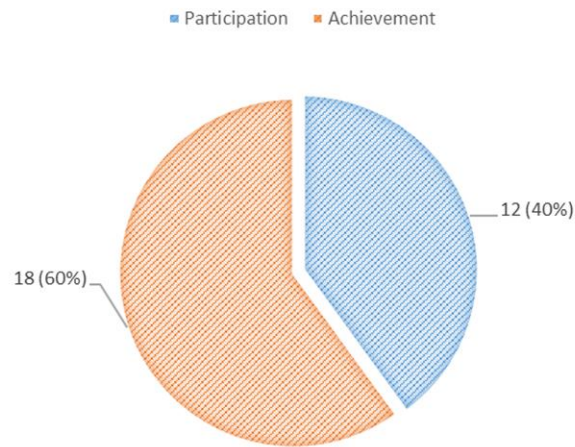


Success rate

Completion rate of the tasks in the eCampus page resulted intermediate: 60% of participants were fully engaged (had completed all or most of the activities), 6% submitted at least half of the tasks and 16% have completed some. Worth to notice 9 enrolled students (18%) never engaged at all despite numerous reminders being sent via email.

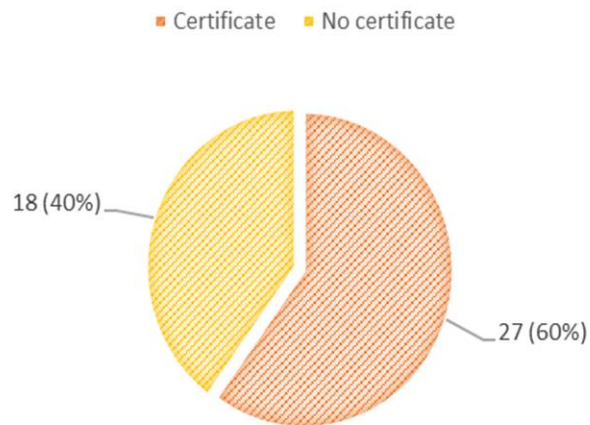


TYPE OF CERTIFICATE

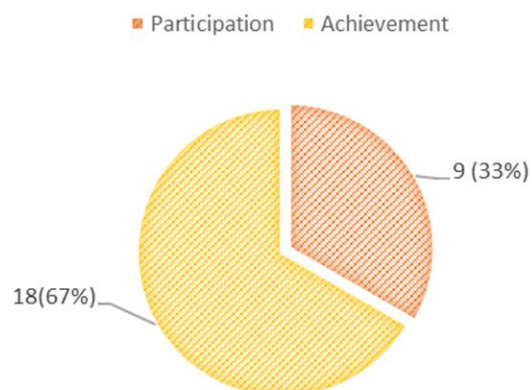


In particular the SAMM sponsored participants had the following results:

SAMM PARTICIPANTS SUCCESS RATE

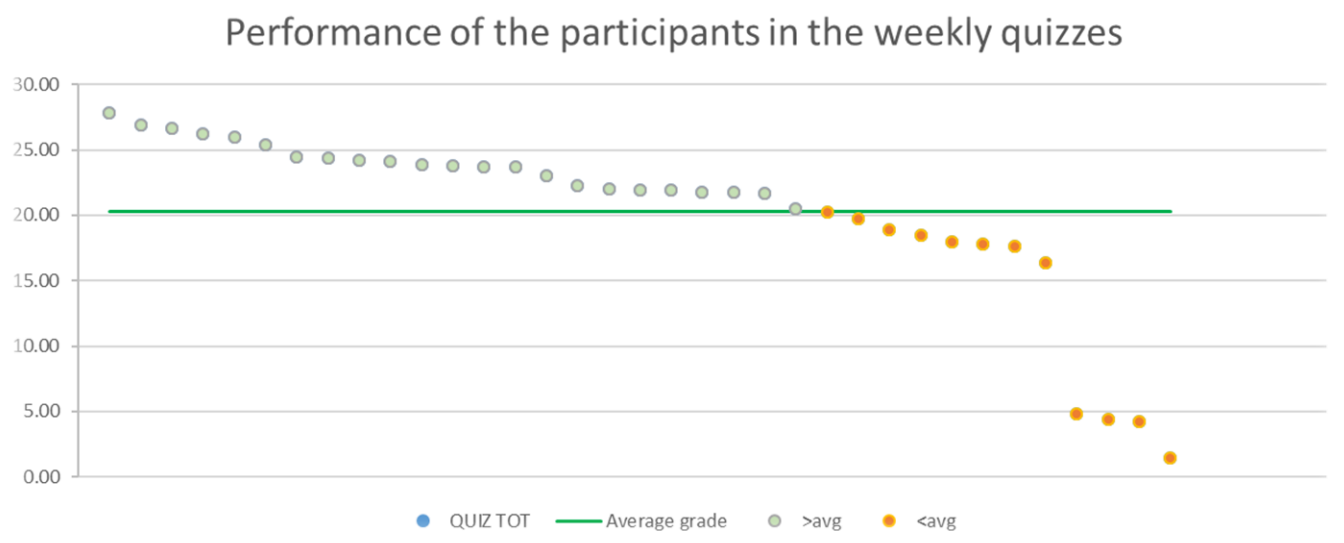


TYPE OF CERTIFICATE (SAMM PARTICIPANTS)



Weekly quizzes result

- Average score 20.29/30
- 23 participants over performed the average score



Group work

The participants were divided in 5 groups representing 5 different “persona”: each team nominated an “Ambassador” to coordinate the group work and liaise with the course assistants/tutors.

The main task was the development and implementation of ILS protecting migrant workers at national level

28 out of 50 participants actively participated in the group work (3 only partially) and each group managed to present their final elaborate during the last webinar of the course

Final essay

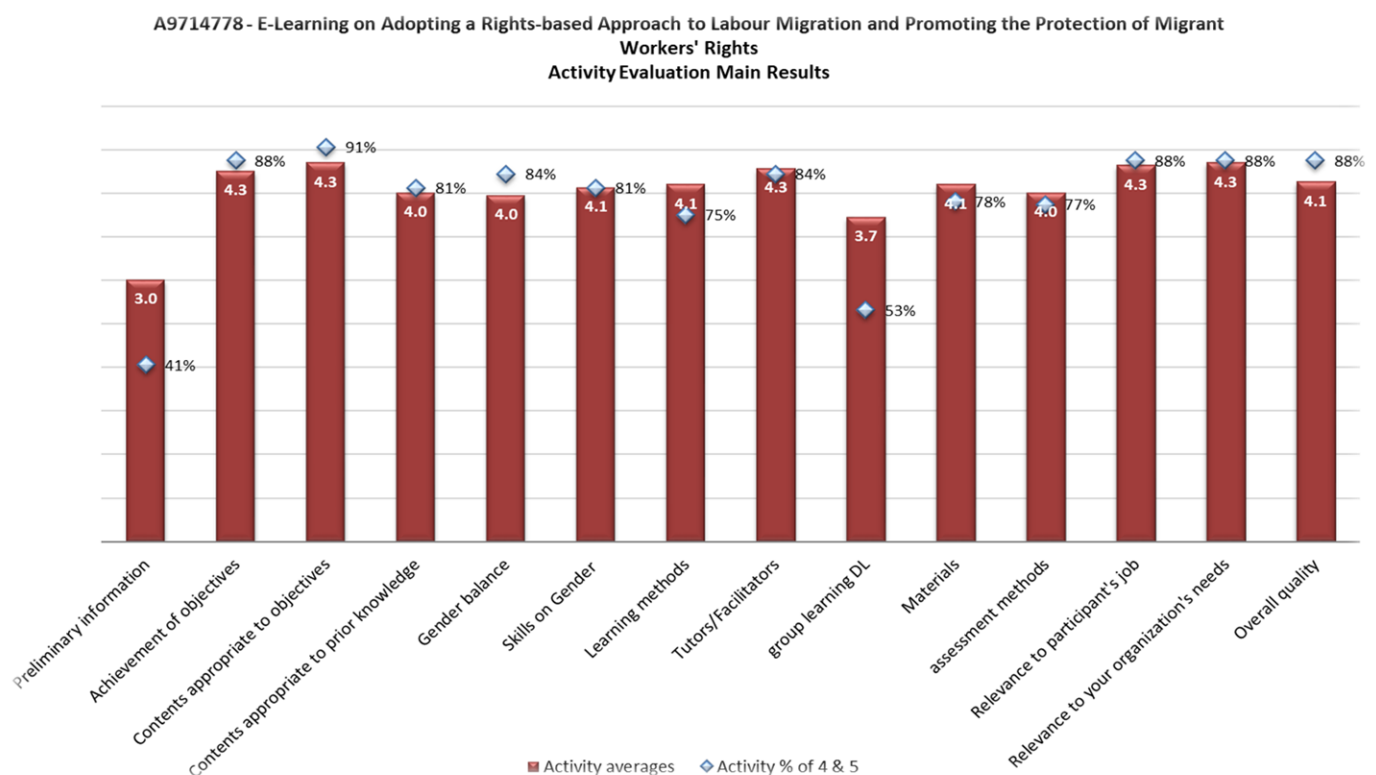
23 out of 50 participants submitted their final individual assignment. The participants had to apply what learned during the course to their own context, by producing an essay of more or less 1500-2500 words. The assessment was based on the following components:

- 10 points : clarity of the subject and outline

- 10 points : alignment with content of the course
- 10 points : coherence of the recommendations
- 10 points : mainstreaming a gender perspective.

Final evaluation

A final evaluation questionnaire was sent to participants after the end of each course. In addition to multiple choice questions where participants could indicate their appraisal on a scale from 1 to 5 with 1 being the lowest, a number of open ended questions were also included to encourage participants to share reflections on what was most useful to them and suggestions for improvement of future editions. The graph below offers a visual representation of the participants' responses to the multiple choice questions.



Q: Which three aspects of the activity do you think were the least useful?

None
Group work,
NO
nothing
nothing
They were all useful
I think access to just although it is needed, ILO supervisory system because it is covered when we talk about the ILS
1. ILO supervisory system and protection of migrant workers rights and real cases

2. UN supervisory system and protection of migrant workers rights and real cases
3. Session 8 - Access to justice and remedies: An overview of the challenges and opportunities
All of them were useful
Some self-guided modules with sentences which did not make sense.
Quizzes
None
supervisory systems/ mechanisms and its impact on the protection of migrant worker's rights/system
les modules autoguides.
la rdaction finale.
Les e-mails de rappels pour chaque webinars 5 minutes avant le debut.
the final assignment to be submitted from each participant
None
None
Aucun aspect ne mets paru inutile.
1. Access to justice
2. Protecting migrant workers in irregular situation
aucune. Tous les aspects de la formation taient pour moi trs utiles
None
il n 'y en a pas eu
None that I can identify at the moment.
None
both were useful

Q: Which three aspects of the activity do you think were the most useful?

Al in view that my field deals with Migrant Workers
The instruments applicable for migrant workers
presentations
ALL
protecting migrabts in irregular situation
migration, domestic workers, equality
They were useful
Protection of migrant workers, application of International Labour, Decent work for migrant workers Standard,
1. International and regional standards protecting migrant workers
2. Equality and Non-Discrimination
3. Session 6 - Decent Work for Migrant Domestic Workers
Access to justice
Some self-guided modules
Some presentations
1.International legal instruments on migrant labour
2.Online discussions with peers or other participants
3 Quizzes and case studies
Access to justice
Protecting migrant workers in an irregular situation and
applicable international Labour Standards and Specific Standards on Migrants worker
Le travail de groupe.
Les changes sur le forum et les tudes de cas.
the group presentation
the lecturers point of view and experiences
1. Accs la justice des travailleurs migrants

2. Normes internationales du travail applicables et normes spécifiques aux travailleurs migrants
3. Systèmes/mécanismes de contrôle et son impact sur la protection des droits des travailleurs migrants
Use and application of International Labour standards
Access to information and legal representation for migrant workers
The role of the society in breaking the cultural barriers that discriminate upon women
Access to justice and remedies.
Strategies aimed at preventing irregular migration in abusive conditions.
A day without a migrant worker.
L'enregistrement des webinaires
Accès aux documents de la formation.
Les quizzes
1. Applicable International Labour Standards and specific standards on migrant workers.
2. Applicable International Labour Standards and specific standards on migrant workers.
1) les échanges en direct avec les intervenants, 2) l'évaluation hebdomadaire, 3) la rédaction d'un Essai final
Access to justice and remedies for migrant, decent work for migrant domestic workers and UN supervisory system and protection of migrant workers
les présentations, les échanges avec des collègues pendant le travail en groupe et le moment des questions et réponses lors des présentations
Documentation of Migrant Workers
Treatment of Migrant Workers in particular when it comes to availability of positions
Fair treatment and non discrimination of Migrant workers.
All the conventions
International labour standards
Equality at work
migration
personae, zoom meetings and material
All the ILO Conventions, Supervisory principles and Human rights & workers rights

Q: How would you suggest the tutors, learning adviser or assistant improve the overall quality of their contribution?

Their contribution are being greatly appreciated. Maybe advise us when we are going wrong.
more presentations
all tutors were well prepared and determined
use of social media apps such as a whatsapp group will help for easy interaction and sharing of ideas at any time, despite waiting for lecture time
if we can get written presentations
They were all excellent
by providing participants with shorter sessions at least 1hr 30minutes
To be a bit slow during presentation
They are all good!
it is well presented
Il faut choisir entre les modules autoguidés et les présentations d'experts car il y a doublon et trop d'informations.
Choisir entre la rédaction finale et les quiz pour évaluer le cours: les demandes sont trop élevées pour un cours destiné des adultes qui ont un emploi plein temps.
Load the presentation on e-campus immediately after presentation so that we can read for ourselves
the time zone should be adapted according to participants country
Prévoir et partager les supports de présentations pour la version française pendant l'expos pour permettre ceux qui ne comprennent pas l'anglais par exemple de suivre aisément le cours
I suggest creating separate workshops with tutors to enable effective individual participation
So far so good
Essaie que tous outils de travail soit accessible en toutes les langues. Car on a observé certains vides

en Une seule language.
Provide us with summarized form of the tutorials.
Faire en sorte que pour chaque prsentation thmatique, les participants puissent avoir les documents dans langue qui leur convient le plus, en les transmettant par mail quelques heures avant la session
The delivery was ok
de mon point de vue les tuteurs ont t quasiment irrprochables.
The team is fine and knowledgable in the subject matter, no suggestions at the moment.
Give more time of the webinars
improve on time allocated to their lessons
By giving more examples for students easy to follow the study

Q: What three pieces of advice would you give us for improving future activities of this kind?

Its best if we follow one module at a time. The webinar at time clashes. I am also about to submit two essays on the same date for 2 different modules.
Perhaps when doing group assignment, can group those with same country
consider time zones
E- learning is a challenge specifically for most of African countries where network connectivity is not well guaranteed
maintain same definetly afternoon lectures to avoid conflict with morning daily activities at work, Encourage two or three physical lectures,
webinar on saturaday
More group discussions will really help so that we learn from other countries on their knowledge and experience
to have shorter sessions, to monitor participation in group activities,
1Give more group work regarding on country specific assignment.
2. Provide notes before hand. Notes to be interpreted before hand
The handouts must be easily available
1.Consider conducting tutorials during weekends
More time required for lecutrrd
The classes are done during working hours so we do not benefit more.
Rduire le nombre de webinaires par semaine et ventuellement penser allonger la dure du cours.
Rduire la quantit de materiel tudier (viter les doublons)
Rallonger le temps imparti et se rappeler qui sont les participants aux cours.
When I started I had a bit of challenge with ecampus but Alex was very helping in making sure I am part of the training
the group selection for presentation should be allocated countrywise
The course, because of its complication would require field work/research
The groups should be minimised in terms of its numbers to a maximum of four participants, that will encourage participation
More language interpretation
Les notifications par email sont insuffisantes. Trouvez un moyen de communiquer avec les rseaux sociaux existent. Pour vous assurer que ces informations sont parvenus tous les participants et vous en rassurer que oui il a reu les notifications.
Summary of tutorials at end of course.
1. Mise part l'Essai Final que les participants sont tenus de prparer et de soumettre l'issu de la formation dispense, aider les participants laborer un plan d'action stratgique dont la mise en uvre pourrait tre value lors d'une session spciale, 2)Stimuler d'avantage l'interaction entre les participants et les intervenants, 3) Faire des observations au cas par cas et de manire individuelle, sur l'Essai Final de chaque participant afin de nous permettre de connaitre les amliorations faire notre niveau.(La correction pourrait directement tre transmis par mail chaque participant
The challenge is on the coordination of the participatants given thy are not in one place .maybe face to face are more effective especially on these key training issues .maybe follow up trainings maybe

virtual
un seul conseil, s'assurer qu'aussi bien les vidos introductives que les lectures obligatoires soient disponibles dans les langues prvuées,
1. Based on the importance of the topic at hand, the course should be extensive, like over a period of 6 month or a year so that participants of different countries bring a meaningful contribution to their countries.
2. Future refresher courses should be conducted so that what ever information was acquired does not get forgotten or go to waste.
3. Benchmark study visits to the ILO to get exposure mostly for parliamentary personnel that are instrumental in advising law makers.
More webinars
More time to complete activities
More elaboration on the final essay
Engaging participants and agreeing on the time table.
make more time especially for question and answer and practical's
The learning time must be working hours because some of us we use tools of the organisation e.g computers, interwork

Q: How would you suggest improving the training material?

Aside from the webinar with the time differences I am ok. This one is beyond our control I guess
More case studies - the facts and outcomes
more specific to the course
NO suggestion
more of country case studies is required
good
Training materials to be availed before the training
The materials are fine but need to have less videos than presentations for printing
Provide additional notes to the slides
Do provide handouts
Ensure that all material is checked for accuracy and proofreading, in all the languages of the course.
To have downloadable materials.
Comme indiquer plus haut, il faut choisir le matriel pour viter les rptitions...
More case studies from Africa
not sure
RAS
No suggestion
So far so good
Proposer des questionnaires pour insister la participation de chacun.
No suggestions
R.A.S
They are ok
le conseil ci-dessus est galement valable pour cette question
Training material was fine, hoping that it could be shared before the lesson so that participants have time to go through it and be active participants and ask some questions.
For now I found them enough
Quizzes should be flexible enough to allow common knowledge and not to just be referring to the course material only
More references
More videos as examples to some sections as you show us of that maid its easy to learn in such way

Q: How would you suggest improving the on-line platform (accessibility, navigation, collaborative work spaces)?

All clear. I do not have any suggestions
An accessible e -library for all those who wants more to read and further info
E- learning is a challenge specifically for most of African countries where network connectivity is not well
there should be seperate tab for activities, instead of putting inside topics,
good
Non
there platform is fine no challenges so far
provide more rooms for group work
Video conferencing is necessary during plenary sessions and group activities
It is perfect.
La plateforme en ligne est facile utiliser
It should be user friendly I could not complete some of mi assignments because it was not responding
n.a
RAS
I have found the online platform to be easily accessible and easy to follow
So far so good
Vue que c'est un plateforme d'ducation, il devrait y a un moyen moyen plus simplifie pour des dbutants en informatique.
Le plateforme est trop technique et il est un peux difficile l'accs.
No suggestions
R.A.S
The time frames and strict conditions for participation and support with data especially in developing countries
Je suis un habitu de la plateforme et celle-ci ne me pose pas de soucis d'apprentissage
The online platform was easy to navigate, however the times was pressing from my site as I had to be at work and the classes were conducted during working hours which made it difficult for me to focus.
There should be reminders for deadlines
I should be always accessible to even former students so as to continue perusing on the information

Q: Name three actions you intend to take after participating in the activity

Implement what I have learned. Share to my colleagues in the same field. Actively enroll on courses related to labour migration to learn more about migration.
Sharing of the information/notes to colleagues
more input in national policies
formulating,planning and implementing labour migration policies with adherence to International Labour Standards
i want to be a Champion on Migrant Right Advocacy at the Parliament of Zimbabwe and where possible to form a Parliamentary caucus
to continue to read the international standards
I will write a report on the course and will also share the training materials to my ministry for use in the development of the strategy on employment in labour migration
1. Make report to the organisation
2. Prepare an action plan
3.Look for resources to implement the action plan
1. Develop Labour Migration Strategy
2. Develop a Labour Migration Policy
3. Initiate ratification of C189
Learning is an ongoing process. Will apply when required
1.Proceed to enrol for diploma
2.Organise a workshop to capacity building.

Propose the
share information with my supervisor
share information with my work mates
Terminer la formation avec la rdaction finale.
reliere mes notes pour continuer intgrer et digrer les informations.
Advocating for Migrants Workers already an organisation that li affiliate to Satucc already working on project that advocate for Migrants Workers empowerment of Migrants Workers about their rights
n.a
- Aider/accompagner le Ministre a accomplir ses missions (les migrations de main d'oeuvre)
- Former d'autres intervenants sur la migration de main d'oeuvre
- Accompagner l'inspection du travail appliquer les legislations pour une meilleure prise en charge des travailleurs migrants
Influence adoption of ILS in collective bargaining Agreements at sector level
Influence policy change with regards to migration through engagement with parliamentarians
Impart the knowledge i have acquired through training of members
Apply the knowledge to my work
Share the knowledge with my colleagues.
Share with members of my organization
Proposer des dbats sur la thmatique aux prs de mes compatriotes.
Publi les instruments qu'on nous a donne pour qu'ils puissent s'informer sur le droit tant qu'tre humain.
Help in minimizing migrant workers in irregular situation in Mauritius.
1) Mise en place d'une quipe tripartite (Task Force), sur la base des participants nationaux la formation, 2) Sensibilisation des nos suprieurs hirarchiques pour un meilleur accompagnement, 3)Identification et mise en uvre d'actions cibles de manire tripartite
Cause policy change to incorporate migration issues , inform policy discussion
je suis dj en contact avec la coordination de l'intersyndicale du Congo pour rflchir sur les mesures prendre pour garantir le respect des droits des travailleurs migrants en gnral mais surtout dans les secteurs o sont constats le plus d'abus
Familiarise myself with Conventions adopted by my country.
Study more on the ILO conventions in relation to Migrant workers.
Encourage Members of my committee to educate their constituents on the rights of Migrant workers.
Know and appreciate human rights
Treat everyone equally at work place
Practice the labour standards
1. Review all legal frameworks to check if they are in tune with ILO standards
2. Liase with concerned Committee of Parliament on any shortfalls and propose any adjustment
3. Play an active oversight role on implementation of best international labour practices
Help immigrant workers by providing them with more information and help them to stand up for their rights
Awareness campaigns, education & training and material development

Q: How will you apply what you have learned during the activity?

Seychelles is always finding different means to ensure that migrant workers are being well governed. With what I am learning I will definitely make a contribution on what we are yet to implement to facilitate easy access of labour migration governance in my country.
contribute towards protecting migrants rights
formulating,planning and implementing labour migration policies with adherence to International Labour Standards
Writting motion notes, Policy briefs and research papers for Members of Parliament to consider in then National Assembly
by managing international ressources

By participating in the ratification of the c190 and c189 I will contribute fully since I have been trained in the course
I will conduct training for the members and contribute effectively in policy development structures
Use the knowledge learnt in developing the National Labour Migration strategy, Labour Migration Policy
Will apply whenever re
Raising awareness on the need and importance of ratifying international instruments on migration governance
Engaging Parliament administration to assist in resource mobilization for capacity building of
Having small group intervention at my work place.
Ajouter des informations mes connaissances initiales comme une pyramide pour progresser et aider finaliser une note conceptuelle sur ce sujet en cours d'laboration.
Work with other organisations that are already working on Migrant Workers rights Ditshwanelo and Southern African Community Development SADC
it is a self learning
Through training, developing position papers that speak to migration laws
Holding workshops
Je pense que le fait d'changer dans nos diffrents espaces d'changer communes et propose des sujets de conversation est ma seule moyen de transmettre ce que j'ai appris.
May be to assess colleagues in formulating policies concerning migrant workers.
L'quipe national runie, examinera ensemble les recommandations que chaque participant propose pour laborer un plan de travail visant mettre profits les comptences acquises.
Im responsible for labour market information system and use the information on labour export issues and guide me in the development of BLAs
veiller au moment de la mise en oeuvre de la politique de l'emploi et de la formation professionnelle, qu'une attention particulire soit accorde sur cette question lors de l'laboration des mesures d'application que je pourrais galement proposer.
Mostly I will incorporate what I learned into the advises I provide to Members of Parliament.
As my Committee has an oversight role over the Ministry of Labour, I will make sure during engagement with the Ministry my Members would also push the agenda of Migrant workers subjects.
I will also make sure that during drafting or reviewing of laws, attention is given to Migrant worker issues.
Practice them at work
1. Update the Right Hon Speaker of Parliament on the issues covered and agree way forward.
2. By using the Social and Community Welfare Committee of Parliament to aggressively be involved in these issues.
3. By using my position as Chairperson of the Budget Committee of Parliament to lobby with my colleagues to ensure the government allocates adequate funding to government institutions that are entrusted to handle migrant labour issues.
4. Update fellow Chairpersons of Parliamentary Committees on the importance of Rights Based Approach to labour issues to enable us to agree on Way forward as leadership of Committees.
5. Play an advocacy role on migrant worker issues.
include the subject as part of every training as this would help to share the information to many workers even those who wish to migrate
Carry-out general meetings at the work place

Q: Name three difficulties you might encounter in applying what you have learned during the activity.

Time constraints. Cooperation with employers. We are still working on a manual system hence we still need some work on that as well to speed up with what we intend to implement and improve.
employers non-compliance
Political will, resources
Politics can stand in my way since am working at a political institution
no

The mechanism to ensure that the training is implemented very well.
I might face financial shortages, access to workers from their workplaces, during the advocacy and lobbying the government for the changes in policies
1. training others,
2. Convincing Management to agree with so initiatives.
3. Resources to implement some initiative arising from acquired knowledge
Financial Resource challenges to facilitate capacity building workshops on migration governance
Resistance from unyielding legislators
No support from my superiors
Financial constraints in cascading the knowledge
Time
Ne pas tout me rappeler parce que l'information n'a pas t bien digérer. J'ai pris des notes et devrais y retourner trs probablement.
the core activity is not really related to this topic
- Engagement des autorits competentes accompagner l'action
Lack of political will from leadership
No funding for trainings
Ignorance of the subject matter
Resistance from the employer
La multiplication des instruments d'apprentissage. les moyens pour pouvoir publier dans l'ensemble du territoire
Organiser des activits pour montrer l'importance d'apprendre se qui est lgale dans la migration et quels sont les instruments pour faire valoir ce que de droit
Migrant workers in irregular situations do have some rights and their situation may be regularized instead of deporting them.
1) La mobilisation ventuelle des fonds pour la mise en uvre des activits, 2) un faible engagement politique des autorits nationales,
Lack of national budgetary support to deal with issues of migration in zimbabwe as well as conflict policies which are at tangent to each other as well as no specific policy on migration its under development , non ratification of these instruments by zimbabwe may limit the actioning of these measures
faiblesse du cadre institutionnel, l'inspection du travail notamment en charge de faire appliquer les dispositions en matire du travail
Advising members to get capacitated on labour matters in relations to Migrant workers.
Investigating on conventions that my Country has ratified.
Making sure that my country will comply with ILO various provision when it comes to Migrant workers
People dnt understand labour rights
Equality
1. Getting support from fellow Chairpersons of Parliamentary Committees.
2. Lack of political will to do what is required
3. Limited resources to play an advocacy role.
internet
Lack of adequate information
Not able to have adequate means of lobbying migrant workers
Not enough time
lack of time, shortage of education material and Attitude of the workers towards the subject

Q: Would you recommend this activity to your colleagues?

Yes definitely
Yes
of course
yes
yes

yes
It's an excellent course
Yes because I have learned a lot from the course. It
Yes.
Yes
To some extent, depending on their work
Absolutely
Yes
Non. Mes collègues n'auront certainement pas le temps nécessaire consacrer cette formation pour la faire de manière sereine.
Yes I will especially human rights defender in our country, trade Union ,CSO's and UN agencies
perhaps
Oui, je les recommande toujours de ces cours sur la migration de la main d'oeuvre
definitely
Yes
Oui bien sûr, plus on est nombreux connaître ces droits et plus nous pouvons toucher le maximum des gens.
YES
Bien sûr que oui, car cela nous permettra d'avoir une équipe nationale très solide et avertie en la matière
Yes
oui
Yes, because as Clerks that assist Members of Parliament you need to be knowledgeable about various issues mostly labour related matters.
Yes I will
Yes
yes
yes with pleasure
Yes

Q: Do you have any observations or suggestions?

None
no
i suggest that this course should be a continual improvement, where possible there should be next Semester. it must be a continual improvement NOT to be a one time course given the dynamics in the world that we live
no
No
I suggest that in future the course have a follow up that is refreshing the participants
Minimize of lessons that require interpretation
No
Tutorials to be done on weekend so
nothing
La première semaine pour s'enregistrer et une semaine de pause et ensuite on manque de temps. Peut-être que cette semaine aurait été plus utile si on commence de suite. À méditer...
During the course there were some sad news our Zimbabwean counterparts was killed South Africa Xenophobia which does not tarnish our name as continent Africa we want peaceful and people being able to integrate with fellow Africans
to classify group presentation in terms of participants of same country because of the time zone
None
It's a good course
Certains instruments de l'OIT sont en une seule langue, veuillez les traduire en d'autres langues que l'anglais.
No
R.A.S

Face to face trainings are key to control the processes and maximum participation
The course was well organised and always started on time. No suggestions.
Not at the moment
Participants should be as advised in good time and be prepared well before they start the course for planning purposes. I personally had a crush of physical, online meetings and programs. And was told about the course when the course had already started.
This is a very valued course it needs to be allocated more time as that would enable participants to fully explore it without may be suffocating their work time
I wish if we will continue with the program as per our group

Q: What other topics should, in your view, be included in this training course?

Elaborate more on conventions. I am not well versed on that.
na
Country Case studies at large
expatriation
Non
I think the topic on child labour should be in co-operated
Reporting on Labour Migration (Statistics)
Gender based
New threats of terrorism and violent extremism and how they affect migration governance in Africa
There is already too many or enough topics included. There is no need to add.
SADC, COMESA and African Union their perspective on treatys that promote Migrants Workers
rights of workers with a temporary work permit.
rights of migrant workers towards their employers
Field research
None
Le dialogue social
Human Trafficking
R.A.S
Ethical recruitment on migrant workers the IRIS framework
Je souhaiterais qu'une discussion soit mene galement sur cette problmatique de la migration de main d'oeuvre dans le contexte des pays revenus faible et o le march du travail n'arrive dj pas absorber la main d'oeuvre locale
A topic that will put more emphasis on countries to ratify the conventions, also lobbying with countries to ratify.
How to implement human rights at work
Corrective measures on undocumented migrant workers and Roles of Parliamentarians on migrant workers should be fully discussed
be elaborate on the issues of Gender
Social dialogue

4. Agenda

<p><i>Phase 1 - Welcome Webinar</i> <i>01/04/2022</i></p> <p>Inaugural Session</p> <p>10:00 AM CEST</p> 		<p>E-LEARNIN ON ADOPTING A RIGHTS-BASED APPROACH TO LABOUR MIGRATION AND PROMOTING THE PROTECTION OF MIGRANT WORKERS' RIGHTS</p> <p>16 WEBINARS FROM 10:00 AM TO 12:PM CEST EVERY TUESDAY, WDNESDAY & THURSDAY</p>		<p><i>Phase 2 "REAL TIME" SESSIONS</i></p>	
<p><i>WEEK 3 - Session 3</i> <i>12/04/2022</i></p> <p>Overview/unpacking the C97, C143 and the development of complementary frameworks and guidance</p> 	<p><i>WEEK 3 - Session 4</i> <i>13/04/2022</i></p> <p>ILO supervisory system and protection of migrant workers' rights and real cases</p> 	<p><i>WEEK 3 - Session 5</i> <i>14/04/2022</i></p> <p>Equality and Non-Discrimination</p> 	<p><i>WEEK 2 - Session 1</i> <i>05/04/2022</i></p> <p>International and regional standards protecting migrant workers- OHCHR</p> 		<p><i>WEEK 2 - Session 2</i> <i>06/04/2022</i></p> <p>International Labour Standards protecting migrant</p> 
<p><i>WEEK 5 - Session 8</i> <i>26/04/2022</i></p> <p>Access to justice and remedies : An overview of the challenges and opportunities</p>  <p>FROM 02:00 PM</p>	<p><i>WEEK 5 - Session 9</i> <i>27/04/2022</i></p> <p>Access to justice and remedies for migrant workers</p> 	<p><i>WEEK 5 - Session 10</i> <i>28/04/2022</i></p> <p>GROUP WORK SESSION: How to implement the ILS protecting migrant workers at the national level?</p> 	<p><i>WEEK 6 - Session 11</i> <i>04/05/2022</i></p> <p>What rights for migrant workers in irregular</p> <p>FROM 02:30 PM</p> 		<p><i>WEEK 6 - Session 12</i> <i>05/05/2022</i></p> <p>Strategies aimed at preventing irregular labour</p> 
<p><i>WEEK 4 - Session B</i> <i>21/04/2022</i></p> <p>SPECIAL SADC DAY FORWARD</p> <p>POSTPONED</p> <p>NEW DATE COMING SOON</p> <p>SOUTHERN AFRICAN MIGRATION MANAGEMENT PROJECT</p> 		<p><i>WEEK 4 - Session 7</i> <i>20/04/2022</i></p> <p>UN supervisory system and protection of migrant workers' rights and real cases</p> <p>FROM 02:00 PM</p> 		<p><i>WEEK 2 - Session A</i> <i>07/04/2022</i></p> <p>SPECIAL SADC DAY FORWARD</p> <p>POSTPONED</p> <p>NEW DATE COMING SOON</p> <p>SOUTHERN AFRICAN MIGRATION MANAGEMENT PROJECT</p> 	
<p><i>Closing Webinar</i> <i>06/05/2022</i></p> <p>Conclusions and Closing - Presentation of Country-level</p> <p>FROM 09:00 AM</p> 					

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