

## **FINAL Evaluation Report**

**'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights**  
from Dhaka and Narayanganj districts (Bangladesh)'  
**(10-PRI-0151)**



**Evaluation team: Mr. Rajon kanti Talukder & Mrs, Nilufa Sultana Sheta**

## *Table of contents*

Acronyms and abbreviations .....	3
Executive summary .....	4
I. Introduction .....	8
I.1. Objectives of the evaluation .....	9
I.2. Scope and focus of the evaluation .....	8
I.3. Methodology .....	10
I.4. Limitations and constraints of the evaluation .....	12
II. Context of interventions (Actual progress under Key Result Areas) .....	14
III. Findings and conclusions .....	17
IV. Lessons learned .....	26
V. Recommendations .....	27
VI. Annexes .....	28
Annex 1. Terms of Reference for project final evaluation .....	29
Annex 2. Workshop report .....	47
Annex 3. Interview script with key informants .....	58
Annex 4. Activities carried out and degree of implementation .....	72
Annex 5. List of interviewed .....	78
Annex 6. Case Study .....	79
Annex 7. Reference: .....	111

### *Acronyms and abbreviations*

AECID The Spanish Agency for International Development Cooperation

BOMSA Bangladesh Mohila Ovivasi Samiti

UN Women United Nations Entity for Gender Equality and the Empowerment of Women.

(MDGs) UN Millennium Development Goal's

IGA income generational activities

MFF Migrant Female forum

FMW Female Migrant worker

IMA International Migrants Alliance

### **Executive summary**

This evaluation is to examine the results and effects of the project “WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights In Bangladesh '(10-PRI-0151). The exercise aims to assess both the progress and general outcome of the implementation of the project; assess the extent to which the project objectives and expected outputs were achieved with in the framework of the gender perspective; address the limitations and constraints relating to the project outcomes; and make recommendations for improving the implementation of the project.

The evaluation will address the questions of effectiveness, efficiency, appropriateness, impact, and viability/sustainability, according to the specific criteria shown on the Assessment Management Manual for Spanish Cooperation, and on the Terms and References published by Cives Mundi and BOMSA.

The proposed project will be aimed at the needs of the target and beneficiary group, to unite and protect the welfare of female migrants of Bangladesh. Especially at pride and rights of migrant workers, to Promoting women migrant workers and supporting for safe migration, establish gender justice in Society . This project will help all families in project area from the Dhaka (Nawabganj sub-district) and Narayangaonj districts (Rupganj sub-district) Bangladesh to Increasing the Human Rights' defense and reducing vulnerability to human trafficking of Women Migrant Workers (WMW) from Dhaka and Narayanganj districts (Bangladesh).

### **Methodology**

The study examined the level and quality of results and effects of the project along five criteria: appropriateness, effectiveness, efficiency, impact and viability/sustainability. It employed a mix of research strategies to gather information from participants and stakeholders: participatory strategic workshop, focus group discussions, key informant interviews, site visits, and review of documentation. This evaluation employed methodology which follows the philosophy of Spanish cooperation evaluation, whose guiding principles contained in the Assessment Management Manual or Spanish Cooperation (DGPOLDE, 2007) are participation, learning, and incorporating lessons learned from experience, usability, and transparency.

## *Findings*

BOMSA Implementation of the project “ Combating the violation of HHRR of the female migrant workers with the specific objective of “ To Increase defense of human rights and reduction of vulnerability and trafficking of female migrant workers from Dhaka and Narayanganj Districts, Bangladesh. The project’ Starting Date is on 18<sup>th</sup> October 2011. This Project will be carried out in 24 months. CIVES MUNDI is working here funded by AECID. The impact of this project was strongest on the beneficiaries’ self-confidence which was developed from out of their Advocacy, meetings, trainings and interaction among themselves and with other stakeholders.

The project had provided a means for people to increase their political, social and economic conditions through increasing livelihood alternatives in increasing food security, agriculture, awareness activities in which they have utilized their land to an increased extent, and change their male dominant culture and exacting injustice,

The project provided opportunities for migrant female to awarded about the goal, objectives and activities of the project. Concept of Safe Migration, Human rights of Female Migrant workers, present scenario of migration in Bangladesh and responsibility of Government.

Project also focused on the recruiting process, health, responsibility of the media partner and especially support of the family members, and local community members. Participation of female migrant workers for overseas migration was shown as a demand of the time and situation but equipping them with information and knowledge of rights and justice in the country of origin and destination.

Specially Most of the female informed about “Safe Migration”. end of the project they at list knew what to do and what not to do at all stage of their migration.

The main Information of their advocacy was the role of and responsibility of the recruiting agency to promote safe migration for the female migrant workers of Bangladesh.

The project proved to be highly appropriate for the project’s target areas as local authorities have included project activities in community development and investment plan. Local population involved in this project were invited to involve in various meetings organized by local authority, while local authority representative joined in many of the meetings where BOMSA field staff reviewed the activities of the MFF members performed. After end of the project still now they sit together and also

reviewed their previous experience. As per community reference, In the meeting whether there was any incident of torture, oppression and trafficking in their respective locality. In meeting the present status of female migration and trafficking is monitored. In that sharing all participants Discussion the problem of Migration Period. Ismot ARA, Female of Migrant worker Said We have to Raise Our Voice. Of course we have a migration low. They allow my Passport they Allow My Visa. So they have to listen problem and should take initiative for that. All member's also thanks to the project. This also will be a component for project sustainability

### **Recommendation**

The evaluation recommend that the project to focus on ensuring the achievement of expected results, institutional strengthening and capacity building at communitarian and institutional level.

### **Project development**

It is important to implement activities as planned, without too long delay, to avoid frustration by project staff and beneficiaries through having to conduct too frequent activities in a very sticky schedule. Fund injection should be done on a timely manner to ease the project activities to go as planned. Project staff's capacity for implementing project activities need to be strengthened and built regularly.

Technical know-how and transparency in MFF needed to be built and regularly monitored. A follow-up system should be in place among the target beneficiaries. And the project should have a longer life-span to give more time for the follow-up on Migration System. Project needs to make sure there is good cooperation with other NGOs working in the area to avoid overlapping activities and to complement or reinforcement people's knowledge/awareness among themselves rather than competing against one another.

### **Gender**

Bangladesh also one of country who is remittance dependence. women contribute 4% of the total migrant workers of the country. Migration always painful for men or women. when some one chooses for migration s/he sacrifices lots of thing. Specially women so Globally we set up organization, association or any strategy that are ensure safe migration. Migration is a human right. So state have to ensure it right way.

### **Income generation**

Provide concrete training to beneficiaries about creating more income-generation activities—small businesses—during the off-season from cultivation. Small business conscious should be paid attention to. There should be staff who understands quite well the concept of small business and there should be a mechanism to motivate people to start up small business and monitor their activities regularly from the outset.

### **Risk management**

As the project area is vulnerable to migration. Lot's of women migration middle country but they do not know how to manage themselves. so the faces lot's of problem. the project should incorporate risk management and safe migration awareness-raising, or connect to GO & NGOs or authority working in that matter to provide some trainings or knowledge to the target community.

*Coordination and complementarily with other stakeholders*

Project needs to make sure there is good cooperation with other NGOs working in the area to avoid overlapping activities and to complement or reinforcement people's knowledge/awareness among themselves rather than competing against one another.

## ***1. Introduction***

Bangladesh is a over populated Country. Poverty is a curse for us. The Government of Bangladesh and many NGO's are working for long years in conjunction with Poverty alleviation and economic development. The Socio economic Indicators show that foreign

remittance helpful for our economical sustainability. But the problem is Most of the Bangladeshi People specially women went throughout Unofficial Channels. Govt. have lot's of facilities and training but illiterate people are not Informed about that. So official or non official way who are migrant to foreign country they are unaware of their rights.

women are vulnerable of different kinds of violation. Women looking for employment overseas with little awareness. without awareness they are exploited. They trick in country through the process. Now a days in Bangladesh to increases the possibilities for their economic activity with in Bangladesh through more remittances. That is Why CIVES MUNDI and BOMSA worked from Dhaka and Narayanganj districts (Bangladesh) for safe migration and to advocated the rights of women migrant workers and their families.

The project Implemented in The geographic coverage will be Dhaka and Narayanganj Districts,. They will be covered olapora, Jantrail, Shoulla, Bandura, Koilail, Boxnogar,Joykrishnopur,Baruakhali,Shikaripara, Agla,Galimpur at Nowabgonj district. Kayetpara, Murapara, Ropgonj, Bulta, Golakanda, Bolab, Tarbo at Rupgonj District.

'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights In Bangladesh '(10-PRI-0151). was Implemented by the Spanish organization CIVES MUNDI in partnership with Bangladeshi Ovibashi Mohila Sramik Association (BOMSA) with funding support from AECID.

This project mainly facilitated of discussion was on the Selection of the migrant workers considering their age, education and health etc, Migration cost, Exploitation, harassment, and torture by the middleman(dalal), Passport, visa, and contract letter, Adequate training for the particular job, Proper health check up, Regular monitoring of the working condition at the destination country. In a word this project motivated, Advocated for women's safe Migration.



### ***1.1. Objectives of the evaluation***

The aim of this evaluation is to analyze and evaluate the project's outcomes against the approved project logical framework as reflected in the approved project proposal: 'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights In Bangladesh '(10-PRI-0151).' ("Phase II") (see Annex A). The Specific Objective of `Increasing the Human Rights' defense and reducing vulnerability to human trafficking of Women Migrant Workers (WMW) from Dhaka and Narayanganj districts (Bangladesh).






#### ***The evaluation address the following aspects:***

- Assessed both the progress and general outcome of the implementation of the project.
- Assessed the extent to which the project objectives and expected outputs were achieved within the framework of the gender perspective.
- The limitations and constraints relating to the project outcomes.
- Make recommendations for improving the implementation of the project.

### ***1.2. Scope and focus of the evaluation***

The evaluation will address the questions of effectiveness, efficiency, appropriateness, impact, and viability/sustainability, according to the specific criteria shown on the Assessment Management Manual for Spanish Cooperation, and on the Terms and References published by Cives Mundi and BOMSA.

The evaluation, according to the specific criteria shown on the Assessment Management Manual for Spanish Cooperation and as indicated in the ToR, (**Annex 1**), has especially looked into the issues of Appropriateness Effectiveness, Efficiency, Impact, and Viability/Sustainability of the project.

-  **Appropriateness:** the analysis of the adaptation of the results and goals in the project to the context in which it has been implemented.
-  **Effectiveness:** The measurement of the scope of the specific goal and the results of the activities in the target areas and in the period of the implementation without taking into account its cost.
-  **Efficiency:** The measurement of the results obtained with regard to the resources used (financial, material, technical, natural and human).
-  **Impact:** The effects that the project has on the community in general.
-  **Viability/Sustainability:** The degree in which the positive effects of the intervention will continue once the external help is finished is to be measured.

The geographic coverage of the evaluation has been from Dhaka and Narayanganj districts (Bangladesh)' and cover also the communes and villages of those districts were the project has been implemented.

### *1.3. Methodology*

This evaluation employed methodology which follows the philosophy of Spanish cooperation evaluation, whose guiding principles contained in the Assessment Management Manual or Spanish Cooperation (DGPOLDE, 2007) are participation, learning, and incorporating lessons learned from experience, usability, and transparency. Thus, the assessment carried out was characterized by promoting a participatory approach to the stakeholders and to pursue a holistic perspective in their analysis strategy, focused around concretized criteria in the evaluation matrix. Therefore, it was decided to offer a participatory methodology that ensures the involvement of the main stakeholders implied

in the design, execution and implementation of the project (planners, managers, political representatives, organizations, partners, beneficiaries, etc..), All this utility seeking both the process and the results to be obtained, especially looking for learning and lessons learned that can be incorporated into future planning. This opinion will be sought through interviews, surveys, focus groups discussion, Case study, strategic participation workshops and in site visits.

The stakeholders involved in the evaluation have been ONGD Cives Mundi, Local Partner (BOMSA), Beneficiaries, Community organizers, Bureau of Manpower, Employment and Training, Trainers, Forums Facilitating Migration created during the project , Bangladesh OTC head ,Cives Mundi's headquarters specialists Bangladesh Cives Mundi's head and Asia Cives Mundi's head.

Regarding the integral perspective, the evaluation has combined different sources of information and has applied different study skills, both quantitative and qualitative. Thus, from the quantitative side, there were a comprehensive analysis of existing documentation on the project (monitoring reports, baselines, project design document, etc) and other strategic documents. From the qualitative side, there have been held interviews and fieldwork on site visit, where we have visited some communities where the project have been implemented for evaluation of results and objectives achieved by it. Similarly, participatory techniques are used to collect information by conducting a strategic participation workshop.

#### *Data collection tools:*

This section lists the various data collection tools used in the evaluation. The objective

pursued was use different sources of information to cover a same content and assessment objectives, so that the findings and decisions made are well contrasted by triangulation of methods.

### ***1. Participatory Strategic Workshop:***

The evaluation of the project contemplated the realization of a participatory workshop with key stakeholders in the project: women group's, Migrant female forum, community councils and local staff in order to carry out a joint reflection on the main achievements and weaknesses of the project and the development of a series of suggestions or proposals for improvement and recommendations of such interventions.

Through the use of Papers as visual aids, they collated the written contribution of ideas of the people attending and draw conclusions in a participatory manner. The realization of such participatory workshop is a particularly useful tool for the assessment of results and objectives achieved in the implementation of a project and its main limitations and restrictions.

The Workshop report can be found in **Annex 2**.

### ***2. Interviews and focus group discussion:***

Interviews with various stakeholders and key informants at the target areas of implementation were carried out in order to obtain relevant information to triangulate findings on the following objectives and content of the evaluation:

- ✓ Degree of compliance with the main objective, specific objective, expected results and activities.
- ✓ Quality assessment criteria
- ✓ Project life cycle assessment
- ✓ Project limitations and restrictions
- ✓ Recommendations.

These interviews were carried out using a questionnaire structured in the following parts (**Annex 3**):

- A. Introductory questions
- B. Quality assessment criteria
- C. Level of compliance with the expected results, specific objective and main

objective.

An informal focus group were organized with beneficiaries( women and men) and members of the saving groups, farmers organization and women groups. Apart from the discussions on the predetermined topics (which were the same of the interviews), the focus group discussion provided the opportunity to the participants to raise issues that were not addressed in other techniques.

**3. Case Study:** During the project period project has been supported equipments for 3600 vulnerable migrant women. Who were informed about safe migration. . After receiving the support women's are increasing their livelihood day by day. Now Migrant female analyzing the factors involved in the migration before taking decision to be migrated. The Case study of the project people can be found in **Annex 6**

**4. Site Visits for meetings with:**

- ✓ Responsible for the entities (partners and other local entities involved in the project)
- ✓ Local authorities (commune's councils) that will serve to assess the sustainability of the project.
- ✓ Local Partner.
- ✓ Beneficiaries.
- ✓ Community organizers.
- ✓ Bureau of Manpower, Employment and Training.
- ✓ Trainers.
- ✓ Forums Facilitating Migration created during the project.
- ✓ Bangladesh OTC head.
- ✓ Bangladesh Cives Mundi's head

**1.4. Limitations and constraints of the evaluation**

There are some limitations and constraints in the evaluation process that need to be taken into account:

A constraint of this evaluation was the lack of participation by some key informants. Some of the target beneficiaries as well as authority in Ministry and Government office

were not able to join the evaluation because they were busy with the activities so not possible got them on evaluation time.

*Achieved by the project*



## ***II. Context of intervention (Actual progress under Key Result Areas).***

The aim of the project, Contributing to promote women rights and gender equality as well as eradicating human trafficking in Bangladesh. The specific objective of 'Increasing the Human Rights' defense and reducing vulnerability to human trafficking of Women Migrant Workers (WMW) from Dhaka and Narayanganj districts (Bangladesh)'. The aim of the project, as we mentioned before, was to address the needs of the protecting and promoting the of HHRR female migrant workers from Dhaka and Narayanganj Districts. Women's rights are still ignored and violated in our society. For that make up the target and beneficiary groups, principally ensure female participation which is bringing about changes in decision making processes, policy and Ultimately safe migration.

**To achieve this objective, the project posed the following expected results:**

**R.1. Protection and promotion of FMW HHRR is ensured through the creation and consolidation of 2 forums( Migration Facilitation Forum MFF) in Dhaka(Nawabganj upazila) and Narayanganj(Rupganj upazila) Districts.** For that purpose there were planned organized creation of 2 MFF In Dhaka and Narayanganj Districts, Capacity Building MFF members, regular Information, support and Social communication activities of the MFF.

**R.2. promoted(Improved and fostered) safe female migration process of the FMW of the project area,** to create the positive attitude especially Female migrant worker, they are organized pre departure training, skill Enhancement training. they have also planned conduct a pilot experience in monitoring HHRR of 50 women Migrants of the project area in 1 destination country (Lebanon). But they did not make that trip for that Related Most of the sub activities not done.

**R.3 Civil society and duty bearers (local and national level) aware protect and respect FMW HHRR for combating trafficking,** by assisting policy workshop for female migration. For result three they also organized carry out lobby meeting with Ministers to Implement the 'policy workshop' recommendations, meeting with recruiting agencies, conduct workshop with Media, celebrate

commemorative days, International Migration day, Int'l Women's Day.

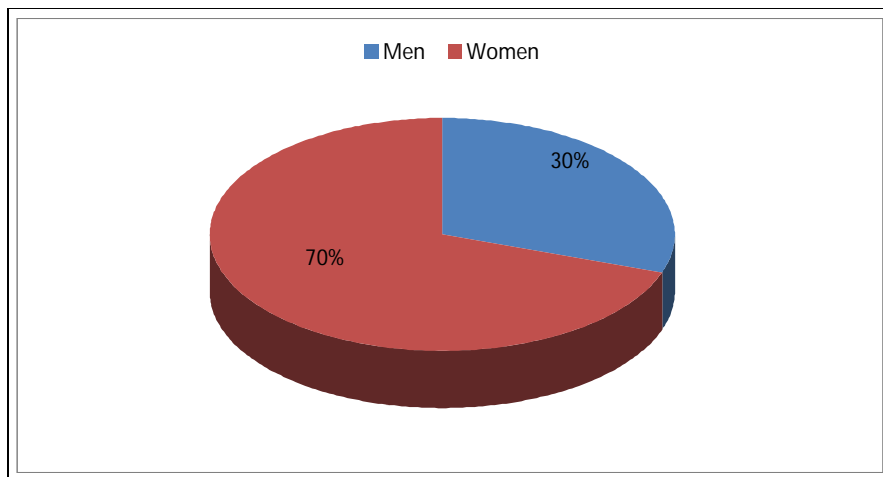
**R.4. Strengthened BOMSA capacity as a reference organization for the protection and promotion of the FMW HHRR.** For that purpose the project aimed to work project cycle management training, Gender Mainstreaming, technical and financial justification according AECID rules and regulations. develop a database, Introduce data, update and maintain database frequently,

**R.5. The project is successfully managed and coordinate,** NGOAB project presentation and approval, selection and hiring the project staff, Preparing of documents for working plan, budget by activities, monitoring system, gender sensitive monitoring, audit and evaluation.

In **Annex 4** is shown in a table the activities and the degree of implementation as stated in the Technical Justification or Final Report.

- ✚ 2 MFF out of 2 are created in Nababgonj under Dhaka District & Rupgonj under Narayangonj District. To organized MFF the following steps were Preliminary discussion with Local Elites, Meetings were conducted with Local Govt. Representatives, Finally organized meeting for Forum formation at Rupgonj and Nababgonj upazila under Narayangonj and Dhaka district respectively. Step for official registration for MFF has been taken.98% executed).
- ✚ 25 out of 25 Orientation Meetings were organized. 868 participants. (650women and 227 men) participated in this orientation. 100% executed.
- ✚ 28 Capacity Building Trainings were organized for MFF members in project Area. 24 bi-monthly meetings out of 24 were organized. 2 out of 2 Safe Migration Trainings were organized. 2 out of 2 Leadership Trainings were organized. 635 participants (women 442 and Men 193) received capacity building traning. (100%executed).

Graphic 1. Percentage of men and women who have received training for Capacity Building



- ✚ 100 out of 100 Courtyard Meetings were organized. 3908 (3767 women & men 141) people attended this courtyard meetings. These meetings were held in different villages of Rupgonj and Nababgonj. (100% executed).
- ✚ 1.100 out of 1.100 Folk Song Events were organized in different public places of Dhaka and Narayangonj to create awareness among the FMW and community members about safe migration and Human trafficking. 67280 (women 8280 and men 59000 ) people's hearing this song. 100% executed.
- ✚ Nearly 111440 men, women and duty bearers (women 33982 and men 77458) in the communities of both Dhaka and Narayangonj have been reached through Safe Migration awareness Campaign. This campaign was organized by Folk song, Courtyard Meeting and Orientation meetings.
- ✚ Duty bearers of local government gave support to implement the mass awareness programme. DEMO (District Employment and Manpower Office) and TTC (Technical Training Center) has requested us to continue this type of program to ensure safe migration for migrant workers, especially for female migrant workers.
- ✚ 88 Skill Enhancement Training out of 88. Total participants: 4077 women. (100% executed)
- ✚ 4 out of 4 Improving IGA trainings were organized with the returnee Female Migrant Workers of Nawabgonj upazilla under Dhaka district and Rupgonj upazila under Narayangonj district. Total participants of two areas: 100 women. (100% executed)
- ✚ They organized 6 out 6 Int. Migrant Day at national level, 6 out 6 Int. Women's Day at national level. 6 Int. Labor Day at national level. In this program 1829 women participated from project area. 100% executed
- ✚ Capacity Building for the staff they organized 1 Project Cycle Management Training, 1 Gender Mainstreaming Training. 1 Report Writing Training has been completed. 1 Technical and financial justification training according AECID rules and regulation has been completed. 1 out of 1 Capacity Training



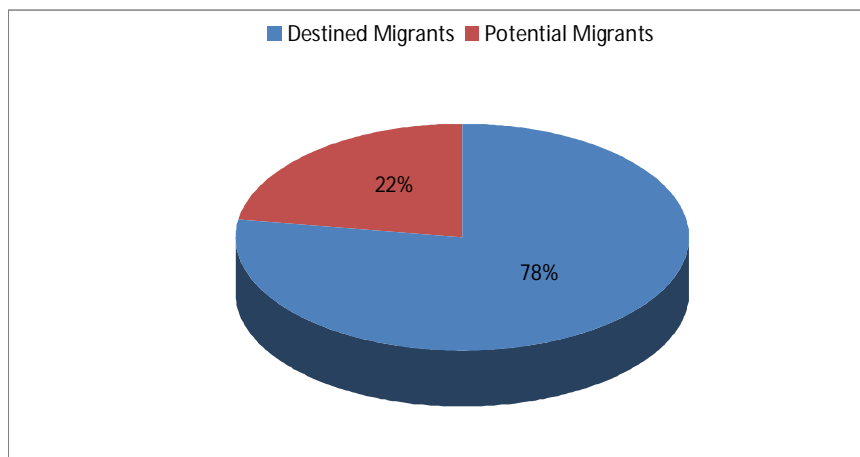
on Excel and Access. In 5 Training 52 (42 Women, 10 Men) project staff participated. 100% executed.

✚ 4 out of 4 National Policy Advocacy workshop was organized. Total participants were 313 in the workshop (Women 255 and Men 58). 100% executed

✚ 40 out of 40 Upazila Chairman Meetings. Total participants: 473 (145 women & 328 men). Inside of the 124 participants are the 64 FFM members. (100% executed).

✚ 88 Pre-departure Training out of 88. 4090women (3170 current destined migrants, 920 potential migrants). received this training. 100% executed.

Graphic 2. Percentage of Destined migrants and potential migrants who received in pre-departure training.



### ***III. Findings and conclusions***

#### **A. Level of compliance with the main objective, specific objective and expected results**

##### **General objective of the project**

**Contributing to promote women rights and gender equality as well as eradicating human trafficking in Bangladesh.**

Judgment: The general objective of the project was achieved and could be a good model for long-term sustainability as beneficiaries were provided more livelihood alternatives in increasing women participation, in which they have Contributing to promote women rights and gender equality as well as eradicating human trafficking in Bangladesh. project has been focused and priorities Gender empowerment. Their main views was the role of and responsibility of the recruiting agency to promote safe migration for the female migrant workers of our country. For

that they always tried to aware to Selection of the migrant workers considering their age, education and health, Migration cost, Exploitation, harassment, and torture by the middleman(dalal), Passport, visa, and contract letter, Adequate training for the particular job, Proper health check up, Regular monitoring of the working condition at the destination country. They also discussed about Concept of Safe Migration, Human rights of Female Migrant workers, present scenario of migration in Bangladesh and responsibility of Government. This information helps the expected migrant workers and their family to take decision and to avoid many unwanted hazards may occur in the process of migration.

Now Female members in this Community Informed basic information of migration as stated before. Female members will take proper decision about the safe migration. Participants to build up their leadership quality to disseminate the message of safe migration to the community member more effectively. The participants of courtyard meetings are provided information about different steps of migration, safe migration procedure and decision making about to be migrated etc. They Discussed about the concept of migration and rights of Female Migrant workers and our responsibilities. Female migrant worker share their experienced about migrant period. They also explained the importance of Skill Enhancement Training which is provided by government. Courtyard Meeting is organized at the grass root level of the community. The participants of this meeting are all women. As a result the expected female migrant workers and the female members of their family get all the basic information of migration as stated before.

For beneficiaries who wished to increase their safety of migration is now provided access to get information and technical support from the MFF, few female are engaged income in their village, few are taking migration support from the government, Receiving training from TTC which, as a result, had means to increase their livelihood alternatives. But Women in Bangladesh in disadvantaged for long time so it's little bit difficult to established gender empowerment with in two years. Therefore, the project has contributed to establish Gender empowerment. Nevertheless, due to attributions and contribution problems, it is not possible to quantify the achievement of this general objective. But we shall over come.

### *The specific objective of the project*

Increasing the Human Rights' defense and reducing vulnerability to human trafficking of Women Migrant Workers (WMW) from Dhaka and Narayanganj districts (Bangladesh).

This specific objective was highly achieved for the target beneficiaries as farmers and venerable social groups, especially women. As they have manifested in the field work carried out for the evaluation, increased Human Rights' defense and reducing vulnerability to human trafficking of Women Migrant Workers. They have a look on the good side and bad side of the migration based on their experience. As per their statement good side in migrant period is Good salary, Purchase of land, Building own house, Free movement, Better education for children, Sufficient food, Better medical care, Selling up business. And bad side is Full salary was not paid, Mother spent all the money, No free movement, Lack of medical care, Insufficient food, Physical torture by employer

Now you are requested to analyze the factors involved in the migration before taking

decision to be migrated.

#### ***Expected result 1***

The expected result 1 was **“Protection and promotion of FMW HHRR is ensured through the creation and consolidation of 2 forums( Migration Facilitation Forum**

**MFF) in Dhaka(Nawabganj upazila) and Narayanganj(Rupganj upazila) Districts.”** Due to the lengthy procedures of the Official registration of MFF is not registered yet. After training the MFF members provided with Leaflet, Brochure, Stamp Card and Information Book for ready reference. Dhaka & Narayanganj district unit offices have been selected as project side.

The MFF members created mass awareness among female migrant workers and local community members in two project area. The activity of these MFF members reduces human trafficking, and protects human rights of FMW. Now women members of the project area are aware of the process of safe migration, human rights, laws and rules of migration. It is expected that MFF members will continue dissemination of information about migration. The Capacity building Meetings, Bi-monthly Meetings and Safe Migration and Leadership Training created more awareness of the MFF members. These meetings and trainings helped them to develop their knowledge on safe migration, the process of the safe migration, human rights and rules and regulations of migration. This training will strengthen the ability of the MFF members to provide counseling and creating awareness of the community members who are expected to be migrated. Baseline survey already finished.

The Project has successfully completed courtyard meetings as planned for the whole project period.

The Courtyard Meetings has created great impact on the community people about the safe migration.

Now the people know about Dos and Don't about the migration.

Folk Song creates awareness effectively about safe migration among the prospective FMW. It also help creating pleasure and enthusiasm among the FMW and the community members.

#### ***Expected result 2***

The expected result 2 was **“promoted(improved and fostered) safe female migration process of the FMW of the project area.”** Through departure and skill enhancement trainings they acquired knowledge about language of the destined country and home appliances. They also known about their rights as a woman and migrant workers and what measures should be taken for their self protection. Many of the returnee FMW could not save and utilize their hard earned money due to various reasons. Some of them renovate their houses and rearing their children in a better way. Few of them could invest their earning in small business. After the IGA Training program BOMSA monitored the business of the selected FMW. MOU could no be signed between BOMSA and Caritas in Lebanon in November 2012. Being to the non availability of visa. Lebanon trip was canceled. As a result MoU between BOMSA & Caritas could not be signed.

BOMSA has organized Meeting with Ministry of Foreign Affairs and Ministry of Expatriate Welfare and Overseas Employment to setup an Embassy in Lebanon.

It is agreed on principle that an Embassy will be setup in Lebanon within December 2012 by the Government of Bangladesh. Which will be helpful to protect HHRR of the FMW in Lebanon. But Trip to Lebanon could not be implemented, because the programme was cancelled due to the non availability of visa.

### ***Expected result 3***

The expected result 3 was **“Civil society and duty bearers (local and national level) aware protect and respect FMW HHRR for combating trafficking.”**

The project provided celebrated International days. Migrant workers participated in rallies and meetings. They raise their different demands for safe migration, human rights especially women rights etc. On these days the policy makers express their commitment for the welfare of the migrant workers irrespective of male and female workers which boost up the mentality of the workers as a whole. In these International Days all participants are women and some of them came from other organizations and join us. All participated in rallies and meetings. In the Labor Day the participants told that they did not know about that exist any special day for labor, they have come to know it first in life. This program helped them to acquire knowledge about safe migration, process of migration and human rights.

### ***Expected result 4***

The expected result 4 was **“Strengthened BOMSA capacity as a reference organization for the protection and promotion of the FMW HHRR.”** Project provided capacity building training of staff. 1 Technical and financial Justification training according AECID rules and regulation has been completed.

In these four training the BOMSA staffs acquired knowledge about: the project, difference between project and program, how to build a strong management, reduce gender discrimination, definition about report and how to write a report. And also about CONTAX's problem, solution etc. This training gave the Staff the capacity to work using both programs but specially Excel, so they will be able to create the Database of BOMSA members (including FMW) in Excel. Bangladesh Government is creating a Database (not finished yet) for the FMW and BOMSA will be able to collect the data, so they can modify their own Database.

### ***Expected result 5***

The expected result 5 was **”The project is successfully managed and coordinate.”**. Capacity Building training was organized for the project staffs to develop their capacity and skill to manage and implement the project activities in a qualitative manner.

Gradually staffs performed their job with a professional gesture. These meetings helped to coordinate different activities of the project. 8 quarterly reports and 2 yearly reports were submitted as per schedule. 2 year's audit reports were submitted according to AECID and Cives Mundi rules. Quarterly reports helped the monitoring and formative evaluation of the project activities. The gender issue was closely monitored and female members participated in the project activities to a great extend. Two external audit report was done by NGOAB

### ***Table 1. Level of achievement of general objective, specific objective and expected***

### *results.*

	Pretty acceptable	Acceptable	Not acceptable
General objective	X		
Specific objective	X		
Expected result 1	X		
Expected result 2			X
Expected result 3	X		
Expected result 4	X		
Expected result 5	X		

X

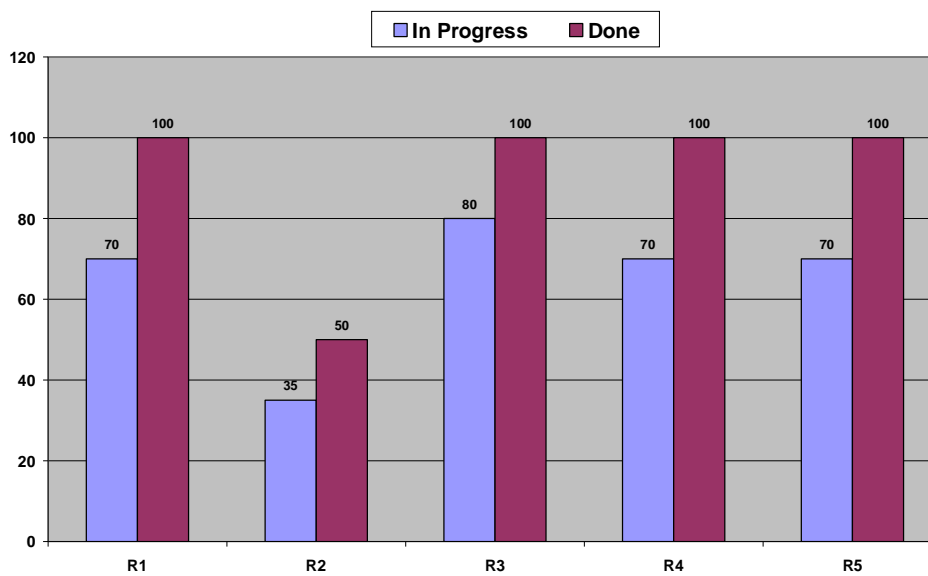
Comment [s1]: is it okay Ana?

## *B. Quality Assessment*

### **a. Effectiveness**

As far as the objective of the project is concerned 'Increasing the Human Rights' defense and reducing vulnerability to human trafficking of Women Migrant Workers (WMW) from Dhaka and Narayanganj districts (Bangladesh)." The project is considered as effective because it implemented almost all the activities planned in the project proposal. The registration of the targeted beneficiaries were done successfully. The potential female migrant worker were provided pre departure training in collaboration with government training institute under the Labor welfare and expatriate ministry. The female migrant workers and their family members were oriented through courtyard meetings. As result they were aware about the risk of migration and safe migration process. The project organized Hat shova and created mass awareness among the community people about safe migration and reduce human trafficking. The duty bearers of the concerned ministry and local govt. were oriented about the goal and objectives of the project so that they can contribute to ensure safe migration and reduce human trafficking. BMSA Provided legal aid service to 40 FMWs of the project areas. Cultural events were organized at central and local level to create awareness about safe migration among the people. 100 media people participated in advocacy meeting so that they can help to create awareness about the self migration process and reduce human trafficking at large. Two forums were constituted by the FMWs and community members to sustain the activities of the project in the long run.

Graphic 3. Percentage of activities realized and unrealized per expected results



### b. Efficiency

To ensure efficiency to implement the project activities CM played a vital role. CM set up their local office here in Bangladesh and closely monitored the implementation of the project by BOMSA. Under the close supervision and technical support of CM BOMSA proved it's efficiency to organize all the activities of the project.

BOMSA staffs were trained on project management, computer operation and project monitoring. BOMSA staff implemented the pre departure training of the female migrant workers efficiently. They organized orientation and awareness development programs sincerely. Their sincere efforts helped achieve the goal and objectives of the project as stipulated in the project.

### **c. Appropriateness**

The project was highly appropriate within the context of CM, BOMSA and AECID, as the project gave an opportunity to the beneficiaries to fight against malpractices of the recruiting agencies, human trafficking. The project was aimed to achieve sustainable development, promoting female migrant's rights, social security by improving the quality of life of disadvantaged individuals and groups, through increased capacity and improved.

Opportunities in their communities. Moreover, the project was also highly appropriate in regard to the priorities in the policies of development in Bangladesh. Bangladesh National Council for Women's goal was to promote rights, status, roles and welfare of Bangladesh women to enable them to live happily and prosperously. It also was in line with the National Plan to Prevent Violence on Women 2009-2012 whose policy was to protect women's human rights, improve the living conditions and wellbeing of women migrant workers and their families. To achieve that goal the FMW's were given IGA training that could help them to create a respectable position in their families and communities.

### **d. Impact**

The impact of this project was strongest on the beneficiaries' self-confidence which was developed from out of their meetings, trainings and interaction among themselves and with other stakeholders, behavior and attitude on women's gender role, and optimism for the future. The project has transformed female migrant workers to a great extent. A very powerful and transformational statement: "I am spending my time with my small business. This idea of business developed in my mind after receiving IGA training organized by BOMSA. This idea of business has changed the vision of my life."

The members of the MFF are now confident about their role and responsibilities in their families and community.

Now the members are working together in the community to protect Migrant workers' rights and to reduce human trafficking of their community. The local govt. authorities are now aware about the problem and prospect of migration. They are now have the knowledge that Migrant workers are contributing greatly to foreign currency reserve of our country. They are now very helpful to resolve many problems of the migrant workers. Bangladesh Govt. has taken the issues of FMW into serious consideration with a lot of understanding. Govt. has reduced the migration cost to a considerable amount both for male and female migrants. The rate for the FMW is fixed only TK. 20000. In some countries FMW's can migrate free of cost.

#### **e. Sustainability/Viability [**

Sustainability was viewed differently in accordance to different project activities. Sustainability can be expected in different project activities. The knowledge of Human rights will be sustained because the beneficiaries and stake holders were imparted extensive training on this issue. The female migrants are now aware of their rights. They are also self confident to uphold their rights. The member of the MFF are aware of their responsibilities to reduce and stop human trafficking in their community. So the scenario of the human trafficking will changed gradually in the project area by their const care about the matter.

The Govt. and non govt. agencies were oriented through seminars and meetings to come forward to help improve the present situation of migration. female migrant workers. Hopefully it will continue to improve the safe migration process that hinders to ensure safe migration of the female migrant workers.

The FMW's were imparted pre departure training so that they can cope up with the new situation they are going to face. They are also provided skill development training to enable them render better services at their working place. IGA training



also brought about the self confidence among the returnee FMW's to shape their future life and create a respectable place in the family and society.

Finally it can be resolved that the activities implemented by the project will have a sustainable impact in families of the FMW's and in the society at large

	Pretty acceptable	Acceptable	Not acceptable
<b>Effectiveness</b>	<b>X</b>		
<b>Efficiency</b>	X		
<b>Appropriateness</b>	<b>X</b>		
<b>Impact</b>		X	
<b>Sustainability/Viability</b>		<b>X</b>	

#### *IV. Lessons learned*

The project has increased the number of women in project activities. For that the women of the project area is raising their voice that government should be provide due honor to the migrant worker.

Through the implementation of the project activities awareness about human rights has been increased. Vulnerability and trafficking of FMW is reduced in Rupgonj upazila under Narayangonj district and Nababgonj upazila under Dhaka district.

The Capacity building Meetings, Bi-monthly Meetings and Safe Migration and Leadership Training increased more awareness of the MFF members. These meetings and trainings helped them to develop their knowledge on safe migration, the process of the safe migration, human rights and rules and regulations of migration. This training will strengthen the ability of the MFF members to provide counseling and creating awareness of the community members who are expected to be migrated.

This program helped them to acquire knowledge about safe migration, process of migration and human rights. The participants told this information about migration will help them a lot to take decision about migration and to avoid many unwanted hazards of migration. this orientation program will be helpful to the female community of this area who wants to be migrated in other countries for doing jobs

The monitoring conducted by the project staffs has been essential for the function of the MFF as well as the rules developed for each group by the members under the facilitation of the project staffs.

For target areas with good communication between the project staff and local authority were the venues where project activities to be conducted were closed to commune office and project staff met often with the local authority. However, when the venues where project activities to be conducted were far from commune office, the communication seemed to be remote. Without proper communication or coordination between project staff development activities will slow down.

## ***V. Recommendations***

After analyzing the project development and the above conclusions and lessons learned we present some recommendations focused on ensuring the achievement of expected results, institutional strengthening and capacity building at communitarian and institutional level.

### ***Project development***

- ✚ Project staff's capacity for implementing project activities need to be strengthened and built regularly.
- ✚ Technical know-how and transparency in MFF needed to be built and regularly monitored after the project ended as they were important to sustainability. Otherwise, they could expire easily, as it had happened very frequently in the past with project activities supported by other NGOs.
- ✚ Make sure that the follow-up system is in place among the target beneficiaries some time after the project ended to make sure that beneficiaries were still capable to manage the established activities without the presence of NGO staff. This is also important for the currently successful ones. Without follow most of thing is worse.
- ✚ Fund injection should be done on a timely manner to ease the project activities to go as planned.
- ✚ The project should have a longer life-span (3-5 years) to give more time for the follow-up on women Migration activities. Otherwise, there could only be one-off of everything related to safe Migration, as most women work in community only once a year.
- ✚ Clear Instruction and Guideline from the management of Implementation partner. is regard to rules, responsibilities and relationship both of project people and beneficiaries.
- ✚ Linkage with local government officials should be further facilitated through government/ project efforts.
- ✚ Should Create a network among migrants to build solidarity and strength.
- ✚ Should provide Advocacy training to both potential migrant and other agencies Including government officials.
- ✚ To Ensure future employment of returning migrant's build on their skill.
- ✚ If we print any Play card or poster project should use all religion symbol.

other wise not. Project Can't create any religion conflict between community and project .

## *Gender*

Gender Equity is basic human rights. BOMSA mandate is to contribute to Safe Migration Knowledge and human rights. This Project Working for Participants to build up their leadership quality to disseminate the message of safe migration to the community member more effectively.

If women raise up their voice, it will be reducing gender inequality leads to falling infant and child mortality, improved nutrition, higher economic productivity and faster growth and reduce women violation. For the global community, gender equality is also a commitment, embedded in international human rights agreements and in the United Nations Millennium Development Goals (MDGs). This Project needs to address the situation of women in communities. Gender specialist should remain with the project for the whole period of the project. That person should be supported by the NGO's staff and the project coordinator. It is very important that project coordinator also have training on gender issues and gender sensitivity.

- ✚ Staff should be provided enough guidance about the project activities including guidelines and procedure in setup of women's groups and have the permanent support of a gender specialist. Gender work with the team is essential.
- ✚ Make sure that both husband and wife had the opportunities to take part in the groups at least once or twice during the course of the project. More and more women joined the groups, so men need to have knowledge on gender and know what it is like about the activities of other groups, so that the couple can forgive and help each other better. cause after return of Migration Most of the Women can't back easily in their family.
- ✚ It should be noted that when women came to join the training, they sometimes found it hard to convince family members especially husband and sons. they like women Migration for earn money but they do not accept them after come back from Foreign. In this regard, It is necessary strengthening the women's capacities to negotiate inside their families and ensure Male presence as part of the gender or capacity building training's.
- ✚ Stop the violence against women and girl's and to sensitize male person more to stop the Gender violation. To protect Migrant women harassment from Middlemen, Recruiting agency and foreign house owner.
- ✚ Should be prevented Sexual abuse of female migrant worker

- ✚ Bangladesh should Implement of the rights of migrant female to ensure that the cultural, Linguistic, Religious, and other rights of migrant female and their families and promoted, protected and practiced in the host countries' legislative and structural systems.

### **Income generation**

Provide concrete training to beneficiaries about language, handicraft, driving and garments working. if they are skilled by training that they can capable to manage all circumstances in Migrant period. Also creating more income-generation activities in Community level—small businesses —during the off-season from cultivation. If they are capable to earn money in own country it's reduce migration. It's also help to create secure environment after returning migrant women. So Small business conscious should be paid attention to. There should be staffs who understands quite well the concept of small business and there should be a mechanism to motivate people to start up small business and monitor their activities regularly from the outset. To Ensure the Market the market access for women and ensure the fair trade for the poor production.

### **Risk management**

As the project area is vulnerable to migration. Lot's of women migration middle country but they do not know how to manage themselves. so the faces lot's of problem. the project should incorporate risk management and safe migration awareness-raising, or connect to GO & NGOs or authority working in that matter to provide some trainings or knowledge to the target community.

### **Coordination and complimentarily with other stakeholders**

Project needs to make sure there is good cooperation with other NGOs working in the area to avoid overlapping activities and to complement or reinforcement people's knowledge/awareness among themselves rather than competing against one another.

## **FINAL EVALUATION TERM OF REFERENCE**

'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights from Dhaka and Narayanganj districts (Bangladesh)' 10-PR1-0151

EFFICACY, EFFICIENCY, IMPACT, VIABILITY AND PERTINENCE

### **1. Introduction**

#### **About the evaluation**

The objective of establishing this term of reference is the contract for an external evaluator who values alignment level between the starting objectives set out in the project and the attainments once implementation is concluded. This evaluation is a final one and it concerns 'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights from Dhaka and Narayanganj districts (Bangladesh)' (10-PR1-015), with 36 months and it was ended the last 17<sup>th</sup> October 2013.

From Cives Mundi we have carried out some evaluations at internal level among headquarters staff, expatriate staff and the local team of the partner NGO BOMSA. An internal evaluation system was established to get a correct monitoring and implementation of the project, during this implementation by means of periodic meetings with:

- Local Partner.
- Beneficiaries.
- Community organizers.
- Bureau of Manpower, Employment and Training.
- Trainers.
- Forums Facilitating Migration created during the project.
- Bangladesh OTC head.
- Cives Mundi's headquarters specialists, Bangladesh Cives Mundi's head and Asia Cives Mundi's head.

These periodic meetings have allowed us to insert a higher flexibility in the project

and correct constantly implementation tools. Flexibility has been also prioritised flexibility in the budget when it comes to diverting among items. This has happened when the abovementioned consulted people recommendations have involved the need to divert expenses among items to get a better activities implementation.

#### **About Cives Mundi**

From 1997 to the present, Cives Mundi has carried out more than 120 actions cooperating in Spain and different continents, such Africa, Asia and Latin America, which back up its experience. Cives Mundi has established some collaboration agreements with South countries where it is working —Mauritania, Algeria, Tunisia, Morocco, Lebanon, Dominican Republic, Peru, Argentina, Bolivia, Nicaragua, Cuba, Haiti, El Salvador, Paraguay, Colombia, Ecuador, Tanzania, Kenya, Bangladesh, Cambodia, Vietnam, the Philippines, etc.—.Environment, food safety, cultural heritage and gender equality are the projects mainstays which

Cives Mundi carries out in Asia. Its goal is to get the economic development of a geographic area with numerous inequalities in geographic, mentalities, political and progress fields. East Timor, Cambodia and Bangladesh are the 3 operation countries.

### **About the BOMSA counterpart**

The goal of Bangladesh Ovhibashi Asociación Sramik Mohila (BOMSA) is to unite and protect the Bangladesh migrant women's welfare. Founded by women migrant

workers returned, BOMSA has been working with them since 1998 to ensure the protection of migrant's rights. BOMSA works in eleven districts from Bangladesh in order to shape the life of many women, who battle against the odds in foreign lands, by offering both pre and post departure support and training.

BOMSA is committed itself to gender equality. Specially, it is committed itself to the

defence of women migrant workers' HR. Bangladeshi Ovhibashi Mohila Sramik Association (BOMSA) aims to unite and protect the welfare of female migrants of Bangladesh. Founded and operated by returned women migrant workers, BOMSA has been working with internal and external women migrants since 1998 to ensure the protection of migrant's rights.

At that time it was the only voice for female migrants in Bangladesh. BOMSA has been registered with Department of Women's affairs Government of Bangladesh DWA Registration no. Jesbikka/Dhaka/250, NGO Bureau Reg. No. 1920. BOMSA is operational in eleven districts. Our work continues to shape the lives of many women, who battle against the odds in foreign lands by offering both pre and post departure support and training.

## **2. Project background**

### **2.1. Title**

'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights from Dhaka and Narayanganj districts (Bangladesh)'

### **2.2. AECID (Spanish Agency for International Development Cooperation) code:**

10-PR1-0151

### **2.3. Start date**

18<sup>st</sup> October 2010.

### **2.4. Finish date of the project**

Initially planned date: 17<sup>st</sup> October 2012. True end date after an extension request: 17<sup>st</sup> October 2013.

### **2.5. General and specific objective of the project**

GO: Contributing to promote women rights and gender equality as well as eradicating human trafficking in Bangladesh.

SO: Increasing the Human Rights' defence and reducing vulnerability to human trafficking of Women Migrant Workers (WMW) from Dhaka and Narayanganj districts (Bangladesh).

## **2.6. Description of the target rights and duties holder group**

It has been estimated that women would take part in the project activities directly would be 3,600 women who are in some of the migration stages: On the one hand, either they haven't still left the country or they are in host countries now; on the other hand, they have decided to return to Bangladesh without distinguishing when they include other women in activities depending on religion, ethnic group, etc.

The only necessary features are being an emigrant or a potential migrant, that is, this person intends to begin proceeding to leave the country in order to work, for this reason, this person must be of legal age to can begin the mentioned process. Besides, those volunteers who have created Forums Facilitating Migration (FFM) have to be considered as well. It was required the project participation and appropriation on the part of the community —emigrants, retired or serving government staff, lawyers, community leaders, etc.— in order that this project can be implemented and it is sustainable. On the other hand, indirect right holders were valued at 16,000 people —WMW's relatives, communities, etc.— who would have the chance of understanding the migration process, its risks, etc., thanks to implementation of some awareness-raising and information activities. Just as the FFM, duty-bearers and responsibilities holders play a fundamental role in direct activities implementation —supplying legal aid, training the WMW, etc.—, by proposing to show taking actions —media— and, even by being themselves an objective of some awareness-raising activities, policies change, etc. The equal participation by men and women has been guaranteed in all the project activities including both genders.

## **2.7. Brief description of the project**

The project goal is to minimise the risks associated to migration, including the trafficking of Women Migrant Workers (WMW) from Dhaka and Narayanganj districts. A high number of migratory women have been discovered in these districts. These emigrant women are exposed themselves to some risks along many stages of their round trip: rape, extortion, deceit or swindle, which are just a sample of many problems associated with this process. Some of these reasons are the following ones: Lack of knowledge and information about migration and its formalities. Ignorance of host countries, their migration regulations and their social customs. Depraved and criminal activities on the part of Recruitment Agencies (RA). Lack of knowledge, protection and respect of duty-bearers and responsibilities holders —government, community, etc.— for the group's HR. Lack of direct contact with RA, embassies, etc., such in the host country as in Bangladesh. The best method of facilitating a better migration and ensuring emigrant women's HR is to create a social conscience on WMW's problems and a social movement of change. Thus, individual problems will become social



problems. In order to deal with these problems, this project has suggested the creation of 2 Forums Facilitating Migration (FFM) to take themselves as one's point of reference to secure migration in each district. They are composed by community people, as lawyers, emigrants, government former members, civil servants, etc., who will serve to communicate and raise people's awareness of WMW's problems at local level as well as provide information emigrant women. Besides, it will be boosted that a protection system for RH exists in all migration phases, that is, before women leave the country, with trainings; during their stay abroad, with a system to observe their conditions; and their return to the country, with the right investment of their savings. This project is formed entirely by media, government and other agents at national and local levels. Workshops, meetings and trainings have been carried out to act as pressure groups. It's expected to change public policies and raise better civil society's consciousness about WMW. Finally, BOMSA's knowledge and information have to be systematized. For this reason, the Database creation which gathers information of all women become member of BOMSA has been suggested. In the same way, it's necessary to strengthen its abilities to achieve its aim as the single organization working with WMW exclusively.

## 2.8

2.8 ITEMS ABSTRACT	Cash of external contributions				Local contributions and assessment				Total cost of the intervention
	General budget ABUCID 328,897.07	Other public contributions BOM	CIVES MUNDI BUCALAM	TOTAL 344,313.07	BOMSA 42,099.00	Public contributions BUCALAM	Beneficiaries 22,692.00	TOTAL 78,732.00	
<b>COSTS</b>									
A.I Identification	5,233	0.00	0.00	5,233.46	0.00	0.00	0.00	0.00	5,233.46
A.II External Evaluation	6,000	0.00	0.00	6,000.00	0.00	0.00	0.00	0.00	6,000.00
A.III Audits	612	0.00	0.00	612.00	0.00	0.00	0.00	0.00	612.00
A.IV Lands and/or real estate	2,899	0.00	0.00	2,899.00	907.00	8,592.00	22,448.00	31,947.00	34,846.00
A.V Building and/or alterations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
A.VI Equipments, materials and supplies	42,677	0.00	0.00	42,677.00	5,612.00	142.00	0.00	5,754.00	48,431.00
A.VII Staff	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
A.VII.1 Local staff	65,070	0.00	0.00	65,070.00	0.00	0.00	0.00	0.00	65,070.00
A.VII.2 Expatriated staff	85,422	0.00	7,616	93,038.00	0.00	0.00	0.00	0.00	93,038.00
A.VII.3 Headquarters staff	23,562	0.00	7,800	31,361.61	0.00	0.00	0.00	0.00	31,361.61
A.VIII Technical services	21,664	0.00	0.00	21,664.00	35,710.00	4,607.00	244.00	40,561.00	62,225.00
A.IX Revolving fund (max. 10 %)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
A.X Duties. Land (max.	3,700	0.00	0.00	3,700.00	0.00	0.00	0.00	0.00	3,700.00

1 %)									
A.XI Trips, accommodation and subsistence allowance	71,791	0.00	0.00	71,791.00	470.00	0.00	0.00	470.00	72,261.00
A.XII Financial	267	0.00	0.00	267.00	0.00	0.00	0.00	0.00	267.00
<b>DIRECT COSTS TOTAL</b>	<b>328,897</b>	<b>0</b>	<b>15,416</b>	<b>344,313</b>	<b>42,699.00</b>	<b>13,341.00</b>	<b>22,692.00</b>	<b>78,732.00</b>	<b>423,045.07</b>
<b>B.INDIRECT COSTS</b>	<b>44,848</b>	<b>0</b>	<b>0</b>	<b>44,848</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>44,848.00</b>
B.1 Spanish NGDO	26,902	0.00	0.00	26,902	0.00	0.00	0.00	0.00	26,902
B.2. Local	17,946	0.00	0.00	17,946	0.00	0.00	0.00	0.00	17,946
<b>INDIRECT COSTS TOTAL</b>	<b>44,848</b>	<b>0</b>	<b>0</b>	<b>44,848</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>44,848</b>
% OF TOTALS	12.00								
(max. 12 %)									
% OF TOTALS	79.88	0.00	3.29	83.17	9.13	2.85	4.85	16.83	100.00

### 3. Evaluation data

#### 3.1. Evaluation field:

General objective of the evaluation:

The main objective of this evaluation is to analyse and value 'carrying out of all these activities, attainment of the results expected by the speech and attainment of the objectives'.

Kind of evaluation:

It's about a final mixed evaluation.

Temporariness:

The estimated periods of carrying out of this evaluation are the following: 10 days

for preparing the work plan and analysis of the documentation; 20-15 days for compiling data; 10 days of office for analysing the compiled information and presenting a first draft of the report.

Deadline of the definitive report presentation: 15<sup>rd</sup> August 2014.

Location:

Dhaka (Nawabganj sub-district) and Narayangaonj districts (Rupganj sub-district).

#### 3.2. Reasons for carrying out this evaluation

The objective of the external final evaluation is to analyse results and effects of the

'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights

from Dhaka and Narayanganj districts (Bangladesh)'. Its goal is to learn from experience and systematise the learnt lessons, besides analyse if the selected alternatives and the developed processes have been the most appropriate ones and if the results or the got impacts are the expected ones.

It is hoped to know logical ability of intervention established in the project to create knowledges which can be used positively in other interventions and development processes of the involved actors in the project. If that were the case,

it would be also expected to show other alternative ways to improve living conditions of the target population. In this way, abilities of all involved groups in this project will become stronger.

In the same way, it is tried to enhance the reality understanding and come to conclusions which help to take institutional decisions, by means of generic learnt lessons and the analysis of different actions reproductivity of the carried out project.

Finally, this evaluation will play a function of giving an explanation not only to the

AEDCID, but also to Cives Mundi, as transparency is one of the main principles on which its work is based for this organisation.

### 3.3. Application field and methods

The main perspective is to analyse project results and effects of the 'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights from Dhaka and Narayanganj districts (Bangladesh)'.

This evaluation will be carried out in the implementation project area and with a representative sample of the target population.

The different used tools will be applied with the local partner (BOMSA), local authorities, the target group and other relevant sources. The data collection and its

processing techniques must provide trustworthy, valid, comprehensive, impartial

and applicable information.

The following techniques are suggested to collect data:

#### 1) Quantitative techniques:

- a) Formal surveys.
- b) Informal surveys.
- c) Direct measurement.
- d) Cost analysis or benefit.

#### 2) Qualitative techniques:

- a) Documentary analysis.
- b) Interviews with key informants.
- c) Interviews with general informants.
- d) Group or community interviews.
- e) Interviews focus groups.
- f) Direct observation.

#### g) Participative techniques.

Agents involved in the action can be key informants for the evaluation, authorities,

organizations or groups to who consult during and after the field work:

- The BOMSA local partner.
- The project financial backer: AECID. Nowadays, an OTC doesn't exist in Bangladesh, so it can't be considered as a key informant.
- The target —direct or indirect— group.
- Local communes leaders.
- Sub-districts presidents.
- Forums Facilitating Migration (FFM) representatives.
- Participating Ministries representatives R3.I.2.
- Local authorities involved in this project particularly.

- Ministry of Expatriate Welfare and Overseas Employment.
- Ministry of Law Affairs.
- Recruitment Agencies.

#### 3.4. Issues to address in the evaluation

This evaluation will be focused on knowing mainly:

- Efficiency and efficacy of planned activities.
- Their impact and reach.
- Sustainability of the started process.
- Process pertinence.

**Criteria will lead the evaluation and it will try to answer the following questions:**

<p><b>Pertinence:</b></p> <p>Analysing results adaptation and the project objectives in the context in which they have been carried out. It's necessary emphasising:</p> <ol style="list-style-type: none"> <li>Beneficiaries problems and needs.</li> <li>National and/or local development policies.</li> <li>Existence of other synergic, complementary or competitive performances of the cooperation.</li> <li>Cooperation policy, objectives and priorities in order to get the AECID (Spanish Agency for International Development Cooperation) development.</li> <li>Technical and financial abilities which we have.</li> <li>'Development' term conception and</li> </ol>	<p>Has the project responded to AECID priorities?</p> <p>Has the project responded to priorities of development policies of local partners and public development policies?</p> <p>Was the project a priority for beneficiary groups?</p> <p>Were beneficiaries well-established and were they a priority group?</p> <p>Did the project objective correspond with the problem which was tried to solve?</p> <p>Did the GO justify the project carrying out?</p>
<p>meaning.</p> <p>It is the measuring of the objective reach and the activities results in the target population and in the period of the project carrying out, without considering their costs.</p>	<p>Appreciating the SO scope point, such as it was established.</p> <p>Do the SO indicators permit to value its attainment?</p> <p>Have the R been enough and necessary means to get the SO?</p> <p>Has getting the SO —such as it was established— been possible?</p> <p>Where relevant, why can't the SO be got?</p> <p>Have external factors predicted for R and SO been achieved?</p>
<p><b>Efficiency:</b></p> <p>It is the measuring of the results achieved in relation with used —financial, material, technical, natural and human—resources.</p>	<p>Were the means to carry out the project well-established and were they necessary to perform these activities?</p> <p>Were the costs clearly justified and have</p>
	<p>they been reasonable?</p> <p>Have all the activities been essential to</p>

	<p>get the R?</p> <p>Have the activities implementation times been appropriate?</p> <p>Were these responsibilities allocated clearly to perform these activities?</p> <p>Have external factors predicted for</p>
<p><b>Impact:</b></p> <p>Effects which the project has had in the past and nowadays it has on community generally. Its measuring:</p>	<p>activities been achieved?</p> <p>Some positive effects of the project?</p> <p>Analysis</p> <p>Has the project had any negative effect?</p> <p>Analysis</p>
<p>a) It just studies the predicted effects reach. b) It isn't circumscribed to analyse the expected effects. c) It isn't reduced to study the abovementioned effects on the target population.</p>	<p>Was there any group affected by the project negatively?</p> <p>Do the SO indicators permit to value its attainment?</p> <p>Is the project contributing to get the GO</p>
<p><b>Viability/Sustainability:</b></p>	<p>significantly?</p> <p>Have beneficiaries been involved in the project identification, management and maintenance?</p>
<p>It measures the level in which positive intervention effects continue once external cooperation has been ended. How are partner organizations and/or beneficiaries going to take charge of going on carrying out the implemented performance positive effects? How will transferred technologies be sustainable by beneficiaries and feasible in the future?</p>	<p>Have the project relied on and does it rely on any enough political support?</p> <p>Do the organizations which must manage intervention once external support has been finished have an enough ability?</p> <p>Has the project interfered with cultural essential aspects of the beneficiaries groups?</p> <p>Has the project contributed to promote equal opportunities between men and women?</p> <p>Has the project carried out a correct management of environmental resources?</p> <p>Is the used technology in this project profitable in terms of cost and profit?</p> <p>Can it be assumed by beneficiaries without major problems?</p> <p>Has it been planned how it is going to face running and the project management costs once it has been finished?</p>

Evaluation criteria will be applied on the intervention logic as follows:

	Viability	Pertinence	Impact	Efficacy	Efficiency
GO					
SO					
Results					
Activities					
Resources					

#### 4. Evaluation team

##### 4.1. Responsible team and/or people for the evaluation:

It is proposed that this evaluation is implemented by an individual assessor or an assessor team led by a coordinator with the following requirements:

The following candidate qualities will be valued:

- Previous experience in evaluations with international donors: for example, the evaluation experience with the AECID will be valued very positively.
- Experience in cooperation field of a period of, at least, 3 years.
- Excellent level of English and Bengali languages.
- It is desirable to have Spanish language knowledge.

Local evaluators will be given priority within the budget and quality canons established.

In the event that a team is made up, it is also proposed to rely on a support —woman or man— professional with background education on Sociology or similar disciplines.

The person or the team will rely on the local partner support to access and link with the beneficiaries communes. They could also collaborate on interviews and surveys carrying out.

##### 5. Reports preparation

##### 5.1. The final definitive report will have the following structure:

###### EVALUATION REPORT

###### Executive summary

###### Introduction

- Evaluation background
- Evaluation objective
- Submitted documentation structure
- Utilized methodology in the evaluation —summary
- Conducted study conditions and limitations
- Work team introduction
- Carried out works description

###### Chapter I: Analyzed intervention or interventions description

- Initial conception
- Detailed description of its development

###### Chapter II: Methodology

###### Chapter III: Evaluation criteria and development factors

###### Chapter IV: Conclusions and learnt lessons

###### Recommendations

###### Annexes

##### 6. Evaluation Budget

This evaluations relies on a budget of 2,700 € —VAT and included direct taxes—, which covers the team or the responsible head fees, transfers, lodgings and other running costs in which the experts incur on the evaluation carrying out. In this budget necessary payments are included in order to travel to the target communes, as well as their generated lodging and upkeep expenses.

A first payment of a 50 % of the budget will be made once AECID had approved the

design and the agreement is signed between Cives Mundi and the Head or the Evaluation Team. A second and last payment of the remaining 50 % will be made

to submit and approve the final report by BOMSA and Cives Mundi.

Both payments will be made in Euro by means of a direct transfer to the account supplied by the Head or the Evaluation Team. In both cases, it will be submitted an

invoice as the rendered services.

#### 7. Technical submission proposal and evaluation criteria

##### 7.1. Place and period of tenders submission:

Tenders will be sent to the mail: [ana@civesmundi.es](mailto:ana@civesmundi.es). In this mail, you must indicate the report *External Evaluation FOOD and BIODIVERSITY* or the Cives Mundi headquarters in Soria (C/Eduardo Saavedra, 38, CP 42004, Soria, Spain).

##### 7.2. The deadline to submit some tenders is 20<sup>st</sup> May 2014.

##### 7.3. The —illustrative— proposal content:

At least, the tender content shall refer to the following sections:

A) Work methodological proposal.

B) Detailed schedule proposal breaking down the field work, the office and the department.

C) Budget according to the following detail:

- Design phase:

Documentary review.

Adjustment and validation of the evaluation design, final elaboration of the evaluation original and methodological proposal.

Design and elaboration of information regathering techniques.

- Field work phase:

Work execution in local partner offices.

Field work execution.

Data interpretation.

Results advance and refund.

- Writing phase report:

Preliminary report, and conclusions and recommendations adjustment.

- Writing the final report.

D) Evaluation team professional curriculum

##### 7.4. Criteria of the tender assessment:

Received tenders will be valued according to the following criteria and yardsticks:

1<sup>nd</sup> CRITERION:

Proposal technical quality —maximum 5/10 points of the global proposal and minimum 3 points—.

2<sup>nd</sup> CRITERION:

Professional profile, evaluation team CV —maximum 4/10 points of the global proposal—.

3<sup>rd</sup> CRITERION:

Budget —maximum 1/10 points of the global proposal—.

#### 8. Documents and checking means

In order to carry out the evaluation, the selected evaluation team will have all the created documents so far by the project:

- Project formulation document.
- Attached documentation in the project.
- Sources of verification.
- Documentation sent financial backer.



- Collaboration agreements.
- Graphical documents: project photos and videos.
- Monitoring reports.

\* Note that some of these documents can be subject to some variations because some of them aren't definitive documents, but they are prior ones to the final report submission.

## 9. Evaluation premises, authorship and publication

9.1. The evaluation team shall answer the following basic premises on ethical and professional behaviour:

- Anonymity and confidentiality. This evaluation must respect the people right to provide information guaranteeing their anonymity and confidentiality.
- Responsibility. Any disagreement or difference of opinion which could happen among the team members or among they and the project heads will be discussed and reached with Cives Mundi.

- Wholeness. The evaluation team will have the responsibility of making not mentioned matters clear specifically in these term of reference, if it was necessary

to obtain a more complete intervention analysis.

- Independence. The evaluation team shall guarantee its independence and objectivity in the information, the affirmations and the conclusions made on the evaluated intervention.

- Impacts. In the event that some problems appear during the field work implementation or in any other evaluation phase, these shall be told immediately the current Cives Mundi head for Asia, according to the origin impacts. If it is not like that, these problems can't be used in no event to justify not obtaining the results established by Cives Mundi in this document.

- Information validation. The evaluation team must guarantee the truthfulness of the compiled information to write reports and, as a last resort, it will be responsible of the information submitted in the Evaluation Report.

- Evaluation reports. The spreading of the compiled information and the final Report is a Cives Mundi and AECID's prerogative.

- Confidentiality and author rights. The evaluation team will guarantee confidentiality when it handles the raised information during this work and it is committed Cives Mundi responsible people to ask for any use or publication with reference to the studied real cases.

- Reports submission. In case of delay when these reports are submitted or if their

quality is demonstrably lower than whatever has been agreed to Cives Mundi, penalties provided in the signed contract will be applied. In any case, Cives Mundi

keeps the right to lead the evaluation and/or decide on its different aspects.

## 10. Annexes

Annex 1. Logical Framework

Annex 2. Detailed budget



**Guidelines for NGDO project and agreement evaluations**

**DAC EVALUATION SHEET**

Title	'WOMEN	Place	
-------	--------	-------	--

	MIGRANT WORKERS: Promoting women migrant workers' human rights (Bangladesh) '(10-PR1-0151)		BOMSA Implemented the project from Dhaka and Narayanganj districts Bangladesh		
Sector		Subsector			
Type of evaluation	External Evaluation	Cost (€)	2700 (€)		
Intervention date	15 <sup>th</sup> August	Executor agent		Beneficiaries	
Evaluation date		Evaluator	The evaluation team is composed of two consultants. Mr. Rajon Talukder, Mrs Nilufa Sultana Sheta		
Intervention background and general goal	Final Evaluation of the project.				
Evaluation principles and objectives	<ul style="list-style-type: none"><li>□ Assess both the progress and general outcome of the implemented project</li><li>□ Assess the extent to which the project objectives and expected outcomes are achieved within the framework of the gender perspective.</li><li>□ Consider the limitations and constraints relating to the project outcomes</li><li>□ Make recommendations for improving the implementation of the project</li><li>□ Take into consideration the recommendations made on the previous evaluation report</li></ul>				
Methodology and tools	The study examined the level and quality of results and effects of the project along five criteria: appropriateness, effectiveness, efficiency, impact and viability/sustainability. It employed a mix of research strategies to gather information from participants and stakeholders: participatory strategic workshop, Transaction., focus group discussions, key informant interviews, site visits, and review of documentation. This evaluation employed methodology which follows the The participatory Rural appraisal.(PRA)				
Conclusions and recommendations according to evaluation criteria of the intervention (the evaluated ones will be included)	Effectiveness	The measurement of the scope of the Specific Goal and the results of the activities in the target areas during the period of the implementation project without taking into account its cost			
	Efficiency	The measurement of the results obtained with regard to the resources used (Financial, material, technical, natural and human).			
	Appropriateness	The analysis of the adaptation of the results and goals in the project in the context of the implementation of the project. It is important to take into account: a) the problems and needs of the beneficiaries; b) the national and/or local policies of development; c) other synergies in performances for cooperation amongst project members, both complementary or competitive; d) the policies, goals and priorities, for cooperation and development of the			

		AECID; e) the technical and financial capacities; and f) the conception of the term and the sense of the word "development".
	Impact	The effects that the project has on the community in general. Its measurement: a) it is not confined to studying the scope of foreseen effects; b) it does not limited to the analysis of the effects wanted; and c) it is not restricted to the study of these effects on the beneficiary population.
	Others used criteria	The degree in which the positive effects of the intervention will continue once the external help is finished is to be measured. How the parties institutions and/or beneficiaries are going to sustain the project initiatives in charge.
Specific conclusions	<p>It is Well known that In Bangladesh Women is involved in domestic work, in socio economic and political development but the problem is women rights still now neglected in our society. Now a days women also choice migration for the betterment of family and s/he's life. poverty is the main reason for women migration. and Most of the women are illiterate. for that women are migrant for economical development. But In foreign country how they living? yes their real situation in Foreign is very painful. They are sufferings by mental physical and sexual exploitation. Also trafficking is the opposite of better life. In Circumstances CIVESMUNDI started work with BOMSA to took help from AECID.</p> <p>This project has been focused and prioritized Organize Meeting with Recruiting Agencies, Conduct bi-monthly meetings of the MFF, capacity building training, folk song for awareness. Advocacy with Ministry. Now In project Area Women are aware about safe migration than before. But Two years is not much enough to aware illiterate people. But Now the women of this project area known about the Concept of Safe Migration, Human rights.</p>	
Specific recommendations	<ul style="list-style-type: none"> <li>• To protect Migrant women harassment from Middlemen.</li> <li>• To disseminate government rules, regulation and access about Migration.</li> <li>• Reduction of Airport Tax for Migration.</li> <li>• Ensure safe migration specially women.</li> <li>• State should promote migrant female security and safety.</li> <li>• Ensure the human right's of migrant women for all economic classes.</li> <li>• To Ensure the market access. for women and ensure the fair trade for the poor production</li> <li>• To ensure livestock support for return migrant worker. .</li> <li>• To strengthen the cultural-economic and social relationship and bondage between Bangladesh and foreign embassy.</li> <li>• Staff should be provided enough guidance about the project activities including guidelines and procedure in set</li> </ul>	

Intervention agents	<p>up of MFF.</p> <ul style="list-style-type: none"> <li>• It should be noted that when women came to join the training, they sometimes found it hard to convince family members especially husband and sons. In this regard, It is necessary strengthening the women's capacities to negotiate inside their families as part of the gender trainings.</li> <li>• Stop the violence against women and girl's and to sensitize male person more to stop the Gender violation in migration period.</li> <li>• Fund injection should be done on a timely manner to ease the project activities to go as planned.</li> <li>• Project staff's capacity for implementing project activities need to be strengthened and built regularly.</li> <li>• Technical know-how and transparency in saving groups needed to be built and regularly monitored after the project ended as they were important to sustainability. Otherwise, they could expire easily, as it had happened very frequently in the past with project activities supported by other NGOs.</li> <li>• To Arrange contract between the migrant workers and agency owner.</li> <li>• Should be prevented Sexual abuse of female migrant worker</li> <li>• Should be prevented violation of returning migrant worker by family.</li> <li>• Make sure that the follow-up system is in place among the target beneficiaries some time after the project ended to make sure that beneficiaries were still capable to manage the established activities without the presence of NGO staff. This is also important for the currently successful ones. Without follow up most of thing is worse.</li> <li>• Stop aliens and invasive specie and to ensure to protect local biological.</li> <li>• To Arrange health service for migrant worker.</li> <li>• Reduction of passport fee and quick delivery.</li> <li>• Urgent Initiative needed when female are abuse in foreign country.</li> <li>• Ensure Bank Account for money transferred.</li> <li>• Ensure quality capacity building training by Ministry.</li> </ul> <p>Mr. Rajon Kanti Taluker  <b>Mrs.</b> Nilufa Sultana Sheta</p>
---------------------	---

### *Annex 2. Workshop report*

Participatory Strategic Workshop report of the context of the final evaluation of the project “WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights ”IN BANGLADESH” (10-PRI-151).



## INTRODUCTION

The report reflects the contributions of those attending two workshop held on 12 August, and 13 August 2014 at Rupgonj Narayangonj District and Nowabgonj in Dhaka division. The aim of the workshop was conduct a joint reflection on the main achievement, weakness of the project and development of a series suggestions and proposals for improvement and recommendation of such interventions.

The evaluation of the project included the realization of a participatory workshop with key stakeholders in the project: Female Migrant Forum members, and local staff .Through the use of cards as visual aids, they collated the written contribution of ideas of the people attending and draw conclusions in a participatory approach. The realization of such participatory workshop is a particularly useful tool for the assessment of results and objectives achieved in the implementation of a project and its main limitations and restrictions. Most of the village women is not able to write. So they gave their opinion in house and one person wrote that.

One workshop, held in Rupgonj ar Nerayangonj District , was attended by 40 people (Women and Men)who are involved in the project and another one held in Nowabgonj was attended by 15 female with beneficiary involved in the project (Table 2).

## WORKSHOP CONTENTS

Below are the work plan and the issues addressed during the workshop.

### 1. Introduction

Presentation by the evaluator of the project evaluation: objectives, methodology and characteristics and objectives and work plan of the workshop.

**Table 1.** Work plan of the workshop

### Schedule on Workshop

9,00	Introduction
9.30	Individual work destined to know: - Main achievements of the project - Weaknesses and improvement aspects. - Quality assessment criteria.
10,30-11,00	Tea Break
11,00-11,45	Working group to prepare proposals and recommendations for improvement
11,45- 1.30	Exhibition in plenary groups work
1.30	Lunch & Closing

## 2. 'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights

**Table 2:** List of people attending the workshop  
Date:

SL. No	Name	Position	Village	Upazila	Distirct
1	Ismat Ara	Member of	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
2.	Aklima Begum	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
3	Amena Khatun	Member of Female Forum	Battola, Rupgonj	Rupgonj	Narayan Gonj
4	Mosammat Arjuda	Member of Female Forum	Battola, Rupgonj	Rupgonj	Narayan Gonj
5.	Mosammat Rahima	Member of Female Forum	Battola, Rupgonj	Rupgonj	Narayan Gonj
6	Mosammat Alo	Member of Female Forum	Battola Rupgonj	Rupgonj	Narayan Gonj
7	Amena Begum	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
8	Nazma Ara	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
9	Masud Mia	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
10	Amirul Islam	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
11	Hafez Hadij ali	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
12	Mohammad Ismail	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
13	Jharna Khanom	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
14	Nesapati begum	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
15	Fatema khatun	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
16	Firuja Begum	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
17	Komola Begum	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
18	Mahafuja Khanom	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj

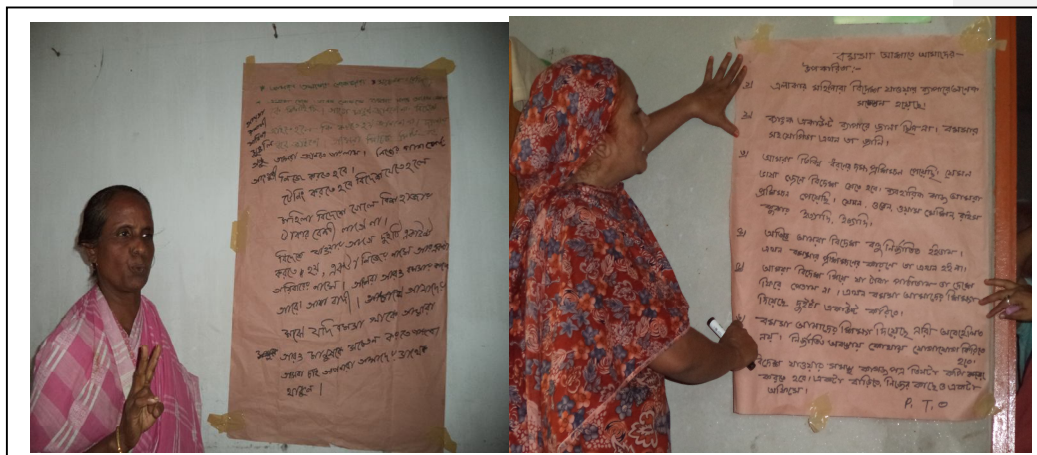


19	Bakul akter	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
20	Manuara Begum	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
21	Piara begum	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
22	Mukseda Ara	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
23	Jubeda Khatun	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
24	Shila shirin	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
25	Fatema Begum	Member of Female Forum	Chanpara, Rupgonj	Rupgonj	Narayan Gonj
26	Shuli Akter	Member of Female Forum	Kashimpur	Nowab Gonj	Dhaka
27	Anjoli Sarker	Member of Female Forum	Kashimpur	Nowab Gonj	Dhaka
28	Anguri Begum	Member of Female Forum	Panailia	Nowab Gonj	Dhaka
29	Rupali Akter	Member of Female Forum	Kashimpur	Nowab Gonj	Dhaka
30	Aysha Khanom	Member of Female Forum	somshabad	Nowab Gonj	Dhaka
31	Sabina Akter	Member of Female Forum	Baghmara	Nowab Gonj	Dhaka
32	Jharna Rani	Member of Female Forum	Panailia	Nowab Gonj	Dhaka
33	Samela Khatun	Member of Female Forum	Panailia	Nowab Gonj	Dhaka
34	Komola rani	Member of Female Forum	panalia	Nowab Gonj	Dhaka
35	Hasina begum	Member of Female Forum	panalia	Nowab Gonj	Dhaka
36	Salma akter	Member of Female Forum	Kashim pur	Nowab Gonj	Dhaka
37	Ranu begum	Member of Female Forum	somasabad	Nowab Gonj	Dhaka
38	Sahana Bgeum	Member of Female Forum	kashimpur	Nowab Gonj	Dhaka
39	Tulsi Rani Saha	Member of Female Forum	kashimpur	Nowab Gonj	Dhaka
40	Rahima Begum	Member of Female Forum	Somosa bad	Nowab Gonj	Dhaka

### 3. Individual work destined to know:

#### 3.1. Main achievements of the Project.

The first issue to be addressed in the workshop was related to the vision of the attendees about the main achievements of the project. The facilitator asked the participants to expose the main achievements of the project.



The responses of workshop participants can be grouped around the following themes.

- ✚ The Female of the project area has much Conscious about joined abroad.
- ✚ They did not know about Bank Account, This project assist them to know about bank account for safety of fund transferred.
- ✚ They received various types of skillful training. Such as having proper knowledge about practical works like how to use pressure cooker, how to make as like their food, how to use ovine, washing machine, rice cooker and so on.
- ✚ In the past they had to suffered lot for visa and passport processing. At present they do not suffer lot after training and awareness.
- ✚ Now community women work jointly MFF to Prevent violence against women.
- ✚ After awareness about safe migration family people also thinking lot before sending adolescent to foreign. They also want to avoid middlemen.
- ✚ BOMSA help them to manage pre tasks of going a broad. Such as passport, visa, agencies for buying air ticket etc.
- ✚ This Project helped to Communicate with government for destined country embassy. And Also communicate embassy for return home land with safety.
- ✚ Female Migrant worker also got support from project when people are violated in Migrant period.
- ✚ After returned home migrant women did not get the money what they sent from foreign country. This project teaches them to open two account one is for home and another is in the abroad before migration. for that few of women can draw cashes from own account both home and abroad.
- ✚ Now they understand the importance and valuation of women participation. Society should not neglect them. and when any women is tortured by family and community Informed the go for help her.
- ✚ .MFF members to build up their leadership quality to disseminate the message of safe migration to the community member more effectively.

- ✚ Female migrant workers getting all the basic information of migration as stated before. It helps them to take proper decision about the migration.
- ✚ The MFF members becoming more active and efficient to provide counseling and guidance to the Female Migrant Workers.

### 3.2 Weaknesses and improvement aspects.



The facilitator asked participants to indicate the weaknesses or areas for improvement of the project. The responses of workshop participants can be grouped around five themes:

#### 1. The time allotted to the project is reduced.

- ✚ The project period was too short, Two years is very short time for develop communities.
- ✚ The project should be continued.
- ✚ Group leaders find it difficult to explain the members when the project ended very fast

- ✚ Some groups were closed because the short period of time did not allow them to have capacity in maintaining the groups.
- ✚ It took much time than generally needed to get NGO Bureau clearance and due to delay of the fund transfer. The project needed to shift some of activities from planned month to next months that were related to finance which created additional workload to the staff members.

## **2. Shortfall in project implementation and staff assigned to the project**

- ✚ No financial support for Migrant Women
- ✚ No regular review/reminder to female.
- ✚ Community Facilitator is not much Skilled up.
- ✚ Lack of distance for communication. Project Area far from Head office. Project Director most of the time engage with another activities so it's made difficulties Some times.
- ✚ For Far from head office in the rainy season made it difficult to perform a regular visit to the remote rural villages.
- ✚ Moreover, the staff members were not able to go to the field (Working area) due to the natural disaster.

## **3. Weakness of knowledge acquired**

- ✚ Not all target beneficiaries/villagers have understood project activities yet because it was short time for understanding, they still depend much more on the NGO staff.
- ✚ Knowledge on Safe Migration is still now limited
- ✚ Sometimes field worker confused about the management discussion.

## **4. Lack of communication and cooperation with stakeholders, provincial departments and authorities**

- ✚ Most of the female migrant is illiterate. So they are not knowledgeable lot about the access from government. So most of the time they are cheated by Middle men and recruiting agency.
- ✚ It should be improved and build better cooperation with stakeholders, local departments and authority.
- ✚ Improve working structure at the local level, more staff and accountant.
- ✚ Training or any workshop's results depend on follow-up. Without Follow up everything is meaningless.
- ✚ Some community people demand different facilities from NGO.

## **5. Weakness of women's groups**

- ✚ Women have less opportunity to earn money due to the huge household works. They still belief that man are more important than women.
- ✚ Women's group are not yet strong
- ✚ . Most of the Women have land ownership. they are sending money from foreign but she did not informed how to spending her money in Family.
- ✚ In out side of country women sacrifice their family life for families economical sustainability but when they returned family do not receive her easily. Sometimes husband divorce also for migration. they are powerless in decision making.
- ✚ Women still today spend most of their time in doing household activities.
- ✚ More trainings for women to help them become more brave
- ✚ There should be a gender expert in the province
- ✚ We need to focus more on women's livelihood as they make very little income
- ✚ Many women are illiterate, so they find it difficult when making decision
- ✚ Many Women's did not break up the social bindings.

### 3.3. *Quality assessment criteria.*

The facilitator asked attendees to indicate in which two criteria have performed the best and the worst results. Previously the facilitator briefly explained each of the proposed quality criteria.

<i>Quality criteria</i>	<i>Best results</i>		<i>Worst results</i>	
	<b>Votes</b>	<b>%</b>	<b>Votes</b>	<b>%</b>
Effectiveness	13	40	0	0

<i>Quality criteria</i>	<i>Best results</i>		<i>Worst results</i>	
	<b>Votes</b>	<b>%</b>	<b>Votes</b>	<b>%</b>
Efficiency	8	22	8	20
Appropriateness	12	30	4	10
Gender Mainstreaming	8	20	16	40
Impact	8	20	9	23
Viability/Sustainability	4	10	3	07
<b>Total</b>	40	100	40	100

The opinions on the positive assessment of the quality criteria are quite consensual, although in some cases there is a divergence of views, such as on the efficiency with 7 votes in the box for best results and 6 in the box for worse. Still, most of the attendees believes that quality criteria which have out performed are Impact (8) and effectiveness (13) Appropriateness (12 votes).

Moreover, in the opinion of the participants, the criteria on which there has been compliance worst are the Viability / Sustainability ( 4votes) and Gender mainstreaming with 8 votes.

#### ***4. Working group to prepare proposals and recommendations for improvement of such of interventions***

Participants were divided into 4 groups composed of 3 or 4 people. The topics were the weaknesses or work areas for improvement of the project which participants had noted previously. Each of the groups was given a subject to work. To do this, previously the facilitator grouped the weaknesses indicated by participants in areas that summarize. The topics covered were: Improving gender equality, strengthening the relationship between project staff, beneficiaries and authority, improving sustainability of such kind of project and how to make the project implementation effective.



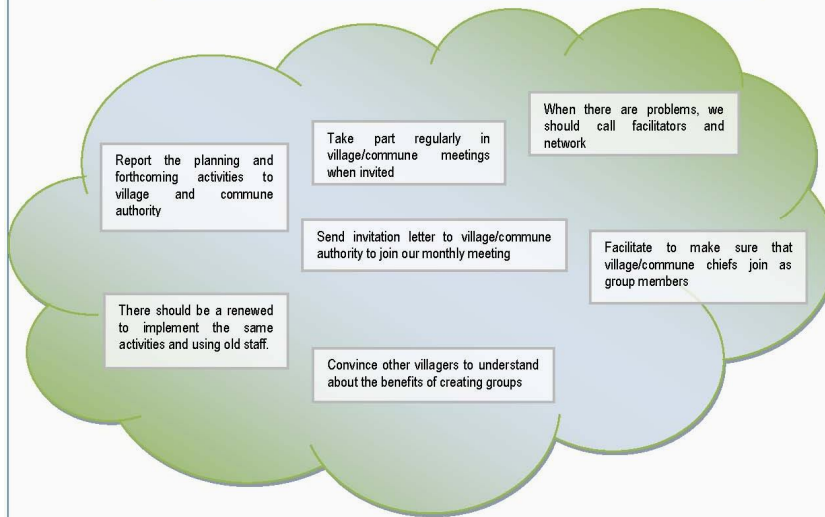


## **5. Exhibition in plenary of the groups work**

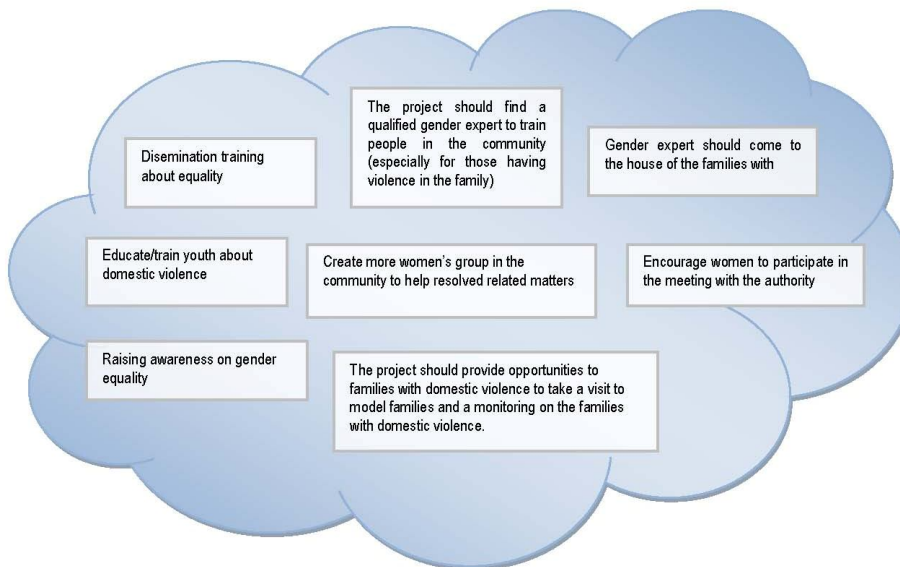
Later, each group chose a representative to present their responses in plenary.



## Group II: Strengthening the relationship between project staff, beneficiaries and authority



## Group I: How to improve Gender equality



The responses of the different working groups were:



#### **6. Closing.**

Finally, the facilitator thanked the attendees for their participation in the workshop on the evaluation of the project "“WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights ”IN BANGLADESH” (10-PRI-151).  
”

### **Annex 3. Interview script with key informants**

*Interview script with key informants in the context of the evaluation of the project 'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human rights from Dhaka and Narayanganj districts (Bangladesh)'*

#### **Interview script**

##### **INTRODUCTION**

The person conducting the interview presented in abbreviated form the following contents:

Personal presentation

Introducción Presentación de la Evaluación: objetivos, metodología, y características.

Presentation of the evaluation: goals, methodology, and characteristics. [Clarify confidentiality and possible transmission of results].

Exposure of the contents of the interview (Introductory questions, evaluating the results of the main objective, specific objectives and expected results, evaluation of the quality criteria).

Duration of interview: Approximately one hour

##### **RESPONDENT INFORMATION**

Some of this data will be known prior to perform the interview. In any case, be reflected in the report of the interview.

Name: A K M Saifuzzaman

Contact phone: 0088 01716418386

Email: [zsaifuz@yahoo.com](mailto:zsaifuz@yahoo.com)

Relationship of the project evaluated:

Organization to which he/she belongs:

Role of the organization in the project:

##### **INTERVIEW INFORMATION**

Date: 12-08-2014

Place: Dhaka

Start time: 9.30

End time:

Comments:

Person conducting the interview:

The report of the interview should collect information on all the questions of

the script. Sometimes, the respondent, in the course of the conversation, can show his/her opinion on issues having to do with several questions at once. In such cases, the person conducting the interview should request confirmation to the interviewee about his/her opinion.

## A. INTRODUCTORY QUESTIONS

1. Could you tell me, on a scale of 0-10, what is your level of knowledge of the Project.

*Level of Knowledge of the project Assessment*

0 1 2 3 4 5 6 7 8 9 10

1. Can you describe briefly what was your relationship with the project?

- I have been working with such project since long.
- I worked as a Project Coordinator in this project.
- We are working for the development. In that sense the objectives of BOMSA we are same.
- This project mainly works on Women Migration Issue. BOMSA is mainly working on ultra poor Women. This is a very good work. In that sense it matches with the work of Journalism Activities .
- BOMSA discussed the consciousness of Safe Migration . In our area lot's of women are migrant. In that sense I know BOMSA.
- BOMSA has given me training . for that now I am tailoring in my home and earning money.

2. What aspect of the project do you feel more satisfied?

- The project looking after interest of the migrant women working in the garment sector.
- Women development and women health sector condition is not good in that

- area. So that type of project is necessary in this area.
- + If this project covered more area it will be far better.
- + They have conducted just a program with migrant worker and most of the time in one place. May be they had just budget for one program. If we can arrange this types of program again and again in different village and area will be more benefited.
- + Many NGOs are working in this area. If Government Representative come with them and discuss about the access of migration. it will be more affective for safe Migration.
- + If the project is vast it creates more opportunity. If they work on a particular village and after sometime if they work on another village we can understand the difference.
- + Yes. The project activities managed in proper time. it was good.

### 3.What has been lacking to the project?

- + People are not Clear about project duration.
- + No written documents with TTC management. BOMSA is working good. But Which donor, How many Training they will conduct, When they are coming and when ending everything is not much cleared. it will be good as a Instructor may we know from them.
- + After Project BOMSA office was closed. so Suddenly We did not know they come again or not.
- + In village we are women so we can't join In market to heard folk song. it will be better scope for us if they can arrange it in courtyard.
- + Providing little support in hardware contribution. Contribution to day to day facilities and living.
- + Sometimes we have to arrange program suddenly. Sometimes we have to dismiss it. It will also disrupt image.

### 4.What external aspects have influenced in the implementation of the project?

- + Folk song events organized at market ,besides of the road. Some people could not get it positively.
- + This is a small project. Two years is not enough for development. This project made a vast influence. That's why the donor should increase the time limit.
- + Culture of the local society, and existing facilities.

3.

## **B. LEVEL OF COMPLIANCE WITH THE EXPECTED RESULTS, SPECIFIC OBJECTIVE AND MAIN OBJECTIVE.**

2. Please, evaluate, on a scale of 0-10, what has been, in your opinion, the level of achievement of the expected results of the project?

<i>Level of achievement of expected results</i>	<i>Assessment</i>
---	-------------------

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

*R1. Protection and Promotion of FMW HHRR is ensured through the creation and consolidation of 2 forums (Migration Facilitation Forum, MFF) in Dhaka (Nawabganj Upazila) and Narayanganj (Rupganj Upazila) Districts.*

8

Both are cooperating each other to facilitate the project. This MFF constituted of female migrant workers, teachers, chairman, member and local community people. These two forums should be worked in their area to protect human rights and migrant workers after the end of the project

*R.2. Promoted (improved and fostered) safe female migration process of the FMW of the project area.*

6

Through creation of awareness among the people are migrating. Through Orientation meetings, Courtyard Meetings, Leadership Training, and Safe Migration Procedure Training, folk songs promoted safe female migration process.

*R.3. Civil society and duty bearers (local and national level) aware protect and respect FMW HHRR for combating trafficking.*

8

Civil society and duty bearer are more aware about the needs of migrating people and protecting trafficking as much as they can. During project period to aware, protect and respect FMW organization arranged Policy Advocacy Meeting, Media Workshop, International Migrant Day, International Women's Day and International Workers Day and Meeting With Recruiting Agencies at local and national level with civil society and duty bearers.

#### *Level of achievement of expected results Assessment*

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

8

*R.4. Strengthened BOMSA capacity as a reference organization for the protection and promotion of the FMW HHRR.*

Capacity on quality service delivery is very much required for BOMSA. Report Writing Training, Gender Training, and Technical and financial Training strengthened BOMSA's capacity.

R.5. The Project is successfully managed and coordinated.

7

At the beginning of the project created 2 forums, organized activities properly at local and national level, CM monitored activities time to time. All activities have done well except Lebanon issue. As to implemented the project is doing better.

3. The specific objective of the project was “Increasing the Human Rights' defence and reducing vulnerability to human trafficking of Women Migrant Workers (WMW) from Dhaka and Narayanganj districts (Bangladesh).”. On a scale of 0-10, what has been, in your opinion, the level of achievement o the specific objective?

Level of achievement of specific goal	Assessment
---------------------------------------	------------

0 1 2 3 4 5 6 7 8 9 10  
8

✚ Explain your answer, please

✚ The working environment is better today. Oversight management is now more intensive. After receiving pre departure training, skill training, Leadership Training and Safe Migration Training female migrant workers know about human rights and trafficking. These trainings and meetings were designed to increase awareness among the FMW .

4. The general objective of the project was: “Contributing to promote women rights and gender equality as well as eradicating human trafficking in Bangladesh.

Level of knowledge of main goal	Assessment
---------------------------------	------------

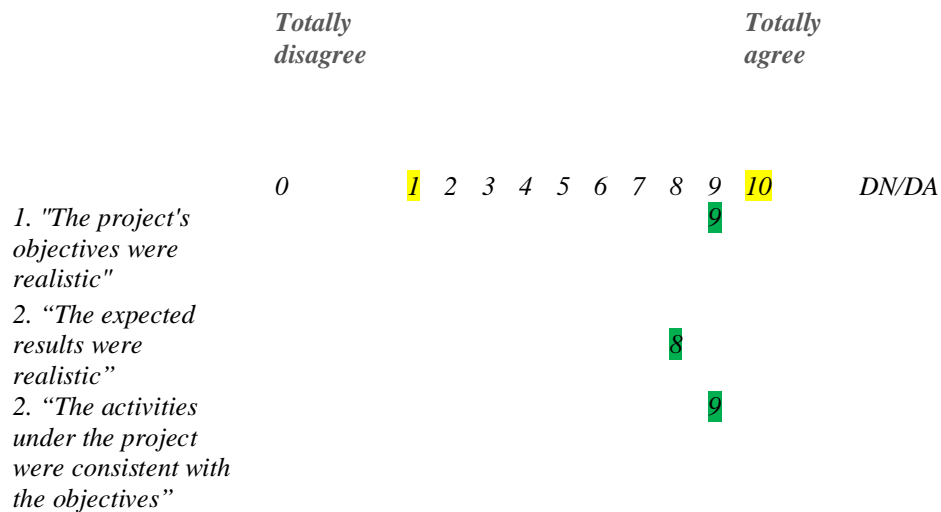
0 1 2 3 4 5 6 7 8 9 10  
8

✚ Explain your answer, please The project is contributing towards its

objectives.

- In the project men and women were participants at many activities. Media Workshop, folk song events, pre-departure training and skill training and other activities helped them to know about migration process, human rights and gender equality.

5. Please, indicate your degree of agreement with the following statements



6. What external circumstances have influenced the results of the project activities?

- Local job market
- Legal Aid Support activities have influenced by external circumstances. Sometimes female migrant workers pay excess money for visa, training. When we provided Legal Aid support to female migrant workers we faced problems.
- The scenario of political disharmony might be positively changed.
- The impact of natural calamity might be handled.

7. If you were to approach a new project on 'WOMEN MIGRANT WORKERS: Promoting women migrant workers' human right, what goals you would be marked?

- Shelter secured job placement, provide quality living



To protect our Women Migrant Workers' rights in the destination countries.

### C. QUALITY ASSESSMENT CRITERIA

In the evaluation of the proposed project we analyze based on several quality criteria. We'd like your opinion about the extent taken into account such criteria in the design and execution of the project. We would like you to tell us what your level of agreement with each of the following statements:

	Totally disagree										Totally agree	
	0	1	2	3	4	5	6	7	8	9	10	DN/DA

1. "The project has been adapted to the problems and needs that sought to resolve"

8

2. "Project activities have corresponded with the priorities and needs of the target population"

7

Explain: People willingly to attend our meetings and trainings. We would like to extend the project area and volume of project activities to benefit more female migrant workers.

*Totally disagree*

*Totally agree*

*Totally disagree*

*Totally agree*



*Totally disagree*

*Totally agree*

*Totally agree*

0 1 2 3 4 5 6 7 8 9 10 DN/DA

3. "The project has contributed to strengthening the capacities of the beneficiaries groups (Migrant women)"

7

Explain: The project organized IGA(Incoming Generating Activities), Pre departure Training and Skill Enhancement Training for Migrant Women to strengthened their capacities on the process of safe migration.

4. "The objectives, activities, outcomes and impacts of the project are consistent with each other."

9

5. "The project is appropriate with regard to the development priorities of Bangladesh"

8

6. "The project has been suitable for the development priorities of the AECID"

8

7. "The project responded to the priorities included in the planning documents of CM and BOMSA"

8

8. "The project was a priority for the beneficiary groups"

6

9. "The project has been well managed"

6

Explain: All activities managed well with AECID, CM and BOMSA's coordination.

7

10. "The implementation of the project can be considered satisfactory"

7

11. "The relationship between the results achieved and the resources invested can be considered satisfactory"

6

12. "The results and activities of the project has reached the majority of institutions, stakeholders and people initially planned"

0 1 2 3 4 5 6 7 8 9 10 DN/DA

13. "The time for the implementation activities has been adequate"

8

14. "The project's monitoring has been adequate"

7

BOMSA has monitored all the activities of the project with intensive care. CM representative and BOMSA staffs have attended all the programs and observed the performance of all programs, identified problems and drawbacks, discussed it in the Coordination Meeting and Monthly Coordination Meeting and took remedial measures to improve the quality of the performance.

15. "The project has made good use of natural resources"

7

16. *“The project has successfully incorporated a gender perspective”*

9

17. *“The project activities have contributed to create equal opportunities among women and men within the target areas”*

7

18. *“The project has contributed to improving the status and position of women in their communities”*

7

Explain: Totally agree. The project has created great impact and awareness among the women members of the communities with in the project area to improve safe migration. Now they are capable of taking right decision before migration. And also they are capable to resist human trafficking.

19. *“The Project doesn’t damage the essential aspect of the culture of the beneficiary groups”*

8

20. *“The results of this project can be successfully transferred to other areas and institutions”*

7

Totally agree. The Media Meeting was held on Nawabganj upazila. The news of the media meeting was published in local newspaper. On the other hand International Migrant Day(national level)an exhibition was organized to observe the day. Through this exhibition BOMSA tried to highlight safe migration process projecting various visual printed materials.

8

21. *“The positive impact of the project on the target population and context can be considered to be satisfactory”*

Totally agree. The target population has become more confident about being migrated. Now they can provide information to the interested

women workers want to be migrated how to deal with the recruiting agencies, how to get passport and visa etc.

22. "The project design has ensured its viability"

7

0 1 2 3 4 5 6 7 8 9 10 DN/DA

Please indicate the most positive and negative aspects from the point of view of viability

#### **Positive:**

- Peoples cordially accept the program and project staffs.
- Now women are think that they have lot's of facilities from government. So it's better to get find out anyway.
- Now few number of women's have participated actively in the community. They can think and involve in talking/sharing any idea and contribute to change their families, societies scenario.
- Staff contracts, staff experience, staff learn capacity, the creation of social awareness,
- This project initiative is being prioritized exclusively. All the staffs have become self motivated to attain the project goal.
- FMW have been started becoming organized moving forward with their issues to local government administration regarding Job seeker's registration.
- Few of people working with the local community leaders to ensure strong support for the destined and the potential FMWs.
- community are committed to ensure that the female migrants received support from the local and national government.

#### **Negative**

- The weak sides of the project which could be, Different social and educational background and experience of staff members leading them to take time understanding the approach and working process of BOMSA.
- Short time of project. sometime's lack of coordination between field worker and coordinator level.
- Backwardness and remote by nature of the working fields is also some how created hindrances in proper implementation of the activities for the staffs due to facing difficulty.
- Delay start of the project due to government bureaucratic complication for four months. For this reason project activities were not possible to start on time. As a result different relative and related steps have been stepped late.
- Moreover, couple of delays in fund disbursements had also impact slowly upon the flow of project implementation.
- Different arrangements among the project components creates confusion to

implement the project activities at the very start. Due to budget cost few activities are facing constraints to implementation. BOMSA had need some time to development capacity of the project administrative officials for financial management according to AECID regulations.

- Most of the time higher management of BOMSA was Busy another project. So they did not more communicated with field level.

7

23. *“The technology transferred by the project could be taken on by the beneficiaries without bigger problems”*

6

24. *“The organization that manages the intervention have adequate capacity once the external support is over”*

*Activities of the project have created awareness among the community people, but it will be possible to spread more awareness and achieve bigger goals if the project will be replicated all over the country. We will arrange strong coordination among the project implementation issues with special care in order to achieve the project objectives by the end of next term.*

## QUANTITATIVE ASSESSMENT OF QUALITY CRITERIA

As a summary of the quality assessment criteria, I would like you valued, on a scale of 0-10, to what extent the project has been given a satisfactory result in the following criteria:

Grupos de criterios	Criterios de calidad	Valoración										
		0	1	2	3	4	5	6	7	8	9	10
1 Criteria related to the project design	Appropriateness									8		
	Viability											
	Management quality							6				
2 Criteria related to project implementation									7			
	Effectiveness									7		

3 Transversal criteria	Efficiency	8
	Monitoring	7
	Environmental Mainstreaming	7
	Gender Mainstreaming	9

**Grupos de criterios   Criterios de calidad   Valoración**

		0	1	2	3	4	5	6	7	8	9	10
4 Criteria related to the impact of the project	Cultural Diversity								7			
	The transferability							6				
	Impact									8		
	Sustainability									8		

**RECOMMENDATIONS**

Finally, we would like your opinion to know what recommendations you would make to CIVES MUNDI for future interventions:

- ✓ Equal rights are essential for men and women to lead family, society and country. Equal rights of men and women aiming to create peace, prosperity, harmony in the family, society and area as a whole.
- ✓ To lead a life properly, sustainable way, one should acquire and possess few qualities, skill and professionalism. Other ways life become vulnerable, poor and often suffers from different kind of hazard.
- ✓ Ensure trainings about education, medical treatment, employment and so on the poor.

- ✓ Support of reproductive health care for returning migrant worker.
- ✓ Take initiative for vulnerable migrant worker in working place.
- ✓ Women are used to go and return for migration abroad and suffer also at present. For this reason it is so observable to arrange employment of the people.
- ✓ Establish office in village level for long time.



#### **Annex 4. Activities carried out and degree of implementation**

**R1.01: Protection and Promotion of FMW HHRR is ensured through the creation and consolidation of 2 forums (Migration Facilitation Forum, MFF) in Dhaka (Nawabganj Upazila) and Narayanganj (Rupganj Upazila) Districts.**

	<b>ACTIVITIES CARRIED OUT</b>	<b>Degree of implementation</b>	<b>OBSERVATIONS</b>
	<b>R1 Activities</b>		
<i>R.1 A1</i>	During the first semester of the Project, 2 MFF are to be created with the equal participation of women and men.	98%	<p>The achievement of 2 MFF is not 100% due to the following reasons:</p> <ul style="list-style-type: none"> <li>- 100% participants did not attend the meeting due to their pre occupied schedule.</li> <li>- Due to the lengthy procedures of registration MFF is not registered yet.</li> <li>- 100% of the Orientation Meetings with the MFF members have been organized.</li> </ul> <p>During the first semester of the project two MFFs were created at Nawabgonj and Rupgonj. In two MFFs the total number of members is 74, of which 39 are women and 35 are male.</p> <p>Due to the keen interest of the local communities for Safe Migration and reduction of human trafficking . 10 additional members were included in MFF. 60 forum members attended the Leadership Training and safe migration Procedure Training. But all of the forum members attended all Bi-monthly and Orientation meetings. All the Orientation meetings, Safe Migration Procedure Training and Leadership Training have been completed.</p>
<i>R1.A.2</i>	<i>In the first semester of the Project, 64 right holders (women and men of the neighbouring communities) have the skills to manage on equal terms the 2 MFF.</i>	93%	During the project period 32 forum members of Nawabgonj and 28 Rupgonj completed Leadership and Safe Migration Procedure training.
<i>R1.A3</i>	<i>At the end of the Project, at least 100,000 women and</i>	100%	<i>Nearly 111440 men, women and duty bearers (women 33982 and men 77458) in the communities of both Dhaka and Narayanganj have been reached through Safe Migration awareness Campaign. This campaign</i>



	<i>men and duty bearers of the Districts of Dhaka and Narayangaonj have participated in activities and are more sensitized about gender equity and FWM HHRR.</i>		<i>was organized by Folk song, Courtyard Meeting and Orientation meetings. Duty bearers of local government gave support to implement the mass awareness programme. DEMO (District Employment and Manpower Office) and TTC (Technical Training Center) has requested us to continue this type of programme to ensure safe migration for migrant workers, especially for female migrant workers.</i>
R1.A4	<i>At the end of the Project, 40 FMW of the project area has been referred to receive legal aid</i>	100%	BOMSA has provided legal aid support to 40 out of 40 returnee FMW .

**Result 2 promoted(improved and fostered) safe female migration process of the FMW of the project area**

R2. I.1	<i>At the end of the Project, 3520 women will complete the pre departure and skill development training and receive the Government certificate to leave the country for overseas employment.</i>	100%	3885 female potential migrants have received skill enhancement training and pre-departure training. From them only 3871 have received certificate the rest 14 were disqualified.
R2.I.2.	<i>At the end of the Project, a monitoring system to ensure the protection of the HHRR of 50 FMW in Lebanon has been</i>	0%	<i>MOU could no be signed between BOMSA and Caritas in Lebanon in November 2012. Being to the non availability of visa . Lebanon trip was canceled. As a result MoU between BOMSA &amp; Caritas could not be signed. BOMSA has organized Meeting with Ministry of Foreign Affairs and Ministry of Expatriate Welfare and Overseas Employment to setup an Embassy in Lebanon. It is agreed on principle that an Embassy will be setup</i>

	introduced. " ;		in Lebanon within December 2012 by the Government of Bangladesh . Which will be helpful to protect HHRR of the FMW in Lebanon.
R2.I.3	R2. I.3. By the end of the Project, at least 1 agreement for further collaboration has been establish with duty bearers and civil society of Lebanon (NGOs, Embassy, Ministries, etc)	0%	Trip to Lebanon planned for Nov.2012 Not done due to the non availability of visa .
R2.A4	By the end of the Project, the 60 % of the women who attended the training, use the acquired knowledge to improve their IGA.	100%	<p>Migrant workers are not able to read and write. After the IGA Improvement Training the facilitator asked them some questions on the basis of training programe to get the feedback of the training imparted to the FMW. According to the feedback received from FMW,the facilitator certified that they acquired the knowledge to improve their IGA.</p> <p>4 out of 4 IGA Trainings were conducted. Total participants: 100(25 in each area) returned Migrant Female Workers.</p> <p>Referring to the baseline study, the returnee women had merely any idea about IGA to increase their earnings. After receiving the IGA training the participants acquired a fasthand knowledge about IGA. But still they will need some followup training to implement IGA successfully.</p>
<b>Result 3. R3 Civil society and duty bearers (local and national level) aware protect and respect FMW HHRR for combating trafficking</b>			
R3.A1	By the end of the Project, 100 women and men representatives of the media at national and local level and Recruiting	20%	<p>2 out of 2 Workshops with media were organized during the project period.</p> <p>Few members of the media attended the International Days but they did not sign the participants list.</p> <p>When workshops/ meetings are organized and dignitaries such as Prime Minister, attend the meeting we are not allowed to take photographs for security</p>

	<i>Agencies have received information about the migration processes, public policies, etc.</i>		measures . So we are unable to attach any photographs of the meetings/ occasions as SOV.
R3.A2	<i>At the end of the Project, 5 ministries have participated actively in the advocacy actions taken during the Project.</i>	100%	<p>5 ministries have participated, Ministry of Expatriate Welfare, Ministry of Labor, Ministry of Women &amp; Children Affairs, Ministry of Home Affairs, Ministry of Foreign Affairs have been reached to advocate for the issues of Female Migrant Workers. Commitments done during the meetings:</p> <p>a. Ministry to Expatriate has committed to reduce the cost of migration of women to zero costs.</p> <p>b. Ministry of Home has expressed to support Women migrants so that they can get the passport in a shortest period.</p> <p>c. Ministry of Foreign Affairs want to establish an Embassy in Lebanon.</p>
R3.A3	<i>At the end of the second year of the project, 64 women and men of the MFF have participated actively in the advocacy activities at local level.</i>	100%	<p><i>The achievement is based on the activities that have been implemented under this indicator . The 64 forum members participated.</i></p> <p><i>The advocacy activities planned at local level are the Upazila Chariman Meetings and International Days. The MFF members provide counseling and guidance to the potential FMW through these activities.</i></p>
<b>Result . R4. Strengthened BOMSA capacity as a reference organization for the protection and promotion of the FMW HHRR.</b>			
R4.I.1	<i>Strengthened BOMSA Staff capacity as a reference organization for the protection and promotion of the FMW HHRR.</i>	100%	<p>BOMSA staffs attending 4out of 4 Training. 4 trainings out of 4: (100% executed)</p> <p>1 Project Cysel Management Training. Total participants=12 (female=10; male=2). Female participation was 83%</p> <p>1 Gender Mainstreaming Training.Total participants=12 (female=10; male=2). Female participation was 83%</p> <p>1 Report Writing Training has been completed. Total participants=12 (female=10; male=2). Female participation was 83%</p> <p>1 Technical and financial justification training according AECID rules and regulation has been completed.Total participants=06( Female-04, male-</p>

			2)Female participants was 66%
R4.I.2	By the end of the Project, BOMSA manages and updates monthly the Database with the information of all the members.	100%	This percentage reflects BOMSA Staff capacity to manage and update an Excel Database. They have an Excel template but the data has not been input yet. Bangladesh Government is preparing data base for the FMWs. BOMSA staff attended one day training on Excel template to prepare a database. BOMSA will monitor and update their own database with Government data plus their own data.
R.5. The Project is successfully managed and coordinated.			
R5.I.1:	At the end of the Project, at least 80% of the member of the FFM and men and women of the project area are satisfied with the implementation of the activities.	80%	Evaluation test post-training not done. It will be done at the last part of the project period.
R5.I.2:	During the whole project's life, 1 monitoring system with gender approach has been implemented.	98%	A monitoring system was developed and the activities were monitored at different stages of project activities with the gender approach to implement the project successfully.
R5.I.3:	By the end of the project, 1 annual report, 1 final report and 8 quarterly reports (financial and technical) have been submitted according the requirements of AECID and Cives Mundi.	100%	8 quarterly reports and 2 yearly reports were submitted as per schedule. 2 year's audit reports were submitted according to AECID and Cives Mundi rules.
R5.I.4:	Financial resources have	100%	100% achieved beacuse it is already justified half of the project according to AECID rules and BOMSA

been managed  
and justified  
efficiently  
according  
the laws and  
regulations of  
the AECID  
during the  
whole project.

*staff is already familiar with the AECID regulation.*

*Annex 5. List of interviewed*

No	Name	Sex	Organization/Relationship with project	Position
1	Shahida Khatun	F	BKTTC	Instructor
2	Aminul Islam	M	Assistant officer	NGO Bureau
3	Jasmin Akter	F	BKTTC	Teacher
4	Azmal Hossain	M	BKTTC	Teacher
5	Mr. Kaji Kalam	M	Ministry Of Migration	Employer
6	Professor Amirul Islam	M	BOMSA, Dhaka	EX Administrator Officer
7	A.B.M Taimur Hanna	M	Progressive Trust	Development Worker
8	Madhobi Rossario	M	BOMSA, Nazirpur	EX Coordinator
9	Mr. Mohammad Bashir	M	Rabbi International	Proprietor of Rabbi International. EX Accountant
10	Bishno Pado Roy	M	BOMSA	EX Facilitator.
11	Fatema Begum	F	Rupgonj, Narayan gonj	EX Facilitator
12	Najmun Ara	F	Nowab gonj, Dhaka	Community people
13	Abeda sultana Shirin	F	Nowab gonj, Dhaka	Journalist
14	Sohidul Islam Bachchu	M	Rupgonj	UP Member.
15	Aysha Akter	F	Nowabgonj	Country Representative
16	Joyshri Sarker	F	CIVES MUNDI	

### *Annex7. Case No- 01*

Chaina Begum aging 28 years has a desire to earn money to maintain family.

#### **Background:**

Learning from different personnel connection she became aware about the financial development of the family. She had to face different dilemmas in the family. She was mentally prepared to bring the family financial condition developed but found no way out. Her husband was very good in managing the family matters but his income was not sufficient to maintain life. She came to know that people go to overseas for earning money. She told this matter to her husband. Her husband became motivated to go foreign countries for better earnings. Suddenly she got an awareness orientation from BOMSA courtyard meeting held at her neighbor's house. Though she had an idea of Male migration, she came to understand about the Safe Female Migration Process newly. She loved to do something for her beloved husband's assistance. She discussed about it with her husband and planned to migrate so that their family can be at least maintained well.

#### **Life moves (Pre-decision Making of Migration)**

She managed to get a loan of BDT 50000 from one of her distant relative with interest what she wanted from her migration. She came to Dhaka Bureau of Manpower and Employment Training office to know about the Female Recruiting Agency office address. She failed to get proper assistance in the office. Then she had a phone talk to BOMSA official and got the contact point there to talk to. She came to know about the good recruiting agencies list there. She went to S A Trading for all information and country of destination and rate of wages and facilities there. She came back home and discussed with her husband about the issues related to her migration (duration, migration cost, and benefits). She decided to go Dubai for household work.

#### **Pre-migration Process**

Now she came to BOMSA office to know about the official process and formalities she has to follow. Learning the full process after decision making she managed to get her DEMO registration as a Migrant worker through BOMSA coordination. She there after went to passport office as instructed in the orientation. Facing many obstacles she at last managed to get a passport. She became extremely joyous of getting her passport as if she has got the confirmation of going Dubai. She gave the passport copy to the recruiting agency office for her visa. They made her sign some pages attaching her photo there. They told it as visa application form. After some days she got the visa photocopy what she got checked over internet via BOMSA coordinator. Then getting work permit she signed her job contract given from the company. She took all the photocopies from Recruiting agency office as she learnt this in her orientation in BOMSA meeting. Latest she attended the pre-departure orientation in Dhaka BMET office and got her Emigration clearance submitting all her documents related to work in Lebanon. Checking her all information BMET gave her clearance. At last she got her flight march 2011 to Lebanon leaving her lovely husband. Before moving out she managed to do 2 bank accounts- one in her own name and another in her Husband's name.



### **Life in Lebanon**

She got her house lord very amiable in nature but the wife of the house lord was a bit ill-tampered. But she always tried to manage them well. Once she got a neighbour who helped her to get a contact number of Bangladesh mission office in Lebanon. She talked to the Labor Attaché over phone and briefed all details. The House lady has been kept under watch by the Local Govt. authority; she has been assured by the Labor attaché of Bangladesh in Lebanon. She has kept communication to her husband regularly and has sent an audio cassette to her husband recording her own speeches. She exchanged her views and suggestions for family maintenance routinely. Both of them were keeping regular communication to each other. She has sent money to Bangladesh in proper channel. She has sent money in her own account. She gave a little for the family maintenance. She is well connected to BOMSA office. She has intention to come Bangladesh for 2 months leave.

### **Personal recommendations for Female Migrants**

- Safe Female Migration Process should be known to all
- All Women Migrants should have language efficiency
- Housemaid/House Assistants should be entitled for weekly holidays

---0---

### **Case No. 02**

#### **Sufia Begum**

**Sufia** is a very nice simple girl of village Joymontob, P/S: Singair, Dist.: Manikgonj. She presumes her age as 40 years. She was also a girl like other girls got married to a young age medio-core financial capacity family of Daulotpur , Manikgonj. She started life well there with her husband. Everything was going ok. Once in an evening he went to watch Jatra (Local rural theater). From then something happened wrong to him. He always wanted to keep away from her.

#### **Background (Cause of Migration)**

Her husband started different physical and mental torture though she had trifle faults. Being the only fund raiser of the family all of his family did not dare to say him anything though those were totally wrong. Meantime he has fallen in illegal physical mental relationship with an aged lady in the area. He started coming home late night sometimes did not come. At the end of two years of such desperate movement he got married to that

lady and brought her home. His parents did not say anything. She also saw nothing to be availed and got back her parents in Joymontob. Meantime her husband has sent her the divorce letter. Here she started to search for the opportunities how to develop her financial capacity being in her father's family. Nobody here respects her as a human being as she is a divorcee. These all made her confident to make the soil base strong under her feet. She has got the real message from her own understanding **“Without**





**financial solvency nobody will treat me well in the society though I did not have any fault for the divorce.”**

Now she started finding the ways to become solvent quickly. She found the women in her area are going to Bidesh (Foreign Countries) for basha barir kaaj (house hold work).

### **Process of Migration**

One of her distant relative in the neighboring village (Alfu Miah, middle man), used to send female workers to Saudi Arabia, Lebanon, Baharain, Jordan and Malaysia. Keeping good connection to him she managed to communicate to a recruiting agency named Royal Recruiting Agency in Dhaka. She went there and got a fix up for a house hold job in Lebanon for two years. She was asked to provide her passport to the agency within one month. She went to the passport office at Agargaon, Dhaka and contacted to a petty clerk in the regional passport office for Tk. Seven Thousand within 10 days. She got the passport after 15 days after the police verification came to her house. She submitted the passport to the Recruiting Agency as quick as possible; the agency asked her to attend the medical check up. She attended all the check-ups. Meantime the reports all came out were favorable to her visa. She got a date of her payment of Tk Seventy Thousand and the work for 2 years. She some how managed the amount selling her all gold ornaments and a loan of Tk Forty thousand from her relatives at a promise of return by six months adding Tk five thousand more (Forty Five thousand). Just at the end of two months her visa came in her hand for a house hold work of a monthly salary of BD Tk Eight Thousand.

### **Destination (Overseas Migration)**

She got the job with a house in Lebanon in February 16, 2011. The House Lord was very pious and amiable in behaviour but he had a huge family of 13 members. Besides Sufia they had more 2 house maids One from Sri-Lanka and Indonesia. During day she merely find time to seat a while and think of her home and family. She got many cooperation from those two ladies as she was very much unknown about the family culture. After two months of on-job orientation she became very expert about the work of the family. She learnt how to operate the rice cooker, washing machine, electric iron and even she learnt to manage the young kids through playing. She learnt the language she required to manage the household works and the family maintenances. Her House lord became very happy at her work and gave an increment nearly BDT three thousand. Meantime the House Lord' s wife sent her to her Daughter's house . She became very much conversant in Arabic and day to day English. The daughter of the house lord became very much affectionate to her but the Son in Law was bad in nature. He always tried to abuse her but failed due to the daughter's help. Meantime She wittedly managed to grow a respectful and religious relation to the family. Here also she was honored with monetary help over her monthly wages. Meantime 2 years of contract is going to be over. She has already refunded all her loan and an amount of Bd Tk 50 thousand for her father to purchase a land for her own and BD Tk 20 thousand for hteir family maintenance. The House Lord extended her contact for 2 years and extended her visa from the immigration authority. She kept her monthly wages with the old house lord's wife. At the end of her 3 years she returned home for a holiday with all her earnings with her own.

### **Cause of Return**

Her mother frequently cried over phone when she used to talk with her but her father tried to console her mother. Meantime the mother became sick of not seeing the daughter. She had no way to wait more. Finding no alternative she managed to have a holiday of 2 months and the House lord gave her a return ticket with her visa amendment. Meantime her father has already tried to arrange a marriage for her what she did not know.

### **Reintegration**

Getting back home she deposited in Post office BDT 5 lac to get profit three monthly. She started her own house making with the rest of her money what she did not let anybody get though many others of her relatives tried to convince her to get but the learning form her 1<sup>st</sup> conjugal life made her so strong to get financial decision alone. Meantime her father has already told her for the 2<sup>nd</sup> marriage but she was not convinced. Her house was just built for living. Meantime she agreed to get married but not to a different place. She did not let others know about her savings in Bangladesh Post Office so that enmity may not grow. Her father's offer for the marriage and the man (Mr. Idris Ali, an expert trained Electrician) they offered both of them were migrant workers. So she agreed to marry him and to start living in the new built house. Her Husband has gone back to Malaysia blessing her with a he baby after one year of their marriage. She now rears poultry in her house and has started a grocery store adjacent her house. She maintains her all family needs from the income from this shop and the poultry rearing. She always do safety umbrella savings plan for the rainy days of her life. Being the member of BOMSA she now a days goes to Mass Awareness discussion inspire the potential female migrants and savings plan for future among the Local forum.

### **Sufia's recommendation**

- All female should have her own decision making capacity herself
- Safe Migration information of BOMSA should reach to the doorstep of potential migrants
- All BOMSA members should have better learning of Proper Financial Management



### **Case No- 03**

Shilpi Begum, started life with pomp and luxury and was going well. She was blessed with 3 kids. One he and two of them are she. She was always busy with house management. Her husband moves to different bazaar with saris, and piece cloths as a wholesaler. Their first issue has grown up and can maintain family matters well. She is punctual to school and disciplined in all movement.

### **Background:**

Shilpi Begum is very much passionate and careful to all the members of the family. Her husband is thoughtful about the better education of the children with his day to day margin shrinking cloth business. Shilpi found a way of earning shortly. She met a man who sends people to Middle Eastern countries for Household work. She is confident about her own business. She managed to get working visa of household work for her through that middleman.

#### **Life moves**

Shilpi got her flight to Lebanon to a house of Sheikh where she has to serve a family of 7 people. She will be responsible for cloth washing ironing, House Cleaning and so on. She was doing better but her House lord became angry to know that she was from Bangladesh and sent her back as quick as possible with bag and baggage after one month.

#### **Reintegration**

Getting back she communicated with BOMSA office to get her money back from the middleman or the recruiting agency she was sent. Taking all her papers related to her migration was processed for arbitration in BMET for compensation. The recruiting agency and the middle man have been bound to pay her back as her migration cost incurred because they were going to suit a forgery case against the Agency. The Recruiting agency has paid Tk 100,000 and the rest of the amount to be paid in installment.

#### **Personal recommendations for Female Migrants**

- Good recruiting agency should be identified for migration
- All works and papers related to migration should be judged and verified

---0---

#### **Case No. 04**

##### **Ms. Rahima Begum**

##### **Katalia,Amtoli,Bargona**

Rahima, a valued member of BOMSA family, has been serving her voluntary service for the potential and returnee migrants since last 2011.

#### **Cause of Migration:**

Her husband Delower Hossain started small business with loan from relatives what made their family maintenance well. They were doing well. Rahima helped in all the work of her husband. They nearly managed to repay the loans. All on a sudden a fire broke out in their business store room. It took all their earnings other than the savings in Bank. They have already two school going children. Both of them were pretty talented. The daughter was in Class Eight and the son in Class Five. Rahima became sleepless for the welfare of these two kids and her loving husband. She found no alternative other than stepping herself for more earning and a booster to the family finance. She became determined to go abroad for family welfare and the education of her blooming kids. She went to Mahbub Agency in Rampura Dhaka through BOMSA Cooperation after the Awareness training in her parent's house area in Narsingdi. She had an offer for garments in Lebanon as a worker.



#### **Migration Process:**

Receiving the Awareness training from BOMSA she had the learning of getting passport in a proper channel. She had prepared all documents as accordingly expected from the passport office in Agargaon, Dhaka. She prepared all documents and submitted herself standing in the queue of female. She applied for the ordinary passport. After 15 days of application a police official from Special branch of Bargona police Station came to investigate whether anybody in her name there. She was in home. He got all her information and reported correctly. Accordingly after 45 days she went to the passport office to receive the passport as written in the application receipt. She got the passport and submitted to the recruiting agency for her further preparation. All BOMSA officials cooperated her with preliminary information about the rate of travel, normal wages to be received from the job in Malaysia and so on. Meantime she got all her preparatory training to move forward. Her husband became really shaky at her decision whether he will be able to manage the family. Meantime her contact was signed with the recruiter at the monthly wages of nearly BDT 10,000 (Ten Thousand). At last she flew for her work in a city where she became settled with the atmosphere and food other than the pains in heart for the kids and the loving husband she left in Bangladesh. Her cost of Migration was BDT 90,000 (Ninety thousand)

#### **Destination (In Overseas Migration)**

She was passing her days well with the mates she got in her factory. Many other Bangladeshi, Indonesian and Chinese Malaysian Workers were there with her. She was getting her wages well. Her husband always kept themselves (husband, babies) waiting every Sunday evening for her phone call. Meantime 2 years have passed away. She has felt urge to meet her lovely kids. Nothing could resist her from meeting them. Meantime her husband has organized a Vegetable shop in Bargona Grocery market what was bring better for their family. Now they do not need the earnings of Rahima. At such situation Rahima has got decision to be back after 2 years to her heavenly home and kids in June 2013.

#### **Return and Reintegration:**

Getting back home she has found her both the two kids have lost weight and wrinkles on their faces. Husband has become thinner than before. She came to understand all. She managed to render the loving and caring to them what she did earlier. She kept all the savings in FDR in Sonali Bank and started maintaining the family with the earning from the vegetable grocery shop. Meantime her daughter has passed SSC in grade A with GPA-5. She has settled herself in Bargona building a house on the purchased land. She suggests the Female Migrants to follow the Safe Female Migration Dynamics to avoid Trafficking and Trapping.

#### **Rahima recommends**

- Government should do arrangement for Migrant Loan and SME Loan with special Banking for migrants and returnee migrants
- Render migrants welfare service in each destination country Bangladesh Embassy.



**Case No- 05**

Shahida Khatun, a growing agile teenager was passing her days well. Once she had to get married to a young man of Manikgonj area. Her husband was pretty good looking.

#### **Background:**

Shahida Khatun got back from School. Her mother asked her to get bath and prepare herself as some guests are scheduled to come their house to see her as a bride. She had nothing to say. She got ready. A group of 10 people came to their house to see her. They became very happy to see her as a bride of cute innocent look. Both the parties came to a consensus to get the marriage program on the very day. The father of Shahida Khatun managed to slaughter a he-goat and entertained the guests well. The quazi (govt. registered marriage register) came and did all the formalities required for it. Meantime 10 years have passed. She has been blessed withays were passing well. Suddenly her husband became paralyzed after a heart stroke. Now all the family members here tries to avoid her and her lovely son. She did not find any way to move forward. Meantime her husband has recovered partially and can go the shop what was his main source of income but now the situation is against her. She is to earn for the future development of the glowing sun in her house.

#### **Life moves (Pre-decision Making of Migration)**

She decided to go to Lebanon as a house maid as she got the information from a young man of nearby village who goes to Dhaka frequently. She once met him without informing her husband.

#### **Pre-migration Process**

She did not follow any formalities other than giving BD tk 75,000 getting from her father selling her portion of farmland she is to get from her father. Once she had to go to passport office for passport application submission. She had not to do anything other than this. She managed her husband showing some dreams for better future for them. Once she got to go leaving the lovely kid weeping for motherly affection back. She was bound to do something for the development of the family condition.

She had to sign some papers getting at the recruiting agency training center in TTC, Dhaka. There she got to know that she was going to work in a house in Lebanon. She got a little training there on household appliance management. That's all. She along with other 20 women was getting training in the house. They were not allowed to go outside.

#### **Life in Lebanon**

They all together were taken to airport together wearing Hizab. They all came to Lebanon in Feb 2011 and kept to a house. By evening they all were taken to a new house where they were given good sets of cloths and perfume to use. She told, "I became quite sense less understanding the consequences here. But I have no way to go back. Finding no alternative I started working as a sex slave but I was very careful about safe sex. Meantime I have earned money for my lovely son. I now want to get out of this hell. I was trying to convince one of my client and once he agreed to purchase me as her house maid. Once in a nice morning I came out of the house and went to the Client's house as a house maid promising that I will not let anybody know this. She became kind and heartfelt loving to me. He managed an organization to know about it and once I got a Bangla voice over phone from Bangladesh. I came to know about this BOMSA. They arranged to get me out of this trouble in cooperation of my lovely lord. He took me to doctors and treated me of some skin diseases. BOMSA officials gave me a phone number of Bangladesh embassy here. I talked to them and kept regular communication with BOMSA official to rescue me out as my

passport has already been sold to another woman who is illegal here. BOMSA made a way out to take me back in Bangladesh discussing with Bangladesh government.” This Shahida Khatun has not got her husband back. She has found her husband has left the love of the world for ever. The only son is with her parents. She has now started doing a small grocery shop on the Dhaka bound roadside what she has learnt in the house of Lebanon.

#### **Personal recommendations for Female Migrants**

- Preserve all the documents
- Never to sign any documents without knowing details
- Keeping regular communication with organization like BOMSA
- Take all courses from BOMSA before going abroad

#### **Case No- 06**

Hasina, a women of Satkhira came to know that there is opportunity for skilled workers in Malaysia, Mauritius, Jordan and Bahrain etc. She came to Dhaka to have information about Skilled Migration.



#### **Background:**

Hasina has got some training from Youth Development Center in Stakhira. She has graduated some courses for Entrepreneurship development Training but she has no cash to move forward. She arranged for BDT 70,000 what was very scanty to her demand and plan of business. She planned to go for household work in Middle East and getting back she will start her business.

#### **Life moves**

She got a course from Fazilatun Nessa Mujib Technical Training Center basing for household work management. She followed all the safe Migration Process to avoid malpractices in recruiting agencies. She herself has come to Recruiting Agency in Banani where an employee tried to exploit her and harass the lady sexually. She managed to come out and came BOMSA office. BOMSA officials went to the Recruiting agency office and sat together with the Agency owner and give an exemplary punishment to the wrong doer. She did not loose her heart. She got awareness orientation and Pre-departure training after finalizing her work . She was awarded subsistence as the agency was threatened by BOMSA.

#### **Personal recommendations for Female Migrants**

All recruitment Agencies should undertake a regular monitoring by the Civil Society Organization and Community Based Organization all over the country.

#### **Case No- 07**

Ruma Begum of Madan Manaharpur, Sholia, Nawab ganj, Dhaka had a desire to develop as an entrepreneur to assist her father and ease his family burden.

#### **Causes of Migration:**



Meantime her father got her married to Mr. Mannan, a rickshaw Van puller but educated up to High School. Ruma Begum also had education up to class eight. She had talent of doing something but her poverty driven father managed to get her married before the dawn break of her life. Again she felt in the vicious circle of poverty. She understood and even could guess out the final episode of her life. But she did not express it as she does not have anything to do for the social impediment. She found her husband as a very faithful life partner who was used to utilize every minutes of his working hours and spared the rest of the time with family. Once Ruma discussed about the alternative income generation by herself through micro entrepreneurship project in house and it was accepted by Mr. Mannan. Meantime Mr. Mannan found a man in Madan Manaharpur area who deals with Adam Babosha (local term synonymous of Manpower export business). Mannan talked to him and arranged a visa for Dubai at BDT 70000. The whole amount of pre-migration cost was borrowed from different lender at high interest.

**Preparatory Process of Migration:**

Nothing she had to do only she had to have a training in Gabtoli Female Technical Training Center for fifteen days. Meantime the Recruiting agency person took her once to the passport office and in five days she was provided a passport (Passport No. AA 5521399). Her date of flight was settled and flown out for Dubai.

**Destination (In Overseas):**

Getting in Dubai she was deputed to work in a kitchen of a house where the land lord was happy at her service. Once after three months the landlord arranged a health check for her where she was diagnosed as a Jaundice C virus positive. At the moment the landlord sent her back to Bangladesh.

**Return and Reintegration:**

At her sudden arrival she got to BOMSA office and filed a case against the middle man in Nawabganj thana as she her medical check up was false and no medical test for was done before her departure from Bangladesh. Her arbitration case is in Nawabganj Police station what is under process.

**Recommendations from Ruma:**

- No one should go without proper knowledge on Process of Safe Migration and medical investigation.

Each of the potential migrants should have Pre-migration orientation from BOMSA and organizations working for Migration

**Case No- 08**

Hasina Begum, an adult women of 27 years went to Lebanon for a duration of 2 years. Her husband was from a well-off family of Sadarpur, p/o- Sadarpur, Faridpur.

**Causes of Migration:**

Hasina was not blessed with any child and she was blamed as a non-productive woman but husband was very friendly to her. Her husband was married to another woman who also was not blessed with any baby either.

She did not like any family feud and chaos.

**Preparatory Process of Migration:**





She got herself prepared with different orientation from BOMSA officials' court yard meeting and different pre-departure orientation organized in their areas. She got a passport from Dhaka office at her own effort and got job seeker's registration from Bureau of Manpower Employment and Training at Kakrail, Dhaka. Later she had a job in Lebanon through a recruiting agency in named Mahabub Agency in 2011.

**Destination (In Overseas):**

She left for Lebanon and stayed there for two years at a very minimum wages of BDT 8500 and too much laborious work. She did not find any time for rest. She had to work from early morning at 6 and up to dead night 12 pm. Such laborious work made her week and diseased. At last she became bound to come back Bangladesh.

**Return and Reintegration:**

Returning Bangladesh she filed a case against Mahabub Agency through BOMSA cooperation for giving her a job of wrong contract. She has been able to recover BDT 60 thousand for it.

**Recommendations from Hasina:**

- No one should go without working visa
- Each migrant should have proper registration and training like Philipino and Indonesian women

**Case No- 09**

Kamala Akter, a girl of Dudpatil, P/O- Gazipur, Sunaroghat, Hobigonj migrated to Jordan for household work. Her Father Mr. Dula Mia was a farmer. They were passing days well. Once Kamala was married to a young man of Dudpatil, Sunaroghat, Hobigonj. The marriage was over and she came to know that her husband is drug addicted and cannot earn for the family subsistence. The sky came over her head. Over the nights she thought about the issue and found no alternative without escaping herself from this wrthless man.

**Causes of Migration:**

Being escaped from the man she became an abandoned entity near everybody of the family. She understood it and found no light of hope for her. She got information of going abroad with job of household work from an orientation meeting gathered by BOMSA in their area. She came to know about the life she can start with a new vigor. Thinking a lot she decided to go Overseas with job and rebuild her life for her own.

**Preparatory Process of Migration:**

Knowing all the positives and negative she started moving forward. She came to BOMSA office and prepared herself accordingly for the future building Overseas Migration. She prepared her passport herself following the guidelines instructed in the orientation meeting of BOMSA. She went to Dhaka office and prepared her passport herself (Passport No.-x 0855640). Then she came to Government TTC in Dhaka for the household training. She passed out in the training and got her registration as a potential migrant worker for household work. She went to a recruiting agency named SA Trading through a phone communication of BOMSA officials. At last she informed her parents that she is going to work in Jordan for two years for household





work. She had to have medical test and other registration from BMET where she was given a ID card as a Bangladesh migrant worker.

**Destination (In Overseas):**

She got her flight to Jordan and a nice house for her work. She became able to satisfy the family members as she learnt language for the work. Her husband and the lady allowed her accompanying with the babies to school. Meantime she had passed two years of the duration and the house lord deposited all her earnings in a separate foreign remittance account in her name. Meantime she heard that her husband had died of addiction related disease. She became a bit frustrated but recovered again from it. She keeps regular communication with BOMSA officials and often she contacts her parents here in Bangladesh. Her parents have decided to get her married again but she disagreed. She managed to save BDT 350 thousand from her migration and wanted to start her life of her own and at her own wish. She had a vacation for two months and came to Bangladesh.

**Return and Reintegration:**

She came to Bangladesh and deposited the savings in Wage Earner's Remittance Bond. She has remigrated again after the vacation is over.

**Recommendations from Kamala:**

- Each of the migrant should get proper training from BMET TTCs and self protection from BOMSA.
- Every members should have bank account in their own name.

**Case No- 10**



Resma, wife of Shiraj Hossain, got a BOMSA Awareness orientation courtyard meeting held in Dhaka in 2012. Being a mother of two children she was supposed to attend a term of two years before her babies become ready for high schooling.

**Causes of Migration:**

- Better earning for the livelihood uplift
- Ensure better education of children
- Support Husband in family management

**Preparatory Process of Migration:**

She had some pre-employment training from BOMSA training session of Household Management. After that she had to get a training of fifteen days in Fazilatun Nessa Mojib Female TTC at Gabtoli. Meantime her passport has been ready what she did herself as per the orientation she received from BOMSA official. She did not let any of the middleman to interrupt her anyway. She went to a recruiting agency herself and have got arrangement of going abroad but she had to give 45 thousand what she learnt from the orientation that the cost of migration was 25 thousand. She has undergone test at Fazilatunnessa mujib TTC and has graduated a HIV/AIDS and health safety net training at BOMSA office. She has been awarded a passport bearing no. – AF 9429081 and a UAE employment I category visa.

**Destination (In Overseas):**

Resma has reached her destination and has been serving well as she communicated to BOMSA official over cell phone.

**Recommendations from Resma:**

Better training has developed her mental capacity and self confidence of working abroad. Everybody should have proper training and knowledge on the work and language to serve properly.

**Case No- 11**



Hasu Begum, of Alokballi, word no 1, Narshindi, is intending to go for work as a household job in any country.

**Causes of Migration:**

Better Family subsistence and future

**Preparatory Process of Migration:**

Hasu has developed her capacity through awareness orientation from BOMSA office. She has taken training of household appliance management from BOMSA office in June 2012. She has attended some other training organized in Fazilatun Nessa Mujib TTC. She has got her preparation herself and got her passport ready bearing no. AE 9326784. She has been trying to get a household visa from the recruiting agencies approved for female recruitment in overseas. She has got pretty prepared and oriented for the destination country. She went to the recruiting agency office for her job seeker's registration card, visa copy and the job contract to be signed. She is now waiting for the documents. She has already paid BDT 25000 to the recruiting agency and waiting for her health check before going out of the country.

**Recommendations from HASU:**

All and everybody should follow Safe Migration Process

**Case No- 12**

Nazma Khatun, Sister of Mohammad Siddik, village- Diarpara, Charbera Singair, Manikgonj found one of her school friend went to Saudi Arabia and have changed the



family condition at her own.

**Causes of Migration:**

Nazma was the 3<sup>rd</sup> child of her parents, started working in a Garments factory in Dhaka Export Processing Zone. Working in garments she saved a little for her future. She maintained a family of seven members. Working so hard gathered fatigue and no way she wanted to continue the stereo type life here in Bangladesh.

**Preparatory Process of Migration:**

She prepared well here in Bangladesh for a job of Garment factory in Jordan. She processed all the papers properly and got her visa for work in Jordan. She got her work permit and job contract signed for three years. She had the work for BDT10000/month and food, accommodation and medical expenses from the organization.

**Destination (In Overseas):**

Reaching in Jordan she was working well and earned well. Everything was fine and well. She did a bank account here in Bangladesh to deposit her foreign earnings in the account in joint name. Meantime she has passed two and half years. Her all earnings came in the account what her father took for the family maintenance. After getting back she would find nothing for her- getting this news from her mother she became angry and stopped sending money. She worked well and re-contracted for another two years. This whole amount she saved with her doing a foreign remittance account with Sonali Bank of Bangladesh in Jordan.

**Return and Reintegration:**

After finishing the contractual period she came back Bangladesh and found her father has done a lot for the family but nothing for Nazma where as she has spent a precious time from her life for the family maintenance. She has an intention to start a small handicrafts factory using the local indigenous materials of export standard. Nazma's father and brother tried to get her married to a local Elite what Nazma disliked. She wanted to stand on her own feet.

**Recommendations from Nazma:**

- Each of the girl of this society should stand on own feet ignoring the social barrier
- Mental strength is the strength to overcome any impediments

**Case No- 13**

Shima Rani shil aging 30 years has a desire to earn money to facilitate family.



**Background:**

Learning from different personnel connection she became aware about the financial development of the

family. She had to face different dilemmas in the family. She was mentally prepared to bring the family financial condition developed but found no way out. Her husband was very good in managing the family matters but his income was not sufficient to maintain life. She came to know that people go to overseas for earning money. She told this matter to her husband. Her husband became motivated to go foreign countries for better earnings. Suddenly she got an awareness orientation from BOMSA courtyard meeting held at her neighbor's house. Though she had an idea of Male migration, she came to understand about the Safe Female Migration Process newly. She loved to do something for her beloved husband's assistance. She discussed about it with her husband and planned to migrate so that their family can be at least maintained well.

#### **Life moves (Pre-decision Making of Migration)**

She managed to get a loan of BDT 80000 from one of her distant relative with interest what she wanted from her migration. She came to Dhaka Bureau of Manpower and Employment Training office to know about the Female Recruiting Agency office address. She failed to get proper assistance in the office. Then she had a phone talk to BOMSA official and got the contact point there to talk to. She came to know about the good recruiting agencies list there. She went to S A Trading for all information and country of destination and rate of wages and facilities there. She came back home and discussed with her husband about the issues related to her migration (duration, migration cost, and benefits). She decided to go Dubai for household work.

#### **Pre-migration Process**

Now she came to BOMSA office to know about the official process and formalities she has to follow. Learning the full process after decision making she managed to get her DEMO registration as a Migrant worker through BOMSA coordination. She there after went to passport office as instructed in the orientation. Facing many obstacles she at last managed to get a passport. She became extremely joyous of getting her passport as if she has got the confirmation of going Doha. She gave the passport copy to the recruiting agency office for her visa. They made her sign some pages attaching her photo there. They told it as visa application form. After some days she got the visa photocopy what she got checked over internet via BOMSA coordinator. Then getting work permit she signed her job contract given from the company. She took all the photocopies from Recruiting agency office as she learnt this in her orientation in BOMSA meeting. Latest she attended the pre-departure orientation in Dhaka BMET office and got her Emigration clearance submitting all her documents related to work in DUBAI. Checking her all information BMET gave her clearance. At last she got her flight to DUBAI leaving her lovely husband. Before moving out she managed to do 2 bank accounts- one in her own name and another in her Husband's name.

#### **Life in Doha**

She got her house lord very amiable in nature but the wife of the house lord was a bit ill-tampered. But she always tried to manage them well. Once she got a neighbour who helped her to get a contact number of Bangladesh mission office in Dubai. She talked to the Labor Attaché over phone and briefed all details. The House lady has been kept under watch by the Local Govt. authority; she has been assured by the Labor attaché of Bangladesh in Doha. She has kept communication to her husband regularly and has sent an audio cassette to her husband recording her own speeches. She exchanged her views and suggestions for family maintenance routinely. Both of them were keeping regular communication to each other. She has sent money to

Bangladesh in proper channel. She has sent money in her own account. She gave a little for the family maintenance. She is well connected to BOMSA office. She has intention to come Bangladesh for 2 months leave.

#### **Personal recommendations for Female Migrants**

- Safe Female Migration Process should be known to all
- All Women Migrants should have language efficiency
- Housemaid/House Assistants should be entitled for weekly holidays

---0---

#### **Case No- 14**

Manjura Begum, a brave legend of Female Migration

##### **Background:**

Manjura, the 3<sup>rd</sup> of 6 daughters of the family, was a slim slender and agile girl of Her father left away all on a sudden leaving 4 of them unmarried. She was the student of Class Eight then. The senior one lives 4 km away from their village. Their only one brother in law works in Dhaka. They do not have any guardian other than her sister's husband. They have some agricultural land what their father kept mortgages for the senior sister's marriage dowry. Now the family is out of sorts. They do not have any means of income for family sustainability. Now all the seniors and the juniors have lost their hearts to stand erect. But Manjura felt herself strong for the sustainability of the family. She started a trade course for six months on Electrical and Electronics from Dhaka Technical Training Center near her house. She learnt the course and started working in her house to repair Radio, TV in the area. She got fame as a good TV mechanics. Somehow she was managing the family maintenance but life became tougher as she had to manage fund for her mother's treatment & to withdraw the mortgage of land. She found no way other than earning more money. She decided to go abroad for earning money for the emergencies she is bound to manage.

##### **Life moves (Pre-decision Making of Migration)**

Manjura decided to go to Oman through one of her relative in the area. She went to Dhaka Technical Training Center to her Instructor who may suggest her for better information of job in destination country and to check the information she got about Oman. She found a new way for foreign job.

##### **Pre-migration Process**

She got information from an official she met nearby the Women TTC in Gabtoli, Dhaka. She got her phone number and followed the ways they instructed for her pre-migration documentations. She prepared her passport and got a job seeker's registration from Dhaka District Employment and Manpower Office (DEMO). She managed to get her passport herself from Dhaka Passport office. She submitted her passport and BD Taka 10,000 as advance to one of her distant relative of her mother who has been working for manpower export since 2011. When she discussed with BOMSA official over phone about this she asked her to inform it to the Female Word commissioner so that he may not refuse of taking this money. Meantime BOMSA official went to the Recruiting Agency office what the distant relative (middleman) informed her. It was justified that the service in Oman is confirmed. She will be working in a hotel where she will be responsible to maintain some household



appliance. She got her visa confirmed and job-contract form signed. She was asked to keep all the documents photocopied 3 sets; one set for her personal custody, one for the Women Ward Commissioner in her area. She had to give BD tk 200,000 altogether whereas Govt. has fixed only 84,000. The recruiting agency does not follow anything BOMSA officials suggested. Meantime she got a pre-departure training from BOMSA office and at last from Bureau of Manpower Employment and Training (BMET) in Kakrail, Dhaka and paid BD Tk 1300 for Migrant Worker's Welfare Fund in BMET. She got a receipt along with the Emigration Clearance submitting all the papers she got from the Recruiting Agency.

#### **Life in Oman**

Manjura has already covered 1 year meantime in Oman. She usually manages to send money to home through a man who frequently comes to their hostel. She has earned fame for her personal traits and discipline in work. Many Bangladeshi male female workers work in the office but only female electronic personnel who always maintain deadline of her works. Her supervisor, a Sri- Lankan, loved her very much for her qualities and amiable nature. Meantime her contractual period has been over. She wanted to leave for her ailing mother in her village home. She got re-contracted with the company again three years and a leave for one month. She came back Bangladesh and met once to BOMSA apa to show her gratitude.

#### **Fund recovery through Local arbitration**

BOMSA apa asked her whether she has received back the money from the middleman whom she gave BD tk10,000. At her negative reply BOMSA official managed to organize a local arbitration through the Ward Commissioner she informed about the money. The middleman (her distant relative ) agreed to pay her back Tk 5,000 because he made her acquaintance to the Recruiting Agency.

#### **Personal recommendations for Female Migrants**

She recommended not to go overseas without knowing anything.

She also could have been trapped if she did not get the guidance and learning from BOMSA over phone.

- Everybody should get decision knowing all the parameters and nooks and corners of migration.

---0---

Sazeda Begum from Narsingdi has been working for garments in Malibagh area of Dhaka. Once one of her friend & colleague told her about the job of Garments in Vietnam. Meantime she has dreamt for a better job for future development. She came to know a Recruiting Agency in Banani has been recruiting for Garments workers for Vietnam.



**Background:**

She talked to her sisters, mother and father for such an opportunity. Her father assured depending on his daughter's mental strength and sincerity of performance. She went to Banani recruiting agency office and once she met Sumaiya apa of BOMSA in Women's Day rally in front of Bangladesh Parliament House. She came to BOMSA office and checked the information with the BMET office whether the circular is correct. She got an interview by the delegates from Vietnam. She scored well and got selection for medical

check up, Finishing her check up she was found fit for migration. She deposited her passport to the recruiting agency for her pre-visa info collection. She was awarded a visa for 2 years. She signed her contract and kept the copy with herself. She got all the formalities done by the Recruiting Agency.

**Life moves**

She has come to Vietnam and working well. She felt everything good even the factory regulations are some sort better than Bangladesh excepting the foods. She started cooking herself along with other workers from Bangladesh taking permission from Hostel Superintendent. She was doing everything good. Once another Bangladeshi male worker proposed and forced her to abuse. Finding this factory authority fined the man of one day's wage. Ms. Sazeda started learning Vietnamese Language and after 2 years she became fluent in Vietnamese language. She sent money to Bangladesh to her Father's account. After getting back she was supposed to get BDT 600,000 what she did not get a single farthing from her father. She along with the support from BOMSA she arranged a local arbitration taking Bank statement from Bank. This proof and her Vietnamese visa, work permit and other documents proved her fund sending to her father's account. At last her father confessed that she sent this huge amount and he has kept it in another account what she will be given through the Union Council Chairman.

**Personal recommendations for Female Migrants**

Fund should be sent into personal account and keep control over it so that monetary mismanagement and unproductive utilization of money may be restricted.

---0---

**Case No- 16**

Sanjida Islam Sumi, started life with pomp and luxury and was going well. She was blessed with 3 kids. One he and two of them are she. She was always busy with house



management. Her husband moves to different bazaar with saris, and piece cloths as a wholesaler. Their first issue has grown up and can maintain family matters well. She is punctual to school and disciplined in all movement.



#### **Background:**

Sanjida is very much passionate and careful to all the members of the family. Her husband is thoughtful about the better education of the children with his day to day margin shrinking cloth business. Sanjida found a way of earning shortly. She met a man who sends people to Middle Eastern countries for Household work. She is confident about her own business. She managed to get working visa of household work for her through that middleman.

#### **Life moves**

Sanjida got her flight to Abu Dhabi to a house of Sheikh where she has to serve a family of 7 people. She will be responsible for cloth washing ironing, House Cleaning and so on. She was doing better but her House lord became angry to know that she was from Bangladesh and sent her back as quick as possible with bag and baggage after one month.

#### **Reintegration**

Getting back she communicated with BOMSA office to get her money back from the middleman or the recruiting agency she was sent. Taking all her papers related to her migration was processed for arbitration in BMET for compensation. The recruiting agency and the middle man have been bound to pay her back as her migration cost incurred because they were going to suit a forgery case against the Agency. The Recruiting agency has paid Tk 100,000 and the rest of the amount to be paid in installment.

#### **Personal recommendations for Female Migrants**

- Good recruiting agency should be identified for migration
- All works and papers related to migration should be judged and verified

---0---

#### **Case No- 17**

Manoara Khatun of Parbatipur, Dinajpur resides in Dinajpur for better society of her very young child of 2 years. Her husband Yashim works as a sales man in readymade garment shop. They are very happy couple. She saves penny by penny for the better future of their kids.



#### **Causes of Migration:**

Manoara's husband discussed a new idea of going abroad to earn more money. After a thread bare discussion they decided Manoara will go for two years to Middle East to earn a handsome amount and get back before the schooling starts of their son.

#### **Preparatory Process of Migration:**



Her husband went to passport office and managed all the process of preparing a new passport for Manoara. She once meet a meeting in Dhaka for Safe Female Migration organized in Dhaka TTC office. She learnt there not to give money to any one without valid receipt and one requires only BD Taka 20000 for a women migrant worker for a household working visa in Middle East. But her husband has given Tk 40000 to one of their relative. She did not tell him anything only to receive a valid receipt as he has taken the money. The amount will be written and the purpose of receiving the amount along with. The relative agreed and gave so. After finally receiving the visa and passport and final date of going Jordan.

**Destination (In Overseas):**

Manoara reaching Jordan march-2012 she was given to work in a house where she did not know the language and even the culture, household equipment operation. But her body language and efforts convinced the employer to retain her in work. After one month she became familiar and conversant with her assignments there. She became accustomed with the food habits of Middle East also. She frequently tried to talk to her home what made her house lady annoyed but when they came to know about her little kid, they did not forbid her from doing so. Everything was going fine. The only problem she was facing by a Lebanese driver who tried to convince her for illegal relationship with her. She technically tried to escape herself from the unfair means but she was physically harassed not sexually. The house lord came to understand and tried several times to make him understand but failed. She asked for help at BOMSA office over phone. BOMSA official suggested her to go to Local Mayor office. At last she went to the Local Shariah (local arbitration) Council of Jordan in the mayor office with the help of the house lord. The Driver was penalized and compensates Manoara his two months' salary. Manoara at last came back home after her contract period is over.

**Return and Reintegration:**

She sent money in her own account. She did not believe anybody. This made her husband a bit dissatisfied but at the end of the day he became aware why she requires it. She counseled her husband of the issue is nothing more than keeping her personal control over her money. She applied to the local police station with the written receipt she received from the relative of her husband that he took double the amount required by the recruiting agency i.e. 20 thousand only. At this application the police authority noticed the relative of her husband and to repay 20 thousand back to Manoara.

**Recommendations from Manoara:**

- All rights can be attained if we are aware about those and try to establish those with our courage and wit.

### **Case No- 18**

Mukta Begum from Jabdipur, Khulna came to BOMSA office getting information of going abroad. She got the news from a Female ward commissioner (peer leader of BOMSA) of Manikgonj when she came to visit one of her relative's house in Manikgonj. She has four children. All of them are grown up. She has already passed fifteen years of her marriage. She even cannot think even that she got married as a girl of just 14 years without knowing anything of marriage. Within 1<sup>st</sup> year of her marriage she became mother of her 1<sup>st</sup> issue a son.



#### **Causes of Migration:**

Mukta's husband was a good folk but not able to earn more for the 6 member family. She was trying to ease off his financial burden doing something. When she meet the Ward Commissioner, she was informed about the work in Oman. She got mentally prepared and discussed with her husband. They both decided to go for household work in Oman for three months and house hold works will be managed by her elder daughter of 13 years. Again she talked to BOMSA office and got an orientation for one day for her pre-

decision making. At last she decided to go abroad.

#### **Preparatory Process of Migration:**

She did not have her passport. As she was told in the orientation meeting that if she does her preparatory process herself then she would get more courage to go move alone. She got the passport prepared from Khulna passport office and got a Job seeker' registration from Khulna District Employment and Manpower Office (DEMO). She had all these through over phone help of BOMSA officials. She managed and gave BDT 45000 to Alim Oversea in Dhaka. This she did in connection and communication with one of her known person who deals with manpower export since 2011. She had not to do anything other than preparing her personal luggage for destination of Oman. At last she started for Dhaka. She received training for fifteen days how to manage household work and then flew for Oman. She was told from the recruiting agency that she would receive BDT 10000 per month for her work.

#### **Destination (In Overseas):**

She started for Oman on a nice morning leaving her children and loving husband and family. Reaching Oman he was welcomed by a lovely women, a baby and a young man in the house. She was told and briefed in broken English about her duties. On the first day she was given to wash 5 carpets and 20 bed sheets. He did those all. The House lord and the house lady became happy at the performance of 1<sup>st</sup> day. They gave her foods and fruits a lot for good service. Mukta told, "I requested them to teach a little of their language what will ease my service up to their expectation. Days were passing well. Only the naughty child was the trouble maker. It always used to mess up the drawing room what I had to reorganize and clean 4 to 5 times a day. Sometimes it made the house lord irritated. After few days this made confusion in them whether I sleep during duty hour. I tried to console them that I am always

sincere to my work because I have come for earning money and I am a mother of 4 children who are waiting for my happy return. Once a Pakistani Driver of the House lord came in and offered me to go bed with him. Several times I refused and declined from where he was. But once I failed to escape from his clutch and I became violated. I did not find any way to escape myself from the evil. I informed my house lady. She informed it to the House lord who did not believe it as the driver was there for last 10 years. I was informed that if such happening occurs more I have to go. The driver again tried once but I hurt him on his face with a cleaning broom. I called to the numbers I brought from BOMSA. One from them responded and gave me the number of Bangladesh high commission nearby. The Labor Attaché received my call and suggested to go to the Local Shariah Council in the municipality office. I personally went and complained there about the issue. Once a troop of local police came into the house and arrested the Driver. I was given a compensation for the matter charged from the driver. For this happening, after 16 months of my work they paid me all my dues pending with them.

**Return and Reintegration:**

I received my payment and got back Bangladesh . Getting here back I have kept an amount in Post Office in my name and has started fish farming in my husband's hereditary pond and a milk-cow rearing to subsidize my Husband.

**Recommendations from Mukta:**

- All should know about the foreign land then go.
- Each of the migrant should have a network with Bangladesh high commission and organization like BOMSA who may help in need.

-0-

**Case No- 19**

All on a sudden a mother of four children Parul Begum was divorced only for not giving a glass of water to husband. At different physical and mental torture she stood back and sued against her husband. She was given an amount of BD taka Fifty thousand as Mohorana. Being paid she did not look back anymore.



**Causes of Migration:**

Left all the three children with their father she tried to start her own life alone. She came to Dhaka for working in Garments Factory where he found life was like a machine and competitive exclusively. After six months he got information from one of her colleagues about work in Mauritius, Saudi Arabia, Dubai and Vietnam. She thought about her capacity and decided to work as a household worker in any of the Middle Eastern countries. Her idea of self sustainability motivated

her not to see back. Talking to different sources she went to Fazilatun Nessa Mujib Mohila TTC to learn about the matter of going Middle East as a House maid. She made her mind up to get ready for Middle East.

**Preparatory Process of Migration:**

parul had her passport prepared herself and went to the TTC again where she met a BOMSA official and got information about all the safe migration process orientation

and got to know new avenues for life. She came to know about seven recruiting agencies who recruit female domestic workers from Bangladesh. She went to Royal Associates for her job. She got there an offer of work in Saudi Arabia for three years. She accepted and signed a job contract. She meantime got a job seeker' registration from Kakrail BMET office as was guided by BOMSA official. She got her all preparation to move for the foreign land but had to get a pre-departure orientation. She got her passport and other papers from the recruiting agency. Before moving out of Bangladesh she was given a list of phone number to call in case of emergency.

**Destination (In Overseas):**

She reached Dammam, Saudi Arabia to work in a house of Seven members. She was passing days well other than the foods. She was not habituated of eating foods of different taste other than Bangladesh. She had her preparation for learning language well so that she may get a good job and a handsome wages. The house lady became very much inclined to Parul for her good work. She passed 2 years there and was transferred to the house lady's house to serve her daughter. She had a good time there other than the unwanted expectation of the son-in-law. She managed to save herself from the clutch of the devil. She felt wrong about the issue. She asked to the house lady about the matter and she expressed to get back to Dammam. Good fate did not allow her much. She became physically harassed by the Son-in-law. She became traumatized of the situation. She talked to BOMSA office over phone and followed instruction to get the benefits from the house lady otherwise she would have gone to Shariah council of local municipality. At this threat she got all the financial matters confirmed in her account in Bangladesh and then she got back Bangladesh.

**Return and Reintegration:**

Getting back Bangladesh she has kept regular communication with BOMSA office and providing counseling support to BOMSA potential migrants to become aware about Migrant's rights, Women Rights and Worker's rights so that no one of FDWs get deceived and harassed by the employers.

**Recommendations from Parul:**

- Get Orientation then move for foreign country
- Do a Profit-loss analysis first
- Get training on Domestic Work in different TTCs and HIV/AIDS prevention training provided by BOMSA.

**Case No- 20**

Mamtaj Begum, wife of Samsu, House no-38, Road no-8 Block no- H, Section-2 , Mirpur, Dhaka found one of her school friend went to Saudi Arabia and have changed the

family condition at her own.



**Causes of Migration:**

Mamtaj was the 3<sup>rd</sup> child of her parents, started working in a Garments factory in Dhaka Export Processing Zone. Working in garments she saved a little for her future. She maintained a family of seven members. Working so hard gathered fatigue and no way she wanted to continue the stereo type life here in Bangladesh.

**Preparatory Process of Migration:**

She prepared well here in Bangladesh for a job of Garment factory in Dubai. She processed all the papers properly and got her visa for work in Dubai. She got her work permit and job contract signed for three years. She had the work for BDT10000/month and food, accommodation and medical expenses from the organization.

**Destination (In Overseas):**

Reaching in Dubai she was working well and earned well. Everything was fine and well. She did a bank account here in Bangladesh to deposit her foreign earnings in the account in joint name. Meantime she has passed two and half years. Her all earnings came in the account what her father took for the family maintenance. After getting back she would find nothing for her- getting this news from her mother she became angry and stopped sending money. She worked well and re-contracted for another two years. This whole amount she saved with her doing a foreign remittance account with Sonali Bank of Bangladesh in Dubai.

**Return and Reintegration:**

After finishing the contractual period she came back Bangladesh and found her father has done a lot for the family but nothing for Mamtaj where as she has spent a precious time from her life for the family maintenance. She has an intention to start a small handicrafts factory using the local indigenous materials of export standard. Mamtaj's father tried to get her married to a local Elite what Mamtaj disliked. She wanted to stand on her own feet.

**Recommendations from Mamtaj:**

- Each of the girl of this society should stand on own feet ignoring the social barrier

Mental strength is the strength to overcome any impediments

**Case No- 21**

Ms. Tajmahal, wife of Ibrahim , resides in Narshindi,Alokbari,word no-1 ,Alokbari is the only manager for the family. She has three children. Her youngest issue is of 12 years. Her eldest son is also an income earner for the family. She met BOMSA Awareness orientation in Chanpara, Rupgonj area and learnt about the Safe Female Migration Process.



**Causes of Migration:**

- Develop the future of the kids
- Earn for personal financial stability

**Preparatory Process of Migration:**

She got her passport ready herself from Dhaka office. Her passport No. is AE 9432116. Her son helped her to get it done but her inclination to BOMSA coordinators and their suggestion has made her capable and well informed about the migration dynamics. She feels herself confident to go abroad. She always maintains the process and procedure accordingly as told in the Peer Group discussion and Orientation. Her son has gone to

BOMSA office, Fazilatunnessa Mujib TTC and Fakirapool recruiting agency offices to become well informed about the matters and check about the fraudulences. At last Tajmahal's son and she selected one of the three agencies she visited as it seemed

comparatively fair and just. She was given a contract form to sign and the copy of it for her reference. After receiving the visa of Dubai in her passport, she went to BOMSA office to check it. BOMSA official took her to BMET office and found it genuine for her employment. At last she got her flight to Dubai.

**Destination (In Overseas):**

Tajmahal reached Dubai and got her employment in a house of English people. She was blessed that she had a little learning of working English during work in Garments factory in Bangladesh. Her routine contact in home and twice contact it has been assured that she is well settled there with her work. She has sent some money to her house.

**Case No- 22**

Ms.Shahanaz Akter, wife of Ozar Khan Awali Kanda, Belabo, Narshindi resides in Ashulia, Savar came to BOMSA office hearing the news of going abroad through BOMSA cooperation. She got her passport finalized from Mymensingh passport office to get her passport quickly. She decided to go abroad discussing with her husband who was her co-worker in Savar EPZ. She arranged her preparation for going abroad according to BOMSA official's instruction and suggestion.



**Causes of Migration:**

Family financial stability

Husband's cooperation

**Preparatory Process of Migration:**

Shahanaz got her passport earlier as hse was determined to go abroad. Her passport No. was AC 1375187 . She got her husband's support to do all the rest of preparatory work. Going to a recruiting agency office in Banani, Dhaka her husband got all information she required for migration but thee safety security issues she learnt from the orientation she received at BOMSA

Awareness Orientation held at Savar. Her registration of BMET was her responsibility what she did going to DEMO office at Eskaton Garden, Ramna, Dhaka. She has meantime got several trainings provided by BOMSA on HIV/AIDS, Migration Financial management etc. She would go abroad at just getting her visa and all process finalized and checked ok. She is now waiting for node from the recruiting agency. Her half migration cost has already been paid to the recruiting agency through receiving money receipt.

**Recommendations from Shahanaz:**

- Safe Migration Process may take a little time more for migrating but it is far better than unplanned and hasty flight.
- Each should know and learn first before migration

**Case No- 23**

Nahar Begum, wife of Nur Islam , House16/1,Naya Bari, Savar, Dhaka is intending to go for work as a household job in any country.

**Causes of Migration**

Better Family subsistence and future





#### **Preparatory Process of Migration:**

Nahar has developed her capacity through awareness orientation from BOMSA office. She has taken training of household appliance management from BOMSA office in June 2011. She has attended some other training organized in Fazilatun Nessa Mujib TTC. She has got her preparation herself and got her passport ready bearing no. AE 3106705. She has been trying to get a household visa from the recruiting agencies approved for

female recruitment in overseas. She has got pretty prepared and oriented for the destination country. She went to the recruiting agency office for her job seeker's registration card, visa copy and the job contract to be signed. She is now waiting for the documents. She has already paid BDT 25000 to the recruiting agency and waiting for her health check before going out of the country.

#### **Recommendations from Nahar:**

All and everybody should follow Safe Migration Process

#### **Case No- 24**

Nomela, Daughter of Nurul Islam of Monati, P/O: Sonora, Gouripur, Mymensingh attended the Haat Shova and folk song program of BOMSA and learnt a little of Female Migration issues. She got the direction of becoming self sustainable through safe migration. Nomela discussed all with her husband and the volunteers/officials of BOMSA came to their village. She was asked to discuss the matters to her family and do a comparative analysis whether it would be beneficial for her. Getting a threadbare discussion she came to a decision to go abroad for three years.



#### **Causes of Migration:**

- Financial instability of the family
- Incompetence of husband's technical capacity for family maintenance
- Future worries of uncertainty

#### **Preparatory Process of Migration:**

Talking to the BOMSA peer leader and BOMSA official Nomela went to Mymensingh office for getting her passport prepared. She filled out the passport application form herself and submitted those alone.

She was asked by BOMSA official to do all the preparatory process herself to develop her capacity. Later she has gone to Kakrail, Dhaka BMET office for her job seeker's registration along with one of her sister who already had passed seven years in Saudi Arabia for household work. Through her sister she is scheduled to get a visa for Dubai. She has got her passport in April 2011. The passport no- E 1777633 was her first achievement and it made her confident to move forward. She got her training of household management for 21 days at Fazilatun Nessa Mujib TTC at Darus Salam, Mirpur. She went to a recruiting agency with her sister to get her visa, medical check up, ticket processed through the agency. At last she got her passport appended with visa. She has got her date of flight to Dubai on June 15, 2011.

**Destination (In Overseas):**

Reaching Dubai she has started working in a house where she is to serve from 5:30 am to 9:30 pm. Excepting this long duty hour she has become accustomed with all the matters. Getting in Dubai she has sent BDT Fifty thousand to her own account and BDT ten thousand for family maintenance. She frequently phones to her husband.

**Recommendations from Nomela:**

- All the Women migrant should think themselves self confident and capable to do all the duties.
- Each of the women should keep her personal savings for her future and self strength.

**Case No- 25**

Shakina, a successful migrant worker of South Bati, Joymontob, Singair, Manikgonj worked in Baharain.

**Causes of Migration:**

Her husband left the world for ever leaving the responsibility of 3 children. She had to manage fund and food for all the 3 and two old parents of her husband.

- Financial problem of the family
- Future development of the children

**Preparatory Process of Migration:**

Shakina got her passport(E 1035975) through tele-instruction of BOMSA official. She got her passport from Dhaka regional passport office at Shaorapara. Getting her passport she went to Kakrail BMET office and received her job seeker's registration. BOMSA official guided her as she received the orientation in Joymontob courtyard meeting. She directly met the recruiting agency named Royal Associates at Banani, Dhaka. She had to undergo a little treatment as she had Jaundice diagnosed in the medical check up. When she had her treatment over, she was again checked in the medical check up center. She was found well and the recruiting agency sent her to Baharain for household work.

**Destination (In Overseas):**

Reaching Baharain, she was deputed to a house of 4 people but the house was immense big. She had to manage washing, cleaning and cooking assistance. She managed to pass the whole duration of three years at a rate of 600 dinar. She saved all her money with her except the family subsistence allowance. She got back after the duration is over. She did not face anything wrong other than the misbehavior of the house lady. She sometimes used to talk wrong words what she had to tolerate. Once she complained against the house lady's misbehavior to the house lord, the house lord counseled her about the matter that she might face trouble without help of Shakina.

**Return and Reintegration:**

Shakina got back to Bangladesh after three years. She got her babies are now self-supporting and independent. She managed to purchase a piece of land for the wellbeing of the family and saved the rest of earning in Sonali Bank in Singair.

**Recommendations from Shakina:**

All women should follow rules of Safe Migration



Always they should become passionate and watchful for her migration process and procedures.

#### **Case No- 25**

Mamtaj Begum from Char laxmipur, Motipara, Rajbari had to start life with different problems from her brothers after her father's death in 1995. She had no education other than reading letters and signing her name. She got married to an old man of 55 years in 1997 who died after 3 months of her marriage. She had to get back her father's home as the grown up kids of her husband's earlier wife did not allow her presence in the house for property sharing. Her brothers also did not accept her presence with care. They all used to avoid her and treated her as a maid servant.



#### **Causes of Migration:**

- Negligence of family members
- No personal financial savings
- Lack of rights on property of Father and Husband
- Less importance of opinion in family and society

#### **Preparatory Process of Migration:**

Getting all the consequences of social barriers, Mamtaj was thinking her personal capacity uplift and a prestigious life of her own in family and society. She found a man named Abul Mansur in their village who may manage her a work in Middle East what may arrange her money to get personal savings and social uplift together. She sold a little of her share from her father's property to her younger brother and managed to procure a passport from Dhaka passport office in New Eskaton. Her passport no is AE 5425332. She went to a recruiting agency office in Banani, Dhaka with Mr. Mansur who managed her a house maid visa in Baharain. She had to undergo medical check up and passed. She did not know anything orther than the salary she would be paid and the work she had to do there. After two months she got her visa and passport in her hand.

#### **Destination (In Overseas):**

On a nice morning she flew to Baharain leaving all the pains and troubles here in Bangladesh. Reaching at Baharaim she was taken to a house where she had to serve as a house maid to mop a big house with a mopping machine what she has not seen before and even not aware of that. But her mental strength took her to work and she found once the work became used to do that. After three months she learnt how to talk in Arabic. Meantime she has been accustomed to the food and weather of Baharain. She managed the house well and she was frequently paid tips by the House Lord and the guests came to their house. Meantime five years have passed and an unexpected happening took place. She was offered for unfair physical relation with one of the son of the house lord and she became helpless at it. She tried to manage the issue personally and at last she informed the houselord the matter. The house lord paid her off all the dues and requested her to get back to Bangladesh.

#### **Return and Reintegration:**

Mamtaj got back Bangladesh and she did not pay anyone of her savings other than a little loan to her younger brother whom she owes for her assistance at departure from Bangladesh. She has saved a portion of her income in Bank. She is now working for

Fish farming after receiving training from Savar Youth training center on Aquaculture and Livestock rearing. Even she has taken her control of wealth she is supposed to get from her husband. Now she is a Peer educator of BOMSA Language Educators during her free time.

**Recommendations from Mamtaj:**

- No one should lose mental strength during hard time
- Each of the female migrant workers should get training before going foreign countries
- Minimum working language should be learnt before departure

**Case No- 26**

Jaynab Bibi, the only daughter of Abdus Pradan, has resettled from Narayangonj to Savar, meet BOMSA official at Gabtoli TTC for her going abroad as she heard that people in the TTC people has connection to recruiting agencies for household job in middle east. BOMSA official requested her not to go before knowing anything about the work and Safe Migration process. The people roaming around this Female TTC are middlemen. They do not have any capacity to send people outside.



**Causes of Migration:**

- Father's inability to suffice educational cost of seven daughters
- Financial crisis for family subsistence

**Preparatory Process of Migration:**

Learning the safe migration process Barbara went to BOMSA orientation in their Darussalam office where she got the understanding of Safe Migration Process. She prepared all the documents as per the demand of the migration of a household maid. She prepared her passport through one of her relative works in passport office. Then she went to Kakrail passport office for her job seeker's registration but they sent her to the District Employment and Manpower office in Eskaton where she got her registration paying BDT 80 Taka. She was proposed by an official from a recruiting agency for her job in Dubai but she refused as she was instructed not to go through any media. At last she got her preparatory training of household job. She followed all the process and got settled for her destination. Her father came and made her the financial arrangement through borrowing money from others. After medical check up she had to wait for two month for visa process. She was awarded with the visa and contract signing was over but she was not given the copy of contract. The BOMSA officials bargained with the recruiting agency made them bound to give her the contract copy.

**Destination (In Overseas):**

At last she got her passport with visa and the documents ready for going to Lebanon. She reached Dubai and was sent to a house of a Doctor. The house had 3 more housemaids among whom she was the junior but agile. Her performance made her favorite to the House lady. The kids were very naughty what she had to manage with care. The family members were kind to her. Barbara became acquainted with the language and issues of the house management and she was proposed to work for further contract after the 3 years. She agreed. She was supposed to get BDT 7

thousand per month as it was written in her contract but she got 6 thousand. When she asked the houselord about this she was told that her contract says different. After hearing this she did not say anything. She came to Bangladesh for a 2 months leave.

**Return and Reintegration:**

Coming back in leave she arranged an appointment with the recruiting agency and asked for the rest of the money to her. They disagreed but BOMSA officials filed an arbitration case in BMET Arbitration cell. BMET case is on move. BMET officials told that Barbara was provided with a tampered contract but its not her fault. So she would get the full benefit of the duration at final. It would be compensated from the security deposit of the recruiting agency with Ministry of Expatriate Welfare and overseas Employment.

**Recommendations from Jaynob Bibi:**

No one should go abroad without graduation of Safe Migration issues.

**Case No- 27**

Manjila Khatun, a daughter of Elahi Bakta, South Baruj Bagan, Jadobpur, Sharsha, Jessore went to Dubai for a life with joy and happiness. With simplicity of other ten women of rural Bengal she also had the desire to do something for the family.



**Causes of Migration:**

Tortured by Husband's family members Manjila became vexed and got self divorced from the personality less Youngman. For different mental anxiety, torture and distress she became determined to become self sufficient and do something for herself and the distressed female.

**Preparatory Process of Migration:**

Finalizing divorce process she got back father's house. Here also she had to face much mental torture from the wives of her brothers. Only her parents sheltered and support let her stand erect on her own feet. She took a job in Savar EPZ as a helper of a sweater factory. Passing two years she became an operator and saved some money. She got news from one of her factory mate about job in Baharain. She went to Fakirapool to a travel agency for the information of job in Middle East. She was informed for a job of BDT 8000 monthly salary and within 2 months she may go, if she can pay BDT70 thousand. She will be recruited shortly. All the passports, medical check up and other formalities will be done by the company itself. Hearing all the news she got back Savar and discussed her parents about the matter. Her father told her about the name of BOMSA as he heard it from a Haat-shova (Market meeting) in their area. She became convinced by the information and contacted BOMSA office over phone and learnt that Travel Agency deals with only air ticket and Recruiting agency does Migrant worker recruitment. At last she got correct information of going abroad and has been saved from a nearly pit of trafficking trap. She got her passport prepared herself and got a training from Technical training center at Mirpur. At last she had information of a recruiting agency to go Dubai in household visa.

**Destination (In Overseas):**

Reaching Dubai she got job in a house of six people. On the first day she was given to wash 6 blanket and two bowl of cloths. She did the job without any hesitation. Her

intention of adaptation and win over the situation made her able to get the obstacles over. She did all the works required to show her fitness. She became accustomed with the weather, food and family environment. She passed three years and earned BDT 3 lac. But the house lord did not pay the whole amount together. He told to get her back again and then she will be paid. She also did not want to hear. She phoned to BOMSA office and got the phone number of Bangladesh High Commission. At her phone contact to the high commission, they discussed to the house lord and managed to let her get all the dues back to her. Due to laborious household work she became very tired.

**Return and Reintegration:**

Manjila got to her home and found her father was no more. She managed to purchase a portion of the house land from her brothers and got her house of her own. She started a tea stall in jacob pur stand. She has been able to stand on her own feet at her own depending on her mental strength.

**Recommendations from Manjila:**

Each of the female migrant workers should learn the coping mechanism and protect self in the destination country.

**Case No- 28**

Ms. Anjali, the Daughter of Mr. Swapan Moni Das from Khahir Char, P/O; Dholla, Ward-3, Singair, Manikgonj started her conjugal life, is extremely interested to work abroad to know about different countries and culture and earning money for self sustainability.



**Causes of Migration:**

- Family financial crisis
- Personal finance for self sustainability
- Educational cost crisis for six daughters
- Financial crisis for family subsistence

**Preparatory Process of Migration:**

Communicating Wali Miah, an old man who deals migration business of female migrant workers in Singair area since 2001. Anjali's father was over since two years. He was a farmer and she did not get married due to father's financial crisis. She decided to go abroad for

the family subsistence. She managed to get her passport from Manikgonj DC office. She came to the recruiting agency office with the middleman of their area. She hadn't to do anything. She gave BDT 60 thousand to the middleman and got back home. After one month she was supposed to get her flight to Dubai for household job. After two months her flight was ready. She got her passport with the visa ambushed holding passport no.-E 1743657

**Destination (In Overseas):**

Getting flight details and her passport ready in hand she moved for Dubai. Leaving all the younger sisters and brothers in home she became a bit nostalgic but got strength that she has to serve better to face the strong reality. She was kept in a house with all other female from different parts of Bangladesh. She served as a house maid to an American who worked in a Shipping company. She became responsible for washing cleaning and guest entertainment. She was very much responsible for the work other than the language. Once the house lord became angry on her for language and bit her

on her back what made her determined to get back. She asked the house lord to pay her back all dues as she would not be able to serve them.

### **Return and Reintegration:**

After getting a part payment she has got back home and have started working as a garment factory labor in Dhamrai. She has saved all her earnings in a Bank and moving forward with her income of garments factory.

### **Recommendations from Anjali**

No one should tolerate torture of any misbehavior

Not to depend on others for personal development irrespective of women.

### **Case No- 29**

Ms. Rina Begum, wife of Mujibur Rahman wanted to migrate to Dhaka and any other countries for her future development. Husband's income was pretty low for the family development.

### **Causes of Migration:**

- Low family income
- Financial crisis
- Future development of brothers and sisters
- Parent's financial cooperation

### **Preparatory Process of Migration:**

Getting all mental preparation Rina Begum meet one of her distant relative who sends people to foreign countries for household work. The man went to Dhaka and made an arrangement for her foreign going. Rina got her preparation for destination what she was informed by Mr. Mallick (the middle man) who informed that she would be sent to Lebanon for household work. She got her passport prepared and went to Dhaka for medical check up. She was given all the channels for Lebanon as she promised for total cost of migration BDT60000 what has been arranged from her family income. After facing the medical check up she had to come to Dhaka for her final departure date. She was ready for her departure. All her relatives came to their home for her see-off to Lebanon. Keeping all her preparation for Lebanon, she heard that she would be given the job in a hospital for cleaning.

### **Destination (In Overseas):**

Reaching Lebanon she was taken to a house where few other Bangladeshi women were working for the hospital. The next morning she was taken to the hospital for her job preparatory orientation. She went there and found that she would work for cleaning the hospital rubbish bin what made her mentally dissatisfied. At last she became accustomed to the work and got there for two years. She passed her two years of work and got back to Bangladesh. All the fund she got disbursed to home for her family maintenance.

### **Return and Reintegration:**

She got back Bangladesh and found no saving for her. She became puzzled to all of her family members. She managed to get her remigration becoming



vexed with the behavior of all the family members and she arranged a bank account for her own.

**Recommendations from Rina:**

- No one should pay all the earnings for family
- Each of the female migrant workers should follow rules for going destination country.

**Case No- 30**

Ms. Mahamuda Begum, Vill-Dhanin Naitka, P/O-Hemayetpur, Savar, Dhaka went to Kuwait receiving an information from a middleman named Faizuddin. He proposed for a job of household work in Kuwait at a monthly wages of BDT-7000.



**Causes of Migration:**

- Earning for future development of Children,
- husband's help and
- self savings

**Preparatory Process of Migration:**

Faizuddin Miah gave the information and showed a dream of BDT 7000 in a month and much more from migration. He himself took Mahmuda to Dhaka passport office and got the passport in one day. There after she was given training in a Recruiting agency training center at Uttara, Dhaka. All the preparation was

done well other than the flight confirmation. Due to rush in flight it became delay.

**Destination (In Overseas):**

After a two months delay she had her flight and reached to Kuwait. Reaching there it was found that in her place a new women from Indonesia was recruited. She had to wait in the employer's house for five days just at minimum food. She did not have any disqualification. The fault was made by Bangladeh Recruiting agency.

**Return and Reintegration:**

Returning from Kuwait, She met a BOMSA official during an orientation meeting in Dholla area and briefed the matter to the officials. BOMSA organized an arbitration case at BMET office against the Recruiting agency to compensate Mahmuda for the full amount. She has told that after receiving the amount from the recruiting agency she would start a small grocery shop in front of her house.

**Recommendations from Mahmuda:**

No female should go without orientation

All should know about the issues they are to do in the destination country, if fails to get the job there.

**Annex7. Reference:**

1. Documentation of livelihood strategic exploring women Knowledge on rural women's livelihood strategies.
2. Assessment Management Manual or Spanish Cooperation (DGPOLDE, 2007)
3. Mid term assessment report -January 2013)
4. Yearly report on BOMSA 2012
5. Final Report on BOMSA 2013
6. (MDGs) UN Millennium Development Goals
7. Migration Information Magazine 2012
8. Report on Policy Dialogue Rights of Migrant Workers