

A stylized illustration in shades of blue, green, and yellow. It depicts several women and children walking, carrying large suitcases and bags, suggesting migration or displacement. The style is graphic and somewhat abstract, with bold outlines and flat colors.

THE MIGRATING WOMAN'S HANDBOOK



GAATW Global Alliance Against Traffic in Women

GAATW Bangkok, 1999

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TABLE OF CONTENTS

<i>Preface</i>	4
<i>Acknowledgements</i>	8
Chapter 1. You Are Going Abroad!	10
Chapter 2. Travel Documents	17
Chapter 3. Work Permits and Residence Permits	26
Chapter 4. Detention and Deportation	29
Chapter 5. Checklist Before Departure	31
Chapter 6. After Arriving in the Destination Country	36
Chapter 7. Contracts	38
Chapter 8. Know Your Rights!	49
Chapter 9. Are You Going Abroad to Work in a Factory or on a Construction Site?	56
Chapter 10. Are You Going Abroad to Work as a Domestic Worker or Housekeeper?	58
Chapter 11. Are You Going Abroad to Work in the Entertainment Industry?	62
Chapter 12. Are You Going Abroad to Work as a Sex Worker?	65
Chapter 13. Are You Getting Married to a Foreigner?	68
Chapter 14. Methods of Redress	78
<i>Appendix</i> List of Organisations	105

PREFACE

This manual provides information for people who have decided to go abroad for jobs or to get married. The Global Alliance Against Traffic in Women (GAATW) developed this manual to help you make a safe journey and ensure that you don't face problems abroad. The manual is based on the experiences of Asian countries, and would be useful for women who would go to work as:

- Factory workers / Construction workers
- Domestic workers
- Entertainment industry / Sex work
- Women marrying foreigners abroad

The manual provides information on practical tips about arranging your travel documents, immigration and visa requirements, residency and work permits, your rights and wages; as well

as how to protect your rights.

There is a difference between 'trafficking' and 'migration'. When you go abroad willingly and work in the condition that you were promised, it is called migration, but when you are forced or are tricked into doing something other than what you planned to do it is called trafficking. Women are never trafficked with their consent. It is a mistake to speak of 'trafficking with consent' because trafficking is usually accomplished by the use of violence, deception, intimidation, and other abuses which are difficult to consent to.

Migration for work is a common practice worldwide and migrant workers face significant challenges as they relocate for work. These workers are willing to face the challenges and difficulties of migrant work in an effort to improve their lives. Unfortunately, most countries do not aggressively protect the rights of migrant workers, and it is left to workers themselves and NGOs to ensure that migrant workers are not exploited and abused in their work.

Most migrant workers chose to move though the

decision to do so is often compelled by a need to improve a family's economic situation. Migrant workers find work through many avenues but most often through an agent or agency promising good work and good pay. Some migrant workers find themselves working for fair and honest employers who pay wages on time and treat workers with respect while many other migrant workers find themselves employed by unscrupulous employers and burdened by significant debts to the agents who arranged their jobs. In either situation, migrant workers must be prepared to protect their own rights.

Migrant workers include persons who enter a country legally and those who enter illegally. Legal or illegal migrant workers are in a vulnerable situation because they may not be protected by the receiving country's labour laws. Some employers take advantage of this vulnerable position and create problems for migrant workers ranging from refusal to pay their wages to physically abusing them. Migrant workers may be unsure of what their rights are and they may be afraid of challenging employers. This handbook is designed

to inform migrant workers of their rights and how they can best protect those rights. While migrant workers may be in vulnerable positions, they are not without resources to protect themselves.

It is our hope that migrant workers, and those considering migrant work, will find this handbook useful when they consider accepting employment in foreign countries and distant cities. Migrant workers are entitled to the same rights as all workers. We hope that this handbook will empower migrant workers to advocate for their rights and find solutions to problems that may arise during their employment.

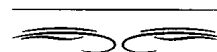
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YOU ARE GOING ABROAD!

You may go abroad for various reasons; for adventure, to make money, or to get married. You may go as a legal migrant, which

Chapter 1

means that you have all the proper travel documents, or as an illegal migrant, which means that you do not have the proper papers. You may also go as a legal migrant and become an illegal one by overstaying your visa period or working on a tourist or visitor's visa. Your reasons for going may include:

- more job opportunities
- money to help your family
- money to start a business of your own
- money to pay for school or college
- you may have heard stories from friends who made money working abroad
- you're going to get married
- you may have lost your husband or he may have deserted you
- your family might treat you poorly and you want to get away
- you might be looking for fun or adventure
- you might want to get away from the fighting in your country.

However,

- stories heard from your friends might not be true
- you might be forced to work in a different job from the one you accepted
- your working conditions may be unsafe or unhealthy
- you might not receive your wages on time

- you might receive wage that is lower than minimum wage in receiving countries
- some people in the receiving country might not like you because you come from another country
- you might be asked to work long hours and do very heavy work
- you might not understand what people say because you don't speak the language
- you may not like the different food and customs
- you might be forced to pay exorbitant debt
- you might be forced into prostitution or work that you don't want to do

Therefore you should:

- Try and get all the information you can about the company and your employer before you leave.
- Contact the labour department of embassy of the country you are going to and ask about the employer and whether the organisation is legal.
- Contact groups and organisations that

provide information and assistance to migrant workers in your country.

Some countries such as the Philippines have orientation programs for people leaving the Philippines about the cultural, social and religious practices of other countries. These programs help people adapt to life in a foreign land.

Possible sources for information

- The Ministry of Labour
- The Ministry of Foreign Affairs
- NGOs involved in migrant worker and labour issues (NGO is a so-called Non Governmental Organisation. It has no connection with the government authorities and works on non-profit bases).
- The embassy or consulate of the destination country

There are two status of migrant workers which are:

- documented migrant workers

- undocumented migrant workers

Documented migrant workers are people who have been allowed to enter, stay and work in another country. This means that documented migrant workers can work in the country legally.

Documented migrant workers should:

- be protected by labour laws
- have access to social services, medical care and education from the government

Undocumented workers are migrant workers who are not authorized by the receiving country to enter, stay and work in that country.

Undocumented migrant workers will :

- be detained and deported because they violated the immigration or residency laws
- may fall into slavery-like work conditions
- find it difficult to receive government assistance, protection from labour laws, health care, social services and education.

Documented and undocumented workers do have rights and cannot be treated as criminals. No countries can deny to provide assistance to their citizens.

You need money to travel!

Traveling in a foreign country can be expensive. You will need money to:

Get your passport and visa

Buy your ticket

Pay for medical examinations before going to some countries

Pay for the job placement agency

Where do you get the money?

You may have your own money

You might borrow money from friends or relatives

Your employment agency might pay for your trip. If that is the case, you should then ask how much you owe the employment agency and how long you have to pay them back.

You should find out how much you will be paid and

compare it to the agent's fee to decide whether it is worth going to work abroad.
You may get loan with low interest from government.

Be careful of debt bondage


Upon arrival in the new country or job you might be told to repay the employer the cost of travel (often greatly inflated), travel documents, housing, health care, and other expenses.

Your family might have significant debts from borrowing money to pay the agent's fees.

Threats of or actual violence against you or against your family are used by the employers to control your behaviour.

Do not resign from your job. Try to seek help from the authorities or organisations working with migrant workers. All of the agent's practices are criminal and your rights are being violated. Remember you have rights to life, security, and free movement.

Governments are entitled to ensure all these rights.



TRAVEL DOCUMENTS

If you have decided to go abroad, you will need:

- Passport
- Visa
- Medical reports

Chapter 2

What is a passport?

A passport is a document issued by your country of origin to her citizens. It identifies you as a citizen of your country of origin. A passport is the highest form of identification and enables you to travel to other countries. You cannot travel abroad if you do not have a passport. Exception is for

members of European Union (EU) who do not need passport to travel in the EU countries.

Where do you get a passport?

Passport offices in your country generally issue passports. You need to fill out a form giving information about yourself, providing proof of your age, and attaching your photograph. You might be refused a passport if you have a criminal record. In some countries an underage woman is not permitted to have a passport without consent from his or her parents or guardians. You can apply for a passport yourself or get help from an agency. If you are getting your passport through an agency, you should be sure that the passport is authentic. Some countries require you to apply for your passport in person while others allow you to apply through the mail.

How long does it take to get a passport?

In some countries passports are issued overnight while

in others it may take 90 days to get your passport.

Thus, you should apply for a passport well in advance of your departure.

If you have a passport:

Check that the passport is still valid; you may need to renew it.

If you have lost your passport, inform the police and apply for a new one.

The passport must bear your name and your photograph. If it does not bear your name or your photograph, you may have problems at the border when you come back to your country.

If the passport is fake, don't use it. You will get caught in the airport or at the point of entry to another country.

Remember, nobody has the right to take away passport from you. If they do so, they are violating the criminal law. Passport is the only identification you have of your nationality when you are in a foreign country.

You have a passport, now you need a visa.

What is a visa?

A visa is a special piece of paper or stamp in your passport that allows you to enter a country. All countries have laws about who can enter, work and live in their country. These laws vary from one country to another, but laws should be applied equally to everybody. There is an international agreement that supports this, but distinctions are often made based on one's nationality. For example, Thai and Philippines governments have an agreement with Taiwan to employ workers.

Where do you get a visa?

Visas are usually issued from the embassies or consulates of the country you want to go. You have to fill out a form for a visa. The country may refuse to give you a visa. There is no law that can force another country to issue a visa to a foreigner. Some countries may be lenient and issue visas easily and some may be strict and make getting a visa difficult. There is no one rule followed by all countries.

There are different types of visas:

- tourist
- student
- work/ non-immigrant visa
- permanent/ residency visa
- others

Visas must be obtained before you enter the country. However in some countries you can get a tourist or visitor's visa on arrival. This visa allows you to stay in the country for a certain period of time but generally does not allow you to work there. Certain countries do not require visas for certain people visiting their country for a short period of time. For example, citizens of European Union countries can travel to other European countries without a visa. Having a visa does not guarantee that you can enter the country.

If you are going just as a visitor, you need a visitor's or tourist visa. It is illegal to work on a visitor's or tourist visa.

If you are going to the country to work you will need a

working visa. Working visas are generally non-immigrant visas. You will need documents from your employer to get a non-immigrant visa. If any job agency apply tourist visa to bring you to work in a country, be aware that he/ she is using illegal channel and you may risk your stay. You will become an undocumented worker.

In the case of marriage, your visa status often depends on your husband. You may be on a sponsored visa.

What you need to get a visa

In applying a visa, you will need the following documents (depends on different countries) :

- a valid passport
- your photographs
- financial statement or your guarantor
- letter of invitation
- health insurance
- visa application form which you need to sign
- other

Examples of visa application forms:

Medical reports

Some countries require medical reports about you to ensure that you are not carrying any diseases. In some Asian countries, pregnancy and AIDS tests are one of the requirements, for example Singapore.

At the Immigration Checkpoint

When you arrive at the destination country you will have to fill out an immigration form that will ask for your name, address, passport number, in country address and the reason for your visit. Your passport will be examined to make sure that it is real and that it belongs to you. The immigration official will check to see that you have the necessary visa to enter the country. They may ask you why you are entering the country. The immigration officials may not allow you to enter the country and may detain you if they think there is something wrong with your passport or visa.

The immigration card is usually given to you while you are on the airplane. If you cannot fill in the immigration card, ask the flight attendant or your neighbour to help you.

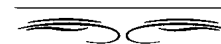
Immigration and arrival

Furthermore, you will have to fill out a custom form either on the plane or at the Immigration Checkpoint. The purpose of the custom form is to indicate what goods you may bring into the country. It is important

to be aware that several goods are forbidden to bring into other countries.

The most common forbidden goods areas follows:

- Alcohol and tobaccos - most countries have restriction on the amounts of these items that can be brought in to their countries
- Drugs such as marihuana and heroin. To carry these goods may lead to capital punishment or even the death sentence e.g. in Malaysia
- Certain kinds of medicine/ drugs. Some countries such as Japan and Muslim countries are very strict about certain categories of drugs and medicine. To avoid problems at the customs, you should obtain doctors prescriptions on all your medicine.
- Amount of local cash. Many countries are strict about bringing cash in local currency. e.g. Malaysia you are only allowed to bring 1000 RM in cash.



WORK PERMITS & RESIDENCE PERMITS

What is a work permit?

A work permit is legal approval by the Ministry of Labour for you to work in that country. Most countries do not issue work permits

Chapter 3

easily. It is difficult to make a general statement about work permits as the policies vary between countries. For example, in Norway work permits are given to workers providing entertainment work, humanitarian services, etc., but in Japan work permits are not issued at all to unskilled workers.

How to apply for a work permit

Work permit applications can be completed at the embassy before you leave. In some countries you may apply after you arrive. You will have to show proof of a valid job and your permit will be canceled when the job ends. Some countries have fixed policies and criteria for migrant workers and it is necessary to comply by those rules to work there.

What is a residence permit?

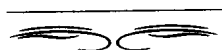
A residence permit allows you to stay in a country for a specific period of time. There are two basic types of residency permits:

1. A temporary residence permit allows you to stay in a country for a specific period of time. You have to leave the country after that time or you can try to apply for an extension.
2. A permanent residence permit allows you to stay in the country on a permanent basis. You need to meet certain requirements before you can get this permit.

If you are married to a foreigner, it does not mean that you will get a permanent residence permit. You may

be required to leave the country if your marriage ends. You should get legal advice about this. You should try to get information about how long one is required to stay in marriage before one can apply for a residence permit or citizenship of that country, independent of the spouse. For example in Germany, one is required to stay in a marriage for minimum of three years. Having your own residence permit independent of your marriage may entitle you to the rights and welfare provided by the country to all its citizens, irrespective if you are still married or not.

If you are married in your home country and then you marry again in the host country, the second marriage may not be recognized or would be considered illegal. There was a case of an Asian migrant woman who was deported by her second husband when she tried to end the marriage because of abuse. But since she did not declare her first marriage at home, her husband was able to inform the authority that she has lied in oath and therefore, forfeit her right to claim residence or protection in the host country.



DETENTION & DEPORTATION

If you have:

- entered the country as an illegal migrant
- overstayed your visa period
- worked illegally (worked

Chapter 4

without a work permit as undocumented worker) or

- been involved in criminal activities,

you can be detained and sent back to your country of origin. The country of destination can arrest you and put you behind bars. Detention may mean either

waiting for a return ticket home or, if you have committed a crime, serving time in prison.

Deportation might mean waiting 7-10 days before you are sent home. You will spend this time in a detention center. If you are waiting for money for your ticket you may spend a longer time in detention.

In some countries such as the U.S.A, individuals involved in prostitution are denied entry, deported or penalized in other ways because of their occupation.



CHECKLIST BEFORE DEPARTURE

✓ Leave copies of your travel documents, a photocopy of your passport and identity cards, and your photo at home with your family and friends.

Chapter 5

✓ Leave addresses of the company and employer with your friends and family.

✓ Try to learn some phrases in the principal language spoken in the country.

✓ Try to have a language phrase sheet to help in communication, for example: How do I get to the

embassy or consulate of.....?, Where can I make a phone call?, I want to go to the police station, I need help, etc.

- ✓ Carry the names and addresses of organisations helping migrant workers. Embassies or consulates can be contacted for the names and addresses of these organisations.

- ✓ Carry the address and telephone number of your embassy or consulate in the destination country. (You can get this information from the Ministry of Foreign Affairs or from organisations working with migrants before you leave your country.)

- ✓ Have a copy of the contract with you.

- ✓ Keep your travel ticket with you and check whether it is a round trip ticket or a one-way ticket and the date that the ticket expires.

- ✓ Have some money in US\$ dollars or the Euro currency and some change in the currency of the country you are going to (you can change money at the airport before you leave).

- ✓ Map of the country and city where you are going. Know the route of your flight since sometimes you

have to connect to a different flight and know how long the journey will take.

- ✓ Know the climate of the destination country so that you can take the appropriate clothing with you, e.g. if you need more warm clothing if you are going to a cold country.

- ✓ Have contact names, addresses and telephone numbers of organisations which may be able to help you with you, in case no one comes to pick you up at the airport, bus or train station.

- ✓ Have a medical check up and see your dentist before you leave because medical care is expensive in some countries.

- ✓ Try to look for friends or possible connections living in the country when you are going to. If possible inform them before you arrive that you are coming there. Try to keep contact with them so that in case of need and advice, they will be ready to help.

- ✓ Try to contact with women and or migrant organisations to get contact address in the country where you are going.

- ✓ If you cannot write or read English, ask someone to write down in your language.

Some useful phrases to learn

English

1. How can I get to the embassy of.....?
2. Where can I find the telephone?
3. Where is the police station?
4. I have a problem. I need help.
5. I want to go to (show the address)

French

1. Comment fais-je peut aller à l'ambassade de ..?
2. Où se trouve un telephone publique?
3. Ou se trouve le commissariat de police?
4. J'ai un probleme. J'ai besoin d' assistance.
5. Je voudrais aller a

Spanish

1. Como se puede ir a la embajada de.....?
2. Donde está el teléfono?
3. Donde está la oficina de la policia?
4. Tengo alguna dificultad. Ayúdame por favor.
5. Deseo ir al (muestra la dirección).....

German

1. Wie komme ich zur thailändischen Botshaft?
2. Wo finde ich ein Telefon?
3. Wo ist die Polizeistation?
4. Ich habe ein Problem. Ich brauche Hilfe.
5. Ich möchte zu (dieser Adresse) ...gehen.

Chinese 中文

1. 请问我要怎么到..... 大使馆?
2. 请问电话在那里?
3. 请问警察局在那里?
4. 我出事了, 请你帮帮忙, 好吗?
5. 请问我要如何到.....?

Arabic

1. من فضلك كيف اذهب إلى سفارة ...؟
2. أين أجد تلفون
3. أين قسم البوليس
4. عندي مشكلة أريد مساعد
5. أريد أن اذهب إلى

AFTER ARRIVING IN THE DESTINATION COUNTRY

- Only give your passport to immigration officials. If someone steals your passport, contact the police immediately. Keep a

Chapter 6

photocopy of your passport and visa in a safe place.

- Notify your embassy that you are in the country and give them the address of where you are living. (if appropriate)
- Send a letter to your family and your friends, to tell them that you have arrived and your address and telephone number where you

will be staying.

- Contact service agencies or organisations working with migrants to meet other women from your own country and to get information about the destination country.
- Contact associations working with and for women, migrants and churches or religious agencies to get information about the country.
- If problems occur contact service agencies or organisations working with migrants or the police immediately. The longer you wait, the less likely it is that you will receive help.
- If the employer or husband is abusive or not paying your wages as agreed, contact the service agencies or the authorities.
- If you need a temporary shelter, contact women or church organisations which can assist you.



CONTRACTS

What is a contract?

A contract is an agreement made between an employer and the worker (you) about the duties and conditions of the job. The contract is often made verbally but

Chapter 7

it is better to have a written contract.

A contract should include:

- duties or what you are required to do
- working hours and rest periods
- wages, when you will be paid and the method of payment (cash, cheque, or bank account transfer)

- procedures for leaving the job
- bonus and overtime for extra hours of work
- medical/ accident/ life insurance benefits
- annual leave (vacation), sick leave and maternity leave
- paid holidays
- amount of debt, if any, that you have to pay back and how long you will not be receiving a wage

About your wages

Wages are paid to you by your employer for the work you do. Wages may also be called salary. The contract should indicate the exact amount of wages and whether they will be paid weekly, every fifteen days or monthly. The full amount of wages should be paid directly to you in cash, by cheque or transfer the money to the bank account of the employees.

Wages should be increased after a certain amount of time or if you become more efficient in your work. Tax or social benefits may be deducted from your wages, and if this is so, you should check with your employer how much is deducted.

Wages may be cut if you are absent from work.

If you have your wages set by a contract you can sue your employer if he or she refuses to pay you.

What is minimum wage?

In some countries there are laws which set a minimum wage that must be paid for a certain amount of labour (e.g. in the United States you must be paid at least \$5.15 for every hour you work). If the employer pays you less than the minimum wage he or she must pay the difference and can be punished for breaking the law. Some countries may not have set minimum wages.

However, it may be possible that your workplace has a Union, which maintains minimum wages. You should check with the Union whether you are entitled to the same as the local workers. If your contract is the same as the local workers it can guarantee you the minimum wage. But if you are an undocumented worker, you might not be able to demand all this.

What is dismissal or being fired and resignation?

Dismissal or being fired means that your contract is ended early. It is generally a one-sided decision by the employer for something the worker has done wrong. Rules of dismissal should be mentioned in your contract. Your employer should give you a clear warning that you have done something wrong and time to change or improve before dismissing you.

If there is no work for you to do, your employer should give you a month's notice or a month's salary before dismissing you. If you are a part-time or casual worker your employer might not follow these rules. You have the right to leave your job (resignation), but you should tell your employer in advance that you are leaving. Workers might quit because the work situation is uncomfortable, the employer is abusive, the work is too heavy or the hours too long, or for other reasons.

In some countries your visa might expire if you quit your job. Contact organizations that work with

migrant workers for more information.

What are working hours and rest periods?

You should have specific working hours and rest periods. Working hours should not exceed 8 hours a day with a break during the day. You are entitled to days off and holidays. However, be aware that some workers may not get to work the full 8 hours, because the employer wants to cut costs.

You should have specific days off and holidays.

You should receive extra pay (overtime) if you work more than your working hours or on a public holiday.

Annual Leave, Sick Leave, Maternity Leave

All jobs except casual jobs or short-term contracts have a fixed number of days of paid leave.

Annual leaves (vacation) are paid days off in addition to your weekly days off. You should have a long paid

vacation once a year. The number of vacation days varies between industries, work places and countries. Annual leave also usually depends on the employer though sometimes agencies have set rules regarding annual leave. Work in the entertainment or sex industry may not have annual leave, but you can discuss this with your employer before joining the profession.

Sick leave is granted if the worker is sick or recovering from an illness. The number of sick days varies between industries, work places and countries. In the case of sex work, workers may not be able to attend to clients for certain days of the month and the employer should take that into consideration.

If you are pregnant, your employer may be required to give you twelve weeks of maternity leave unless a condition of non-pregnancy was included in your contract. Maternity leave usually covers the last month of pregnancy and the first few months after delivery.

Insurance

Medical expenses in the foreign country can be very high so insist that your employer cover the cost of medical facilities you might need during your employment. This can be done through an insurance plan. In case an accident occurs, you must insist that the employer has an insurance, which will pay for medical and hospital charges and medicine and compensate you if you suffer any permanent injury or damage.

A contract is extremely important and workers should insist on a written contract. If the employer refuses to pay the promised wages, the worker can seek help from the authorities and use the contract as evidence of what the employer promised to pay.

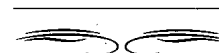
Therefore you should:

- read the contents carefully before signing any kind of agreement or contract. If you are planning to work in the entertainment industry be aware that not all countries allow foreigners to work in the entertainment industry and the entertainment industry is often a cover for prostitution.

- ask for clarification if you do not understand any part of the agreement. You should try to get translation help from someone you trust. Try to get translation from other sources rather than rely solely on your employer.
- make sure that you are satisfied with all of the conditions in the agreement. If you are not sure about some content or conditions, clarify them by making an addition to the contract or deleting them from the contract.

The contract should be:

- signed by both the employee (i.e. you) and employer. If the other person does not sign the contract, it will be considered incomplete and thus unenforceable.
- in the principle language of the destination country, in English and in your principle language.
- copied and held by the employee and the employer separately.



Example of the contract for factory worker

勞動契約

EMPLOYMENT CONTRACT

簽約日期 _____
立合約書人 _____
(以下簡稱甲方)
地址 _____
電話* _____ 傳真 _____
與 _____
護照號碼 _____
(以下簡稱乙方)
雙方協議如下:

The Agreement is made on _____
Between _____
Address _____
Tel _____, Fax _____
(Hereinafter referred to as the EMPLOYER)
and _____
Passport No. _____
(Hereinafter referred to as the EMPLOYEE)
both parties agree on the followings terms and conditions:

1. 職位及薪資

甲方雇用乙方擔任 _____
之工別，每月薪資新台幣 _____
元，工資由甲方
依公司規定於次月 _____
日以現金給付乙方，經乙方同意時亦得將工資直接撥付至乙方銀行帳戶中。除非經有關法律規定外，甲方不得自工資中扣除任何款項。

1. JOB ASSIGNMENT AND WAGES

The EMPLOYER hereby engages the EMPLOYEE and the EMPLOYEE agrees to work for the EMPLOYER in the capacity of _____ at the rate of NT\$ _____ per month. Wages shall be paid by the EMPLOYER to the EMPLOYEE in cash no later than _____ of the following month in one payment. Payment of wages shall be made with the consent of the EMPLOYEE. No deductions can be made by the EMPLOYER from the wages of the EMPLOYEE unless otherwise described by applicable laws or regulations.

2. 契約效期及工作地點

雇用期限為 _____ 年 _____ 月 _____ 日，自乙方抵達台灣時算起。工作地點在 _____

如雇用期限低於一年者（不含展延），於期滿時，如非因乙方之過錯而無法給予其展延，甲方同意補足一年之薪資予乙方。

2. DURATION OF CONTRACT AND WORKSITE

The duration of the contract is for _____ years _____ months _____ days Commencing from the date of arrival of the EMPLOYEE in Taiwan, The working place is at _____ or designated jobsite. In case that employment duration is less than one year, permit of extension is not granted and it is not due to workers' fault, the EMPLOYER promises and guarantees to compensate for remaining portion equivalent to total of one-year-wage. If the EMPLOYER and the EMPLOYEE agree to extend this contract, the EMPLOYER shall submit

- 1 -

/ extended...

Example of the contract for domestic worker

D. H. Contract No. C196177

EMPLOYMENT CONTRACT

(For A Domestic Helper recruited from outside Hong Kong)

This contract is made between _____ ("the Employer", holder of Hong Kong Identity Card/Passport No. _____) and _____ ("the Helper") on _____ and has the following terms:

- The Helper's place of origin for the purpose of this contract is _____.
- (A) The Helper shall be employed by the Employer as a domestic helper for a period of two years commencing on the date on which the Helper arrives in Hong Kong.
(B) The Helper shall be employed by the Employer as a domestic helper for a period of two years commencing on _____, which is the date following the expiry of D.H. Contract No. _____ for employment with the same employer.
(C) The Helper shall be employed by the Employer as a domestic helper for a period of two years commencing on the date on which the Director of Immigration grants the Helper permission to remain in Hong Kong to begin employment under this contract.
- The Helper shall work and reside in the Employer's residence at _____.
- (a) The Helper shall only perform domestic duties as per the attached Schedule of Accommodation and Domestic Duties for the Employer.
(b) The Helper shall not take up, and shall not be required by the Employer to take up, any other employment with any other person.
(c) The Employer and the Helper hereby acknowledge that Clause 4 (a) and (b) will form part of the conditions of stay to be imposed on the Helper by the Immigration Department upon the Helper's admission to work in Hong Kong under this contract. A breach of one or both of the said conditions of stay will render the Helper and/or any aider and abettor liable to criminal prosecution.
- (a) The Employer shall pay the Helper wages of HK\$ _____ per month.
(b) The Employer shall provide the Helper with suitable and furnished accommodation as per the attached Schedule of Accommodation and Domestic Duties and food free of charge. If no food is provided, a food allowance of HK\$ _____ a month shall be paid to the Helper.
(c) The Employer shall provide a receipt for payment of wages and food allowance and the Helper shall acknowledge receipt of the amount under his/her* signature.
- The Helper shall be entitled to all rest days, statutory holidays, and paid annual leave as specified in the Employment Ordinance, Chapter 57.
- (a) The Employer shall provide the Helper with free passage from his/her* place of origin to Hong Kong and on termination or expiry of this contract, free return passage to his/her* place of origin.
(b) A daily food and travelling allowance of HK\$100 per day shall be paid to the Helper from the date of his/her* departure from his/her* place of origin until the date of his/her* arrival at Hong Kong if the travelling is by the most direct route. The same payment shall be made when the Helper returns to his/her* place of origin upon expiry or termination of this contract.
- The Employer shall be responsible for the following fees and expenses (if any) for the departure of the Helper from his/her* place of origin and entry into Hong Kong:--
(i) medical examination fees;
(ii) authentication fees by the relevant Consulate;
(iii) visa fee;
(iv) insurance fee;
(v) administration fee or fee such as the Philippines Overseas Employment Administration fee, or other fees of similar nature imposed by the relevant government authorities; and
(vi) others _____

In the event that the Helper has paid the above costs or fees, the Employer shall fully reimburse the Helper forthwith the amount so paid by the Helper upon demand and production of the corresponding receipts or documentary evidence of payment.

* Delete where inappropriate.

1. Use either Clause 2A, 2B or 2C whichever is appropriate.

1.D. 407 (1998)

Example of the contract for entertainment worker

ASCO Swiss concert hall, cabaret, dance hall and discotheque operators association, POB 8846 Zurich

Contract governing the employment of performing artists

The contract shall be concluded between:
the management
the performing artist
and the employment agency

The artist must personally sign the contract

This contract is conditional upon receipt by the foreign artist of the requisite residence and work permits from the relevant authorities.

Personal details
Last name, first name(s)
Address
Nationality
Swiss social security (AHV/AVS)
No.

I General stipulations

Art. 1 Applicable law

This contract is subject to the binding provisions of heading 10, Art. 319 and following of the Swiss Code of Obligations dated 30 March 1911 concerning employment contracts. Regulations of the Labor Law (ArG/LT) shall apply to this contract to the extent that they are relevant to performing artists. This contract shall also be subject to the stipulations of the Swiss federal law dated 6 October 1989 concerning employment agencies and the placement of personnel to the extent that they govern the legal relationship between the agency and the performing artist.

Art. 2 Obligation to inform the artist
Insofar as the language of the contract is not the mother tongue of the performing artist, the agency and management shall see that the artist is made aware of and understands all stipulations contained in this agreement.

Art. 3 Contract duration

The contract shall be concluded for a limited period of time, running from _____ until _____.

The contract cannot be terminated during this time except where strong justification exists according to Art. 337 of the Code of Obligations. Where the contractual relationship continues by tacit agreement following the termination of the agreed-upon period, the contract in its entirety becomes a contract of indefinite duration.

Art. 4 Working hours

4.1 Daily free time and breaks: Performing artists are entitled to daily free periods and breaks as stipulated by the Labor Law.
4.2 Weekly time off: The management shall grant performing artists one day off every week. The day off shall be unpaid and determined by the management. The interests of the management as well as those of the artist must be taken into account in setting day(s) off. The parties may agree upon additional unpaid days off.

Day off: _____

Additional day(s) off: _____

4.3 The artist shall perform according to the following

Stage name
Date of birth
Marital status
Residence permit / Passport No. / ZAB/BCE No.*
* ("central registry of foreign permit-holders")

from _____ to _____
Number of hours per workday _____
Number of performances _____
Duration of a single performance _____

Art. 5 Nature of performances

5.1 The artist enters into the service of the management in the following capacity: _____

5.2 The artist enters into the service of the management to perform the following activities: _____

The artist is not permitted to encourage guests to consume alcoholic beverages. No duties other than those contained in this contract may be demanded.

5.3 The artist shall provide the following equipment and/or accessories: _____

II Special stipulations

Calculation of salary

1. Salary _____ CHF
1.1 Basic daily rate _____
1.2 Daily holiday compensation _____ % of CHF _____ = CHF _____
1.3 Gross daily rate _____ CHF
1.4 Number of working days _____
1.5 Gross monthly rate _____ CHF

2. Deductions _____ in % CHF _____
Social benefits are calculated on the basis of the gross salary minus expenses

2.1 Agency fee _____ CHF
2.2 VAT on agency fee _____ CHF

2.3 Federal old age and survivors insurance (AHV/AVS), disability insurance (IV/AJ), military service income replacement scheme (EO/APG), regional social security fund * _____ CHF

2.4 Unemployment insurance (ALV/AC) _____ CHF

2.5 Non-job related accident insurance _____ CHF

2.6 Occupational pension scheme; pension plan _____ CHF

2.7 Withholding tax _____ CHF

2.8 _____ CHF

2.9 _____ CHF

* as indicated on the AHV/AVS card

KNOW YOUR RIGHTS!

You might face difficulty after you have started working. There may be different kinds of problems you may face. For domestic workers, it may be

Chapter 8

particularly difficult to get help with your problems because you work alone and in a private home. Your employer cannot physically abuse you. This includes hitting and any kind of physical injury, which may threaten your life, or physical or mental health. If your employer has agreed to feed you as part of your contract, you

should get enough food to eat.

Your employer cannot force you to have sex with anyone against your wishes or make any kind of sexual advances toward you without your consent. This is sexual abuse or sexual harassment, and your employer cannot do this to you.

Your employer cannot abuse you mentally either. For example, he or she cannot use obscene language, cannot confine you to a small place, cannot restrict your associations, etc.

Your employer cannot prevent you from practicing your religion. He or she cannot prevent you from going to temple, church, or mosque.

Your employer cannot withhold your wages. If he or she does so he or she is violating your rights and breaking the law. You should get paid the same wages as others, including men, working under similar circumstances and doing a similar amount of work.

Your employer cannot discriminate against you because of your race, colour, nationality or religion.

Your employer cannot make you work in dangerous or hazardous conditions such as:

- in a small confined place with little ventilation
- with machines that are not safe
- with chemicals or fumes that can harm your health
- being exposed to extreme heat or cold
- using household appliances that are not safe
- being exposed to diseases caused by unprotected sex (sexually transmitted diseases) or unhealthy living conditions
- employers are also required by law to give protective gears to workers working with dangerous materials or in hazardous work processes.

Workers are supposed to be informed about health and safety standards. Industrial diseases and occupational risks and accidents. Sometimes workers knowingly take up dangerous jobs because they will be paid more. They should be properly informed about the risk they are taking in such a case and be given full

protective gears and regular medical attention, if necessary. For example checks against radio activity contamination or exposure to toxic materials and waste. There should also be explanations about the long-term effects on their health which may not be noticeable during their employment period. For example, slow exposure to cancer-causing materials etc.

Your employer cannot make you work all day or more than the hours mentioned in your contract. If you do not have a contract you still can demand rest after working for 8 hours in a row, and you should also get a break during those 8 hours. You should get enough time to sleep and rest or to visit your friends.

Your employer cannot force you to work in a different situation than the one you agreed to. He or she cannot force you to do something against your wishes. If your employer does so, you are being forced into a slavery-like condition and that is against the law. For example, if you are working as a domestic worker, your employer cannot make you also work in his factories or shops. If you are working as a sex worker,

your employer cannot force you to take clients against your wishes, take clients at any time of the day or night, or take clients who are abusive or ill-treats you. You have the right to choose your work and do whatever you want to do. Your employer cannot check or punish you if you gain weight or refuse to provide sexual services to any client.

If you find yourself in any of these situations, the best way to deal with it is to:

- inform all your friends or acquaintances about the incident and seek their help. Your employer cannot hurt or abuse you just because you are his or her employee.
- contact organisations working with migrants like you, who face problems. It is a good idea to get in touch with those organisations. Migrant workers have rights, but you might find it difficult to seek justice by yourself, and you may need their help to assert your rights.
- contact your embassy or consulate. One of the duties of your embassy is to safeguard the rights of her nationals.

- contact health workers or doctors.
- contact trade unions.
- contact sex worker organisations.
- try to get as much knowledge as possible about the labour laws applicable to you in the host country.

Remember to keep a list of contact organisations and their phone numbers and try to make as many acquaintances as possible to help you in times of need.

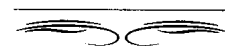
If you run away from your employer, do not take another job until you have filed a complaint against your employer, otherwise your employer can sue you for breaking your contract.

Migrant Workers Do Have Rights!

As a migrant worker whether documented or undocumented, you have the same rights as all other persons. Most democratic countries accept the principles of human rights established by the 1948 United Nations Universal Declaration of Human Rights. These fundamental human rights include:

- The right to life, liberty and security of person
- The right to self-determination
- Freedom from slavery
- Equality before the law
- Freedom of movement and residence
- Freedom from arbitrary arrest, detention or exile
- Freedom from torture or cruel, inhuman or degrading treatment or punishment
- Freedom of thought and religion
- The right to work and to form and join trade unions
- The right to rest and leisure
- Freedom in marriage
- The right to get access to restitution and compensation

Consider which rights of yours have been violated and consult with friends, women friendly organisations, and organisations working with migrant workers about how you can get redress.



**ARE YOU GOING
ABROAD TO WORK IN
A FACTORY OR ON A
CONSTRUCTION SITE?**

Factory or construction work will
require you to work with:

Chapter 9

- machines or building materials
and sometimes with chemicals

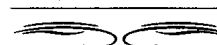
Working Conditions

- You usually work in groups.
- You have well defined job
responsibilities.
- You have a certain amount of
time off.

BUT in reality

- The working conditions may be unhealthy and
dangerous.
- You may have to work long hours.
- You may not be given much or any rest time.
- You may not be given proper food or
accommodations.
- You may be confined
- You may be forced to provide sexual services to
other male migrant workers.

Therefore you should insist on a written contract
before you take the job. (See the section on Contracts.)



ARE YOU GOING TO WORK AS A DOMESTIC WORKER OR HOUSEKEEPER?

You may work as a

- housekeeper or caregiver
- nanny or a nurse

Chapter 10

The job of a housekeeper is to take care of the house. Your duties might include: cooking, cleaning the house, doing the laundry, washing the dishes and utensils and other household responsibilities.

A nanny or nurse is responsible

for taking care of the children, the elderly or a sick person and catering to all their needs.

Work conditions

- You work alone. It is rare to have more than one housekeeper in a house.
- You are provided with food and accommodation by the employer.
- You are required to work inside the house.

You should have definite working hours and should not be forced to work late into the night or for long hours. You should only work in the house and not in the employer's factories or other business centers (unless specified so in your contract).

BUT in reality

- You may be provided with a small room and have to share it with other workers or younger members of the family, e.g. the children
- You may have to sleep in the kitchen, living room, store room or children's room
- You may not be allowed to meet or keep in contact

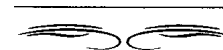
with your friends and acquaintances

- You may not be given enough food or allowed enough rest
- You may not understand what they want you to do because of the language barrier
- You may be subjected to physical, sexual and mental abuse from the members of the family
- You may not be allowed to practice your religion e.g. going to the church etc.
- You may not be allowed to keep long hair or forced to eat food that your religion or belief forbids.

How to apply for the position of a domestic worker

- There are both private and government employment agencies which can provide information about job vacancies.
- Friends and relatives already working as domestic workers can provide you with contacts and information.
- Employers might advertise in newspapers or other places and you might respond to the advertisement.

You should insist that your job responsibilities, payment and working hours be specified. This is often done verbally, but it is better to have it written down in a contract. (See the section on Contracts.)



ARE YOU GOING TO WORK IN THE ENTERTAINMENT INDUSTRY?



The number of women going to work in the entertainment industry is on the rise. The

Chapter 11

entertainment industry is growing thus creating job opportunities especially for women. Sometimes women in the entertainment industry are called 'artists'. The entertainment industry is, however, often a cover for prostitution. There are many types of work that you can do in the entertainment industry.

You may be an exotic dancer, stripper or artist.

You may be an escort girl.

You may be a bartender, who can also serve as a companion.

You may be a masseuse.

Work Conditions

This kind of work is generally done inside

- bars and pubs
- cabarets
- massage parlors
- brothels

You generally work in groups. For example, if you are an exotic dancer you might have to perform in bars or other places. There may be more than one dancer.

As a bar companion, you will have to work alone.

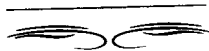
If you work in a brothel, you have to work alone attending clients.

Work in massage parlors involves giving massages and respond to other needs of the clients. This may include sexual services.

BUT in reality

- The work conditions may not be healthy
- You may be asked to share a small room with three or four people
- You may have to work long hours
- You may have little or no rest time
- You may not have a say regarding the clients you take
- You may not be given proper food or enough food
- You may be asked to work even during your menstruation period
- You may be forced to accept clients who refuse to use condoms, which is necessary to protect you against unwanted pregnancy, sexually transmitted diseases and AIDS
- You may be forced to provide sexual services to more than 10 clients per day.

Though it may not be easy, it is better if you insist on a contract before you take the job. (See the sections on Contracts.)



ARE YOU GOING TO WORK AS A SEX WORKER?

Sex work is illegal for foreigner or migrant workers in most countries (except for three countries: Aruba, Curacao and

Chapter 12

Surinam in the Caribbean and South America). Even in countries where prostitution is allowed for nationals, migrant women are not permitted to work in prostitution unless you have resident permit to stay in that country.

If you decide to work in the sex

industry, check the following carefully with your employer:

- Working conditions, working hours, and the number of customers per day that you must receive
- Your working status
- That your employer provides condoms and contraceptive pills to prevent unwanted pregnancies and sexual transmitted diseases (STDs)

Sex work is still not recognised as work in many countries and in most countries migrants are not allowed to do sex work. Authorities may press charges against you if you migrate for sex work.

If you are arrested:

- do not sign any document unless you understand it well
- ask for translation of any documents and a translator
- make a phone call to your friends or sex worker organisations or organisations working with migrants
- contact a lawyer or legal organisation working on human rights issues

As human beings, sex workers are entitled to have rights as in the Universal Declaration of Human Rights. (see the section on Migrants Workers Do Have Rights!)

If you are forced into sex work you have the right to complain and receive assistance from state authorities. In some countries there are laws to protect people from being trafficked.



ARE YOU GETTING MARRIED TO A FOREIGNER?

You may go abroad to get married. The number of women getting married to foreigners is on the rise. Men from industrialized

Chapter 13

countries are seeking to marry more and more brides from 'developing' countries. Arranged marriages are often successful and happy though there have been several reports and documented cases where women end up in violent marriages or where the husband's sole expectation of his wife involves her providing

domestic labour and/or sexual services. Marriages can be arranged in different ways.

- There are agencies or marriage bureaus which help arrange marriages
- There are individual marriage brokers who may visit your home and arrange marriages
- You may respond to advertisements placed by potential grooms

Agencies or Marriage Bureaus

You may apply to a marriage agency and they will put you in touch with a prospective groom. Generally with this method you get to know your husband in advance and have some sort of interaction with him. The groom very often pays a bride-fee to the family of the bride and also a fee to the agency for arranging the marriage.

Marriage Brokers

Individual marriage brokers roam around different villages and do match-making. In this situation the groom and the bride may not get a chance to meet

before the marriage. Parents usually negotiate the marriage. Both the match-makers and the family make money from such arranged marriages.

Advertisements

Responding to an advertisement is another way of getting married. You may reply to an advertisement placed in the newspaper, journals or Internet by a potential groom, and you get to know him by writing to him. Some companies make videos of potential brides so that men can watch them and then choose their brides. Some companies have printed catalogues with pictures of potential brides for men to choose from.

There may be marriages where:

You are forced to marry a man whom you do not want to marry. Such forced marriages are common in those 'developing' countries where families exchange unmarried daughters for money.

Sometimes fake marriages are arranged for the purpose of trafficking women from one country to

another as it becomes easier to move across the border if you are married to a citizen of that country. Fake marriages may involve some kind of ceremony, but they are still not legal marriages. These kinds of marriages are rampant in South Asia especially between Indian men and Bangladeshi women. Sometimes foreign men marry a woman from a developing country in order to sexually abuse her daughters.

In some instances, there may be group marriages arranged, which involve the grooms signing fake marriage papers and then they disappear. These are illegal methods by which women may be trafficked. Some countries do not recognise this kind of marriage and will not grant visa for you to live with your foreign husband. You might get some discriminatory prejudice on this kind of marriage in which a man 'buy' a wife from a developing country.

You might be returned to a marriage agency if a man is not satisfied with you. You should have some time to learn to know your prospective husband and his country's culture.

Laws and ways to get married

Marriages can take place

- At the marriage bureau
- In a religious place
- In your own house.

It is always advisable to register your marriage with the appropriate officials (such as a marriage bureau) so that it is recognised legally. Marriages performed in accordance with religious practices are social or ceremonial, but are not considered civil marriages by all countries. Witnesses are a requirement at wedding ceremonies. The number of witnesses required varies from place to place.

When citizens of different countries marry, the laws of both countries must be taken into consideration.

Where the marriage is performed is important as that is the place where the marriage will be registered.

Religious marriage ceremonies are performed either in a place of worship or in the house of the groom or bride. Generally in this kind of ceremony a religious

preacher comes and performs certain rituals in front of invited guests and the marriage receives social recognition.

All countries have a legal age for marriage, and marriage with someone younger than the legal age is prohibited.

Marriages should take place with the consent of both individuals. Nobody can force you to get married without your consent.

Children's Nationality

In some countries, children born in the country may receive citizenship automatically regardless of the nationality of their parents. In other countries, the child's nationality depends on the mother's or the father's nationality and whether or not the parents were married to each other at the time the child was born.

Incase you give birth to a child in a foreign country, make sure to

- Contact your embassy in that country to register your child
- Obtain the birth certificate
- Bring back any other relevant documents to your home country

In some countries, children born to citizens living outside the country are given citizenship and in others, they are not. In some cases, neither the country of origin nor the country of destination grant citizenship and these children become 'stateless' That means they are not legal residents of any country.

If you are considering divorce

Like marriage, you have every right to get a divorce or at least apply for one. The court, however, is the final authority that decides on the issue of divorce. The marriage must be legal if you are considering getting a divorce. This means you should be able to show all legal papers or documents.

There are certain matters which will be affected in case of a divorce.

Residential status

If you are living in your husband's country, your residential status might be affected if you try to get a divorce. Often abusive husbands take advantage of this situation and wives do not complain about the abuse because they fear deportation. However, it is not true that the wife will automatically be deported if she divorces. Many countries allow the legally married wife to stay in the country after the divorce if she meets certain requirements.

Child support and child custody

Divorce may mean losing custody of your children. Furthermore, it may mean that you will have no money to support them even though there are provisions in the law that the husband has to pay money (alimony and child support) for both your and your child's upkeep.

Right to property

You may lose your right to property or other belongings if you divorce your husband. You might take your case to court to claim your share of the property and marital belongings.

KNOW YOUR RIGHTS

Marriage is illegal if you or your husband get married and one or both of you are below the legal age for marriage. You should find out what the legal age for marriage is in the country and you should both be of that age or older.

You have the choice and right to marry anyone you wish and there should not be any discrimination on the basis of caste, creed, colour, nationality, religion or race.

You cannot be forced to marry someone whom you do not like. Marriages should take place with the consent of both parties.

Your husband cannot physically or mentally abuse you just because he has married you. He cannot force you to have sex with him or with any other person or group without your consent.

Neither your husband nor you can marry more than once if the other marriage is not annulled. There are,

however, certain communities where more than one marriage is permissible.

You cannot be forced to change your nationality if you do not wish to do so.

You can pass your nationality on to your children if you wish to do so.

Your child's nationality can be determined by the nationality of either parent or the place or country of your child's birth.

If you are married legally, that is you have the necessary legal papers and documents, you can seek legal protection if any of your rights are violated. If you are not married legally, you can contact organisations working with legal issues and seek their help in getting justice. It is always advisable to keep a copy of any legal papers or birth certificates with you in case you need to produce them.



METHODS OF REDRESS

In spite of various UN Conventions and well defined national laws, migrant workers are harassed and abused worldwide. The overwhelming

Chapter 14

incidents of harassment create a bleak picture for potential women migrants. Nonetheless, there have been instances where justice was sought and migrants did get their wages and claims addressed. In the following sections we will take a closer look at some case studies and analyse the rights violated, how they can be

rectified, the agents/agencies involved, etc.

Let's start with a factory worker's situation.

Pung came to Japan after signing a contract with a canning factory. At first she was suspicious of the offer but felt reassured when she received the formal contract. However, she was taken to a snack bar in Yamanashi Prefecture where the Taiwanese mamasan told her she owed 3.8 million yen (US \$38,000) and the only way to pay it back was to work as a prostitute. She was penalized 15,000 yen (US \$150) for working with no make-up and 10,000 yen (US \$100) for every minute she was late. All of these fines were added to her debt. (SAALA, Japan)

The following rights of Pung are violated:

- Freedom to choose work according to one's wishes. Pung was deceived by the agent and forced to work as a prostitute even though she signed a contract to work in a canning factory.
- Freedom from slavery. Pung was forced to work because she was bound by debt. This was a serious violation of her basic human rights.

If Pung understands her basic rights she can seek assistance from local organisations that work with migrants. This may be difficult though, as the mamasans usually keeps a close eye on the women and the women have little freedom to make outside contacts. The organisations might have limited resources to help migrants, but they can provide useful contacts and refer the case to other organisations working on the same issue.

The organisations can refer her to:

- **Police:** Contacting the police may cause more harm than good. The police, supposedly protectors of the law, often abuse women. It is important to remember that since the sex trade is illegal and happens only ‘under cover’, the police, if contacted, can arrest Pung immediately for practicing an illegal trade. But Pung and the local organisation can argue that Pung is a victim of slavery-like practices and she is a trafficked person.

- **Embassies and consulates of one's home country** can be contacted. The country of origin has more responsibility than the country of destinations with

respect to safeguarding the rights of her nationals.

However, in reality little help is obtained from embassies and the help that is offered can take a long time to get.

- **Organisations in home country** can be contacted to prepare for the safe repatriations of Pung involving the preparations for necessary documents.

If you fall into the following situations, how can you help yourself?

Yai, 19, worked in a department store in the south of Thailand. She was promised a job in a clothing factory in Taiwan and earning more money. The recruitment agent was a high ranking Malaysian police officer. She gave him her passport since he was to arrange for her visa. On arrival in Taiwan he gave her a fake Malaysian passport with her photo and told her to use it. She never saw her own passport again. (GAATW 1996)

A Burmese woman, who came to work in a coffee shop, reported that out of the money she earned, her employer

working conditions and other problems.

In the case of a **domestic worker's situation**:

Larena P. went to Kuwait from the Philippines to work as a domestic worker. She received no wages during the 15 months of her employment. Larena was confined to the house. She said, 'They never let me leave the house, not for church, not even to empty the garbage' She was frequently hit or knocked down. After an incident where her employer tried to choke Larena with a head scarf, she attempted suicide by jumping from the third floor. She spent six months in the hospital and had five operations. Attempted suicide is a felony in Kuwait so Larena was in danger of being arrested. (Middle East Watch Women's Rights Project, 1992)

The following rights of Larena P are violated:

- Her right to life was violated when her employer tried to choke her with a head scarf. She was also beaten periodically which caused physical and psychological damage.
- Non-payment of wages violates the basic tenets of

labour conditions.

- Her right to free movement was restricted. She was not allowed to leave the house nor was she allowed to practice her religion.

Assistance that can be provided to Larena P:

- The Ministry of Labour in Kuwait should be contacted and made aware of the situation. They can take legal action against the employer if Larena is a legal migrant. If Larena is not a legal migrant, action can still be taken against her employer on charges of attempted murder, denial of wages and confinement. In the case of being literally imprisoned in the house, it may be difficult to seek help outside. Therefore, it is very important to have telephone numbers of organisations which may be able to help you in the destination country, BEFORE your departure.

- Her attempted suicide can be explained as a desperate attempt to escape from a terrible situation. She might receive assistance in fighting the charge of attempted suicide from organisations working with migrant domestic workers. Many such organisations

took half. Of the remaining 50 percent, the employer took more to pay for food, electricity, water bills, laundry and the police. (AWHRC)

A large group of 238 women from Sri Lanka had gone to the Middle East to work in a factory. They were paid token wages and promised the full amount upon completion of a three-year contract. The factory closed before the end of the three years and the workers were only given \$100 each and then deported. An NGO in the Middle East began a campaign, which culminated in a demonstration in front of the Ministry of Labour. The workers eventually received some, but not all, of the wages owed to them.

(INFORM, Sri Lanka)

Rights violated in these cases include:

- Yai's personal documents were confiscated. Her travel papers were taken and she was given a fake passport. Her status was now illegal, and she could easily be arrested as an illegal.
- The factory workers in both cases were denied their wages. Wages cannot be withheld, and the

factory workers should have been paid their wages on a regular bases. The contract should indicate clearly the amount of wages to be paid and the approximate dates of payment. The amount, if any, due to the employers (for food, accommodations and upkeep) should also be set.

Assistance that can be provided:

- The workers are working legally or illegally, the matter could be taken up with the Ministry of Labour of the country. They might help to seek justice but the illegal (undocumented) worker might be deported.
- The police, if informed, might look into the matter and take steps accordingly to correct it. However, they might not do anything especially if the migrants are illegal. The migrants may face charges of illegal entry.
- Organisations working with migrant factory workers rights (as in the case of the Middle East workers) can bring the matter to the attention of the public and help seeking justice.
- Assistance can be sought from trade unions or other organisations (inside the factory) to protest poor

working conditions and other problems.

In the case of a **domestic worker's situation**:

Larena P. went to Kuwait from the Philippines to work as a domestic worker. She received no wages during the 15 months of her employment. Larena was confined to the house. She said, 'They never let me leave the house, not for church, not even to empty the garbage' She was frequently hit or knocked down. After an incident where her employer tried to choke Larena with a head scarf, she attempted suicide by jumping from the third floor. She spent six months in the hospital and had five operations. Attempted suicide is a felony in Kuwait so Larena was in danger of being arrested. (Middle East Watch Women's Rights Project, 1992)

The following rights of Larena P are violated:

- Her right to life was violated when her employer tried to choke her with a head scarf. She was also beaten periodically which caused physical and psychological damage.
- Non-payment of wages violates the basic tenets of

labour conditions.

- Her right to free movement was restricted. She was not allowed to leave the house nor was she allowed to practice her religion.

Assistance that can be provided to Larena P:

- The Ministry of Labour in Kuwait should be contacted and made aware of the situation. They can take legal action against the employer if Larena is a legal migrant. If Larena is not a legal migrant, action can still be taken against her employer on charges of attempted murder, denial of wages and confinement. In the case of being literally imprisoned in the house, it may be difficult to seek help outside. Therefore, it is very important to have telephone numbers of organisations which may be able to help you in the destination country, BEFORE your departure.
- Her attempted suicide can be explained as a desperate attempt to escape from a terrible situation. She might receive assistance in fighting the charge of attempted suicide from organisations working with migrant domestic workers. Many such organisations

offer legal support and provide shelter to women.

- Reporting to the police may be helpful but it will depend on the country's laws and how they are enforced.

Sarmini Mustaji came to work with the Elly Tjin family in Vancouver, Canada under the Federal Domestic Movement Program (FDM). She worked for 3 years and 3 months, 7 days a week for almost 24 hours a day. She was not allowed to use the telephone, meet her friends or go out except when she took the children to school. She was promised a salary of \$883/month but she never got any money except \$50 spending money occasionally. She met a woman in the children's school who helped her to get in touch with the West Coast Domestic Workers Association (DWA). Sarmini left her employer in April 1992. DWA filed a complaint with the Employment Standards Branch, which ordered her employers to pay \$5,000. Sarmini sued her employer in 1993 for unpaid wages and for compensation for breach of fiduciary duty. On January 14, 1995 the British Columbian Supreme Court Justice David Vickers awarded her over \$250,000 in back wages and

punitive damages. (Domestic Worker's Association, Canada.)

The following rights of Sarmini Mustaji are violated:

- Non-payment of wages.
- Denial of association. Her movements were restricted, and she had limited or no communication with others.
- Her right to leisure was denied. She was made to work very long hours with little or no rest.

Assistance that can be provided to Sarmini Mustaji:

- Sarmini was a legal migrant and had all the necessary papers. The Domestic Workers Association, who works actively with migrants, helped her pursue the case against her employer and claim her wages. Sarmini was fortunate that Canada has such a good program to help domestic workers. The situation might not be the same in other countries, and it might not be an easy task to get compensation.
- It was wise on Sarmini's part to contact a local organisation and bring the matter to their attention.
- The police and the Ministry of Labour can also be

notified but they may not see the situation through to the end and it may take a long time for them to act if they do.

Domestic workers work inside the employer's private home, which makes it difficult to intervene from the outside. Domestic workers unlike factory workers cannot form associations or trade unions easily. However, groups formed by domestic workers can be found in certain countries, and it is important to maintain regular contact with those groups.

In the case of **migrants working in prostitution:**

Sophia, a 26 years old from Nigeria, holds a secondary school certificate and worked as a clerk in a private establishment. She decided to travel abroad in order to earn more money. Together she and her mother sought a sponsor. Her mother borrowed US \$30,000 to enable Sophia to make the trip. Sophia knew she was going to work as a prostitute. Sophia had a visa to Austria, but her sponsor made her travel to Italy. Her stay in Italy was illegal. She shared a room with 3 other girls who had also

come to Italy through the sponsor. She could choose her clients and could select which part of town she wanted to work in. She had to make periodic payments to a middleman. One day there was a raid in the area where Sophia was working. She was arrested, and on being found an illegal immigrant, she was deported back to Nigeria. Sophia could manage to pay only \$5,000 to her mother. Her mother was still \$25,000 in debt. They had no choice but to find another sponsor for Sophia so that she could go to work again. (Human Rights Training, Nairobi.)

The following rights of Sophia are violated:

- Right to travel according to her wishes was violated. Sophia was tricked into going to Italy instead of Austria.

Assistance which can be provided to Sophia:

- Organisations working with migrant workers or sex workers can help Sophia return to Nigeria and advise her on her legal status.
- Legal organisations or those working with sex workers can also help Sophia sue her sponsor for

forcing her to travel to Italy instead of Austria. Those organisations can tell Sophia whether what her sponsor did was a crime.

Jane from Kenya was going to work as a prostitute. She had met a woman who assured her that she would be well paid in Germany. On reaching Germany, the brothel owner took away her passport. She got a very small share of her daily earnings and was confined inside the brothel. The brothel owner intercepted her letters. When her visa expired she was told that it would only be renewed if she found another Kenyan woman to become a prostitute. She found one but decided to save her from a similar fate. The other woman had a boyfriend, who repaid the airfare to the brothel owner. (Associates for Change, Uganda.)

The following rights of Jane are violated:

- Confiscation of personal belongings and legal identity papers. A passport belongs to the individual and should be kept with one's self or with a trusted person. Passports cannot be taken away by the brothel owner or employers.
- Non-payment or under payment of wages is

another rights violation. Jane was denied her basic right to her earnings.

- She was kept in confinement, and her rights of free movement and association were denied.
- Her personal belongings were intercepted and this was a violation of her right to privacy.

Assistance that can be provided to Jane:

- In situations like this it becomes difficult to provide any assistance. Prostitution is often illegal for migrants and few countries have laws to protect migrants from the perils faced in prostitution.
- Workers have a difficult time fighting exploitation by the brothel owners.
- The brothel owners take advantage of the migrant's illegal status making the sex worker more vulnerable to abuse.
- There are organisations helping migrant prostitutes fight exploitation. It would be a good idea to have a list of the organisations providing assistance to migrant prostitutes.
- Groups formed by prostitutes are not common in all countries. In some countries prostitutes are not

prosecuted for engaging in sex work and are able to form their own organisations. There are some support organisations which provide places for prostitutes to drop in, rest, take a bath, and get coffee, free condoms, and practical information. These so called 'living rooms' or 'drop-in-centers' function as meeting places for sex workers and places where they can support each other.

In the case of marriage:

Margaret, a 22 year old woman from Mallard, was taken to Milan, Italy by a man who had been courting her. On reaching Milan, he took her passport away and locked her in the house. Later, he started showing her pornographic movies and suggested that they try that kind of sex. She refused and made a fuss. She called her sisters in Germany and Nairobi. She managed to get her passport and return home. (Associates for Change, Uganda.)

The following rights of Margaret are violated:

- Illegal confinement.
- Confiscation of personal belongings.

- Use of force in physical relations

Assistance that can be provided to Margaret:

- If the marriage is registered, a legal suit for divorce can be filed in court.
- Claims can be made for compensation and alimony.
- The husband can also be arrested on charges of indecent behavior (marriage for sexual misconduct or for physical abuse).

The marriage must be legal in order to receive the above mentioned benefits. There are certain conditions that must be satisfied to make a marriage legal such as the ages of the bride and groom, marital status, and proper registration of the marriage.

Moyna was 16 years old when her father died and her family forced her to marry Jahangir. Jahangir took her to Dhaka where she met his other wife. He said he wanted Moyna to work as a prostitute. She refused and he beat her. When she tried to escape she was beaten again. A young friend of Moyna's contacted an NGO in Bangladesh, Ain O Salish Kendra (ASK). When ASK visited the house,

Moyna's husband fled. Moyna lodged a complaint with the police against her husband. ASK found Moyna's relatives and helped her return home. Moyna is still legally married (polygamy is legal in Bangladesh) to her husband, and he could bring a case against her for conjugal rights (the right to live and/or sleep with him). Moyna chose not to file for divorce because she felt it would be bad for her family. (ASK, Bangladesh.)

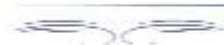
The following rights of Moyna are violated:

- The right to consent to marriage by both parties.
- The bride was too young to get married legally.
- The use of force and physical violence in the marriage.

Assistance that can be provided to Moyna:

- The legal authorities can be contacted and the marriage can be annulled if the conditions necessary for a legal marriage are not met. In this case, the bride was too young to get married.
- According to Islamic law consent is sought from the bride before the marriage. In this case, the bride did not consent to the marriage.

- There are organisations that provide legal and other kinds of support to dissolve marriages like this.
- If the marriage is between people of different countries, the laws of the country in which the marriage was registered are generally followed.
- Certain countries have restrictions on getting divorced. Couples can apply for a separation and the marriage can be annulled but divorce is not granted.



SUCCESSFUL CASES OF REDRESS

The cases presented and analysed above clearly stress the fact that workers are harassed and abused worldwide. However, as mentioned in the introduction of 'Methods of Redress', there have been instances where migrant workers received justice. Two such cases will be presented in the following:

Case 1

Adek came from a poor family in a small village in Indonesia. She was sent to work for a distant aunt when her mother passed away. She was introduced to her aunt's friend who was married to a Dutch man, and was asked whether she wanted to visit the couple in the Netherlands and have a holiday. The couple had arranged all the necessary documents for her, and all Adek's expenses were taken care of.

As Adek arrived in the Netherlands with full of excitement and hope, she was suddenly told that she was to marry a

Dutch man, who was a total stranger to her. Even though she protested and refused, there was no way out as she was completely dependent on the couple who had brought her to the Netherlands. All her papers were taken away from her for so-called 'safe-keeping', and she had no money, knew nobody and could only speak Indonesian. After her marriage, Adek was taken to a room in the red-light district in Amsterdam, and was told that she had to work to pay back the costs of the trip to the Netherlands. She was miserable and unhappy, but did not know what to do. Eventually, one of the other women in the brothel complex found out that she was really unhappy and did not want to work, and thus informed the police.

After her rescue, Adek was supported by the Foundation Against Trafficking in Women (STV). Adek and the STV collaborated in an intensive publicity and lobby campaign, which won her a residence permit. The case illustrated the need to allow women, who pressed charges against traffickers, to stay in the Netherlands, at least until the process is completed.

Her case became one of the exemplary cases, which helped

to bring about policy and legal changes regarding victims of trafficking in the Netherlands.

The following rights of Adek are violated

- Adek's personal documents were confiscated
- Right to choose her own marriage partner: Adek didn't even know that she had to marry someone, let alone a complete stranger.
- Right to choose employment. Adek had been deceived and she did not know that she was meant to work at all, least of all in prostitution.
- Her rights to control her life, physically, psychologically and emotionally, were violated.

With STV's help, Adek put forward the following arguments which in the end won her a residence permit.

- She would face reprimand and stigmatisation on return to her country, even though she was a victim. In addition her documents had been falsified, e.g. her birth certificate states that she was older than she was.
- She had no family who could take care of her. In

fact she was the one taking care of everybody.

- She had no means of livelihood and could not go back to Jakarta either. Furthermore, the aunt was eventually proven to be an accomplice of the couple, who had trafficked her.

Case 2

Another successful campaign for the case of human rights of migrant workers, is the El Monte Case, where justice was given to the undocumented migrant workers.

On 2nd August 1995, a raid on a garment factory in El Monte, California, led to the release of sixty-seven Thai women and five men, who had been trafficked to the US. They had been held in slavery-like condition for up to seven years, sewing clothes for some of the top manufactures and retailers in the United States. The workers had been confined within a barbed-wire fence in a residential neighbourhood, and were made to work up to 17-20 hours a day for as little as sixty cents an hour. The minimum wage in US was \$4.25 per hour at that time.

They were not allowed any contact with the outside world; their mails were censored and their telephone calls monitored. They were told that their family members in Thailand would be harmed if they tried to escape. Not allowed any contact with the outside world, they depended on the captors for food and basic necessities, which were purchased from the company store at highly, inflated prices. The vulnerability of the undocumented status and the unawareness of their legal rights make it easy for employers to abuse immigrant workers, denying them such rights as a legal minimum wage, benefits, compensation for overtime, and safe working conditions.

After the raid, immediately, a coalition of community and labour organisations, civil rights activists and attorneys, known as Sweatshop

Watch, mobilised to bring support and social and legal services to the Thai workers. With their great support and help, eventually the head of the company was sentenced to seven years imprisonment. Two of her sons were sentenced to six years and one of the guards was sentenced to four years. The family was ordered to pay US \$4.5 million in damages within five years.

The workers were granted temporary residence permits and

six months work permits to allow them to remain in the US for the duration of the trials. The workers feared returning to Thailand because the members of the employer's family had made threats against them and their families. Finally they were granted green cards to work legally in the US.

The following rights of factory workers are violated:

- Right to free movement was restricted. The workers had been confined within a barbed-wire fence and were not allowed to go out.
- Denial of minimum wages: under payment of wages is another rights violation. These workers received much less than the legal minimum wage, no compensation for over time, and were not given any benefits.
- Denial of association: they had no communication with the outside world.
- Right to privacy: their mails were censored and their telephone calls monitored.
- Right to life, liberty and security of person: the employer used threats and actual violence against the workers or against their family to control their behaviour.

Respecting the rights of the workers, assistance was given to them based on human rights principles. During the trial process, the workers were given the following assistance:

- Escort service by the government officers to interpret and explain to the workers what was happening.
- Negotiating with immigration lowered bail, release from the immigration detention facility and temporary residence and work permits.
- Raising bail and donations of money, food, clothing and toiletries.
- Publicising the plight of the workers and conditions in other sweatshops in Los Angeles.
- Screening companies who offered to hire the workers after they had received their temporary work permits.
- Providing English language classes and instruction in daily living skills, such as opening bank accounts and using public facilities.
- Participating in meetings of workers and retailers about reform and accountability in the garment industry.
- Assisting the workers in filing civil law suits.

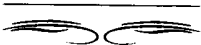
Conclusion

From the many examples in this chapter, you will see that migrant workers rights are violated in many cases. Often they were deceived, forced into doing something they did not want to, or forced to work under terrible working conditions. This is why it is important to know what is your rights, what your employer can do and cannot do and make sure you will know what to do incase you suffer injustice.

You can see that Adek and the El Monte factory workers' human rights were grossly violated too. However, these two cases illustrate that if you seek help from women's organisations, migrant workers organisations, or any other groups working on this issue, they will try to give you assistance and help solve your problems. If you feel that you are being treated unfairly, you do not need to suffer in silence. To fight for your case means you set an example for the other migrant workers and trafficked persons who suffer human rights violations. For example, Adek's case highlighted the importance of giving temporary

residence permit to trafficked persons who want to prosecute their traffickers. This was a great victory not just for Adek, but for anyone wanting to travel to the Netherlands. It means that now there is a specific law to protect you in case you fall victim of trafficking. In the case of El Monte factory workers, they were given humane assistance during the trial process, because of a generous support from many organisations.

However, it must be noted that the successes of Adek and El Monte factory workers cases are indeed rare and special cases. In most cases, migrant workers and trafficked persons suffer in silence. Nevertheless, these two cases prove that if you were to taken action, there are many organisations which will try to help and give advise to you. These organisations (see appendix) are there to listen to you or be friends with you. Don't hesitate to contact them. Remember, you're not the only one who might suffer abuse. There is many other like you.



APPENDIX OF ORGANISATIONS PROVIDING ASSISTANCE TO MIGRANTS

AFRICA

KENYA

Federation of Women Lawyers (FIDA)

PO Box 46324, Nairobi, Kenya

Tel # 254-2-717169, Fax # 254-2-716840

Email: Fida@africaonline.co.ke

NIGERIA

Help Women in Distress (HWD)

PMB 437, Offa, Kwara State, Nigeria

UGANDA

Human Rights Network in Uganda

PO Box 21265, Kampala, Uganda

Tel # 256-41-345526, Fax # 256-41-345526

Email: hurinet@swidruganda.com

SENEGAL

Enda-Synfev

Environnement et Developpement du Tiers-Monde-Synergie

Genre et Developpement

(Environment and Development of the Third World Gender
and Development Synergy Unit)

B.P 3370

Dakar, Senegal

Tel # 22 1 216027/224229, Fax # 22 1 222695

E-mail: mhms@endadak.gn.apc.org

ASIA PACIFIC

AUSTRALIA

Prostitutes Collective of Victoria

10 Inkerman Street, St. Kilda, Victoria, Australia

BANGLADESH

Ain O Salish Kendra (ASK)

26/ 3 Purana Paltan Line, Dhaka 1000, Bangladesh

Tel # (322) 88-2838561, Fax # (322) 88-2835851

Email: ask@citechco.net

Action for Community Development

H - 41 Sagarpara, Ghoramara

Rajshahi 6100, Bangladesh

Tel # 721-4546, Fax # 810- 91

Bangladesh Migrant Center

House #43, East Bashabo (Kadamtala),

Dhaka 1214, Bangladesh

Tel/ Fax # 880-2-9339915

Bangladesh Women's Lawyers Association

(BNWLA)

17 / 1 Eskaton Garden Road, Dhaka 1000, Bangladesh

HONG KONG

Action for Reach Out

PO Box 98108, T.S.T. Post Office,

Tsim Sha Tsui, Kowloon, Hong Kong

Tel # (852) 2770-1065, Fax # (852) 2770-1201

Hotline: (852) 27701002

Email: afro@iohk.com

Asian Domestic Workers Union

Flat B, 5/ F, Yen Yin Mansion

7 Ferry Street, Kowloon

Tel # 2359- 4965, 2359-4743, Fax # 2359-4881

Asian Migrant Centre

4 Jordan Road, Kowloon,

Tel # 2312-0031, Fax # 2992-0111, 2367-7355

Email: amc@hk.super.net

Christian Industrial Committee

3/ F 57 Peking Road, Tsim Sha Tsui, Kowloon

Tel # 2366-5860, Fax # 2724-5098

Caritas - Hong Kong Catholic Centre

18/ F Grand Building, 15-18 Connaught Road, Central

Tel # 2526-4249, Fax # 2526-2629

Diocesan Pastoral Centre for Filipinos

18 / F Grand Building

15 -18 Connaught Road, Central

Tel # 2526-4249, Fax # 2526-2629

Far East Overseas Nepalese Association

1/ F, 399 Shanghai Street, Mongkok, Kowloon

Tel # 2388-7554, Fax # 2374-5719

Friends of Thai in Hong Kong.

C/o mother of Good Counsel Parish

4/ F, No. 5 Choi Hung Road

San Po Kong, Kowloon

Tel # 2718-6498, Fax # 2716-4244

Helpers for Domestic Helpers Ltd.

St. Andrew's Church

138 Nathan Road, Tsim Sha Tsui, Kowloon

Tel # 2739-6193, Fax # 2724-5309

International Social Services HK Branch

6 / F Southorn Centre, 130 Hennesey Road,

Wanchai, Hong Kong

Tel # 2891- 6863, Fax # 2834-7627

Jesus is Lord Fellowship

1/ F D, Beauty Mansion, 69 Kimberley Road

Tsim Sha Tsui, Kowloon, Hong Kong

Tel # 2368-8996, Fax # 2367-1581

Methodist Church (ES)

271 Queen's Road East, Wan Chai ,

Hong Kong

Tel # 2574-0570, 2575-7817, Fax # 2575-6493

Philippine Domestic Workers Union

23 Sau Wa Fong, 1/F, Block A, Wan Chai, Hong Kong

Tel # 2893-7376

Zi Teng (Sex workers concern group)

Hong Kong G.P.O Box 7450

Tel # (852) 23327182, Fax # (852) 23904628

Email: ziteng@hkstar.com

INDIA

Domestic Workers Movement - Migrant desk

St. Mary's Apartments 104-A, Nesbit Road

Mazagaon, Bombay 400010, India

Tel # 376-0440, 379-0803

Society for Participatory research in Asia

42 Tuglakabad Institutional area, New Delhi 11 062, India

Tel # 698-1908, 698-9559, 698-8508, Fax # 698-0183

INDONESIA

Centre For Indonesian Migrant Workers

Jl. Cempaka Putih Timur XI/ 26

Jakarta Timur 10510 Indonesia

Tel # 420-5623, Fax # 425-3379

Email: Yakoma@rusa.or.id

Indonesian Women's Association for Justice (APIK)

Jalan Radar, AURID 5/4 Cimanggis

Jakarta 16952, Indonesia

Tel # 872-5383, Fax # 872-5383

Kalyanamitra ('Good Friends')

Jalan Sebret 10a Pasar Minggu Jakarta 12540, Indonesia

Tel # 021-780-6683, Fax # 021-780-6683

Mawaddah Foundation (Centre for Women's Resources Development)

Billy Moon H1 No.7,

Pondok Kelapa, Jakarta

DK1 Jakarta 13450, Indonesia

Tel # 864-2195, 865- 2087, Fax # 864-2195

Solidaritas Perempuan (Women's Solidarity for Human Rights)

Jalan Otista III/C-17,

Cipinang Cempedak,

Jakarta Timur 13340, Indonesia

Tel/ Fax # 62-21-8193101

Email: soliper@centrin.net.id

Urban Community Mision Jakarta- Indonesia

Jl. Cmpaka Putih Timur X1 / 26

Jakarta DKI Jaya 10510, Indonesia

Tel # 420-5623, Fax # 425-3379

JAPAN

Asian Friends

c/o Tabijinosato, 2-8-9 Haginochaya

Nishinari-ku, Osaka City 557, Japan

Tel # 634 2127, Fax # 634 2129

Asian Labourers Solidarity

2-6-29 AOI, Higashi Nagoya,
Aichi-ken 461, Japan
Tel # 935-9448, Fax # 931-8567

Casa De Amigos

12-4 Midori-cho, Mishimo City,
Shizuoka-ken 411, Japan
Tel # 813- 599, Fax # 813-599

Catholic Tokyo International center

Kondo Bldg. 5F,
1-21-5 Kameido, Koto-ku
Tel # 03-36361981, Fax # 03-36361985
Email: ctic@love.email.ne.jp

Forum on Asia in Shizuoka (FAS)

44 Karuma-cho, Shizuoka City,
Shizuoka-ken 420, Japan
Tel # 273 3884, Fax # 251 5021

Hand-in -Hand Chiba (Chiba Foreign Migrant Workers Connect)

Chiba Chuo Haitsu 505, Chuo 3-5-7
Chiba-shi, Chiba-ken 260, Japan
Tel # 224-2154, Fax # 224-2305

Help Asian Women's Shelter

2-23-5 Hyakunin-cho, Shinjuku-ku, Tokyo 169, Japan
Tel # 3368-8855, Fax # 3368-9791

House for Women ' SAALAA'

P.O. Box 13 Aoba Post Office, Yokohama 225, Japan
Tel # 901-3527, Fax # 902-4045

International Family Line

(TOMO NO KAI)

3-6-43 Marunouchi, Naka-ku,
Nagoya-shi, Aichi-ken 460, Japan
Tel # 953-9480, Fax # 953-9480

KALABAW - NO-KAI

Rm.701 Sanwwa Bussan Bldg.
3-11-2 Matsukage-cho, Naka-ku
Yokohama, Kanagawa-ken 231, Japan
Tel # 662-5699, Fax # 663-2262

KOREA**Archdiocese of Seoul Foreign workers' Labor Counselling Office**

3F Jeo- Dong, 1GA 27-2 Jung-gu,
Seoul 100-031, Korea
Tel # 779-2049, 319-9650, Fax # 773-2627

The Association For Foreign Workers Human Rights in Pusan (FWR)

Yusin Building, 139-9

Jonpodong, Jingu, Pusan,

Korea

Tel # 8023483, Fax # 8094722

Email: noja@chollian.net

Counselling Center for Migrant Women Workers

Rm 1110 Korean Ecumenical B/D,

136-56 Yunchi-Dong, Chongno-Ku,

Seoul, Korea 110-470

Tel # 02-7084370

Diocese of Incheon Foreign Worker's Counselling Office

C/o pupyong 2 Dong Catholic Church

Pupyong 6-dong, 657-27 Puk-Gu

Incheon 403-106, Korea

Tel # 518-1094, Fax # 529-9621

Emmaus Foreign Worker's Counselling Office

Changan-ku-, Hawaso-Dong 100

Suwon City, Korea

Tel # 257-8501, Fax # 443-991

Migrant Workers Counselling Center in Teagu

141-1 Taepeungro,

Jung-gu, Korea

Tel # 2570691, Fax # 2570691

Email: Kumin@netsgo.com

MALAYSIA

Filipina Service Committee (FSC)

Bahay ni Maria, St. Francis Xavier

135 Jalan Gasing, Petaling Jaya,

Selangor 46200 Malaysia

Tel # 758-6472, Fax # 757-2435

Sarawak Women For Women Society

P.O. Box 551, Kuching, Sarawak 93172

Malaysia

Tel # 416-053

Tenaganita - CARAM - Asia

11/F Wisma Yakin,

Jalan Masjid India

50100 Kuala Lumpur, Malaysia

Tel # (603)-2970267,

Fax # (603)-2970273

Email: caramasia@hotmail.com

NEPAL

General federation of Nepalese Trade Unions GEFONT- Central Office

P.O. Box -10652, Putali Sadak, Katmandu, Nepal
Tel # 248-072, Fax # 248-073

PHILIPPINES

Batis Centre for Women

Rm. 711 Don Santiago Bldg.
1344 Taft Avenue, Ermita, Manila Philippines
Tel # 521-1279, Fax # 522-4357

Centre for Overseas Workers (COW)

1043 Aurora Blvd. Quezon City 1108, Philippines
Tel # 913-6439, Fax # 927-9543

Gabriela Commission on Overseas Filipinas

35 Scout Delago Street. Roxas District
Quezon City, Philippines
Tel # 998-034, Fax # 922-9567

Kakammpi

70-B MataHimik St, Teacher's village,
Diliman, Quezon City, Philippines
Tel # 4354584, Fax # 4354533
Email: kakammpi@skyinet.net

LILA Filipina

P.O. Box 1013, Citimall
Diliman, Quezon City, Philippines
Tel # 924-640, Fax # 924-6381
Email: awhrc@phil.gn.apc.org

MIGRANTE- Alliance for Migrant Concerns, APME

Rm. 263 N. Tomas Morato corner Sgt.
Fernandez Quezon City, Philippines
Tel # 972-097

Scalabrini Centre for People on Move (SCPM)

No.4-A, 13th Street, off Victoria Avenue.
New Manila, Quezon City 1112,
Philippines
Tel # 724-3543, Fax # 721-4296

Email: php@misa.irf.ph.net

Women's Legal Bureau

11 Matimtiman St, Teachers Village,
Diliman, Quezon City, 1101,
Philippines
Tel # 9213893, 9218053
Fax # 92114389
Email: wlb@philonline.com.ph

SRI LANKA

Migrant Services Centre- All Ceylon Federation of free Trade Unions

No. 10, Council Lane,
Dehiwala, Colombo, Sri Lanka

Tel # 713-386, Fax # 431-847

Women for Welfare and Rights of Women and Children

17/ 12 Karlsrhue Gardens, Colombo 10, Sri Lanka

Tel # 686-267

TAIWAN

Chinese Catholic Bishops' Conference

Migrant Workers' Concern Desk

Room 906, No.2, I Sec., Chung Shan N Road,
Taipei 10041, Taiwan, R.O.C.

Tel # 886-2-23895257, Fax # 886-2-23712888

Email: mwcdtwn@ms15.hinet.net

Hope Workers' Center

65 Chang Chiang road
Chung-Li City, Taoyuan Hsien,
Taiwan, R.O.C.

Tel # 425-5416, Fax # 427-1092

Rerum Novarum Center

24, hoping Tung Lu, Sec.1, Lane 183

Taipei 106, Taiwan, R.O.C.

Tel # 397-1933, Fax # 341-0106

Taiwan Grassroots Women Workers' Center

4 / F, 208 Chienkang Road

Taipei, 10577, Taiwan, R.O.C.

Tel # 762-1006, Fax # 762-1006

Email: tgwwc@isl.net.tw

THAILAND

Catholic Commission on Migration - Women's Desk

232/9 Naret Road, Bangrak,
Bangkok 10500, Thailand

Tel # 233-3073, Fax # 233-3073

Daughters Education Programme (DEP)

Development and Education Programme for Daughters and
Communities Centre

PO Box 10 Mai Sai,
Chiang Rai 57130,

Thailand

Tel # 053 733186, Fax # 053 642415

EMPOWER

P.O. Box 1065 Silom Road,
Bangkok 10504, Thailand
Tel/ Fax # 236-9272

Chiang Mai Branch:

72/2 Raming Niwet,
Tippanetr Rd., Ampur Muang,
Chiang Mai 50100, Thailand
Tel # 282-504, Fax # 201-248

Foundation For Women

295 Charansanitwong 62, Bangkok 10700
Tel # 433 5149, 435 1246, Fax # 433-6774

Fountain of Life Centre

463/49 Srinakorn Rd,
North Pattaya, Chonburi 20260,
Thailand
Tel # 038-361540, Fax # 038-361539

Migrant Assistance Programme (M.A.P)

P.O Box 7, Chiang Mai University,
Chiang Mai, 50200,
Thailand
Tel # 053- 811202, Fax # 053-811202
Email: mapnet@cm.ksc.co.th

Rahab Ministries

Building 3, 4th Fl. Patpong 1, Silom,
Bangkok 10500
Tel/ Fax # 236-9270

EUROPE

AUSTRIA

Frauensolidaritat (Solidarity Among Women)

Bergasse 7
A-1090 Vienna, Austria
Tel # 01-3174020, 01-3174021, Fax # 01-3174022
E-mail: fsoli@magnet.at

LEFO (Migrant sex workers group)

Kattenbruckengasse 15/4, 1050, Vienna, Austria
Tel # 431-5811880
Email: LEFOE@tO.or.at

BELGIUM

Payoke VZW

Zirbstraat 27
Antwhpn 2000, Belgium
Tel # 0032-232-2440, Fax # 0032-323-2324

European Union Migrants' Forum

70-72 rue ole Commerce,
Bruxelles 1040, Belgium
Tel # 00-32-2-502-49-49,
Fax # 00-32-2-502-78-76

BULGARIA

ANIMUS

PO Box 97, Sofia 1408, Bulgaria
Tel # (359) 2-9816740, Fax # (359) 2-9810570
Email: Animus@mbox.cit.bg

GERMANY

Amnesty for Women

Grosse Bergstr. 231,
22767 Hamburg, Germany
Tel # 49-40-384753, Fax # 49-40-385758
Email: Amnesty4Women@t-online.de

Ban Ying

Anklamer Str. 38, Berlin 10115, Germany
Tel # 0049-30-4406373, 030-62-7412,
Fax # 0049-30-4406375, 030-462-6610
E-mail: BAN-YING@IPN-B.comlink.apc.org

Frauen Information Zentrum (FIZ)

Landhausstrasse 62
Stuttgart D-70190, Germany
Tel # 0049-711-261891,
Fax # 0049-711-262-4053

Kassandra e. V. Prostituierten

Salbsthilfegruppe und Beratungsstelle

Kopernikusplatz 12
90459 Nuremberg, Germany
Tel # 49 9 11 442889, Fax # 49 9 11 440533

GREECE

Kasapi-Hellas, Unity of Filipino Migrants

PO Box 4035 GR 102 10,
Athens, Greece
Tel/ Fax # 30-1-8664527
Email: kasapi@hol.gr

HUNGARY

Autonomous Trade Union Confederation, VDSZ

Benczur Utca 45, Budapest H-1068, Hungary
Tel # 36-135-1187, Fax # 36-134-29975

ITALY

Associazione Donne Senzaconfini

(Migrant Association)

Viale Lovi Pasteur 40, 31100 Treviso, Italy

Tel # 39-422-32041, Fax # 39-422-320417

Comitato per I Diritti Civili delle Prostitute

(Migrant sex workers group)

Casella Postale 67, 33170, Pordenone, Italy

Tel/ Fax # 39-434-640563

Email: lucciole@iol.it

THE NETHERLANDS

Committee of Religious Women Against Trafficking in Women

Godsweetersingel 17

Roermond NL 6042 GJ, The Netherlands

Tel # 0031-475-315055, Fax # 0031-475-331529

E-mail: cos@tref.nl

Commission for Filipino Migrant Workers

Paulas Potterstraat 20

Amsterdam 1071 DA, The Netherlands

Tel # 00-31-20-6646927, Fax # 00-31-20-664-7093

E-mail: cfmw@open.net

Foundation Against Trafficking in Women/ Strichting Tegen Vrouwenhandel (STV)

PO Box 1455

Utrecht 2500 BL, The Netherlands

Tel # 31-030-271-6044, Fax # 31-030-271-6084

E-mail: stv@stv.nl

Transnational AIDS/ STD Prevention among Migrant Prostitutes in Europe Project (TAMPEP)

Westemarkt 4, 1016 DK, Amsterdam,

The Netherlands

Tel # 31-20-6247149, Fax # 31-20-6246529

Email: tampep@xs4all.nl

POLAND

La Strada

(Prevention of Traffic in Women in Central and
Eastern Europe)

Al Armi Lodowej 6/104

00-571 Warsaw, Poland

Tel # 48 22 621 5753, Fax # 48 22 621 5753

Hotline: every Tuesday 9:00am - 9:00pm

48 22 628 999

ROMANIA

Asociatia Nationala A Femeilor U Diploma Universitara Ain Romania

(The National Association of University Women of
Romania)

Danicini Str.,

Sector 1 cod # 267,

Budapest, Romania

Tel # 00 401 6177717, Fax # 00 401 2232451

SPAIN

Fundacion ESPERANZA

Apartado Postal 50905 AP,

28080 Madrid, Spain

Tel # 34-91-5479747, Fax # 34-91-5477154

Email: esperanza@globalnet.es

SWITZERLAND

ASPASIE

Rue Charles-Cusin 10,

1201 Geneva, Switzerland

Tel # (022) 732.68.28, Fax # (022) 731.02.46

E-mail: aspasia@span.ch

Babaylan (Philippine Women's Network in Europe)

Harstrasse 43, 8004 Zurich, Switzerland

Tel # 01 401 10 37

Baffam (Center for foreign women)

Bollwerk 39, 3011 Bern, Switzerland

Tel # 031 312 04 00

Balikatan Center

Hof 16, 7000 Chur, Switzerland

Tel # 081 252 45 39

BODS

Bewegung fur eine offene, demokratische und solidarische
Schweiz

Neuengasse 8, 3011 Bern, Switzerland

Tel # 031 311 07 70

CARITAS

Lowenstrasse 3, Postfach

Luzerne CH 6002, Switzerland

Castagna (Consultation center for sexually abused women)

Universitätsstr. 86,

8006 Zurich, Switzerland

Tel # 01 364 49 49

CCSI (Centre de contact suisses immigrés)

Passage du Cardinal 2D

1700 Fribourg, Switzerland

Tel # 026 424 21 25

Femia (Meeting point for migrant women)

Im Laubegg 27

8045 Zurich, Switzerland

Tel # 01 451 37 77

FIZ, Network International

Quellenstrasse 25

Zurich 8005, Switzerland

Tel # 41-1-271-8282

(Monday to Thursday 9:00 am to 1:00 pm)

Fax # 41-1-272-5074

E-mail: fiz-mail@access.ch

Info dona

Zurich, Switzerland

Tel # 01 271 35 00

Mayday

Via Zurigo 17

6900 Lugano,

Switzerland

Tel # 091 923 18 64

Resource Center for Black Women

Manessestr. 73

8003 Zurich, Switzerland

Tel # 01 885 43 93

Syndicat sans Frontieres

Rue Terreaux-du-Temple 6

1201 Geneva, Switzerland

Tel # 022 738 88 27

Tuluyang Pinoy (Philippine Resource Center)

Hardstrasse 43

8004 Zurich, Switzerland

Tel # 01 401 10,37

Xenia

Langmauerweg 1, 3011 Bern, Switzerland

Tel # 031 311 97 20/40/60 (Thai)

TURKEY**Kadinin Insan Haklare Projesi**

(Women for Women's Human Rights)

Plajyolu sok 1219, Gamhdag Apartment Suadije, 81070

Istanbul, Turkey

Tel # 90 216 3572142, Fax # 90 216 3851262

E-mail: kihp@info-ist.comlink.dc

UNITED KINGDOM

Anti-Slavery International (ASI)

The Stableyard Broomgrove Road,
London SW9 9TL, United Kingdom
Tel # 071 924 9555, Fax # 071 738 4110
E-mail: antislavery@gn.apc.org

NORTH AMERICA

CANADA

Intercede (Toronto Organisation for Domestic Workers' Rights)

234 Eglinton Avenue E,
Suite 205, Toronto, Ontario M4P 1K5
Canada
Tel # 1-416-4834554, Fax # 1-416-4839781
Email: nac@web.net

GAATW Canada

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Victoria, B.C.
V8S 3H4, Canada
Tel/ Fax # (250) 4801853
Email: Gaatwcan@islandnet.com

West Coast Domestic Workers Association

302-119 West Pender St.,
Vancouver, BC, V6B 1S5, Canada
Tel # 604-6694482,
Fax # 604-6696456
E-mail: jmikita@triton.capcollege.bc.ca

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Asia Immigrant Women Advocates

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Oakland, California 94607 USA
Tel # 510-268-0192

Center for the Study of Human Rights

420 West 118th Street, 1108 IAB,
New York, New York 10027 USA
Tel # 212-854-2479, Fax # 212-316-4578
E-mail: cshr@columbia.edu

Filipino American Service Group

135 N. Park View Street,
Los Angeles, California 90026 USA
Tel # 213-487-9804,
Fax # 310-441-3958
E-mail: KMMCMAHON@earthlink.net

Sisters Offering Support

PO Bo75642 Honolulu, Hawaii 96836, USA

Tel # 808-942-5070, Fax # 808-949-0266

Thai Community Development Center

2430 W Third Street,

Los Angeles, CA 90057, USA

Tel # (213) 7398455, Fax # (213) 7389919

SOUTH AMERICA

COLOMBIA

Fundacion ESPERANZA

Apartado Aereo 075174, 114 Bogota 2, Colombia

Tel # 57-1-5261121

Email: esperanz@col1.telecom.com.co

DOMINICAN REPUBLIC

Centro Orientation E Investigacion Integral (COIN) - Sex Workers group

Calle Anibal de Espinosa #352, Villas Agricolas,

Santo Domingo, Republica Dominicana

Tel # 809-6811515, Fax # 809-2454336

Email: COIN@Codetel.net.do

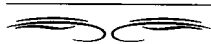
GAATW History

The Global Alliance Against Traffic in Women (GAATW) was formed at the International Workshop on Migration and Traffic in Women held in Chiang Mai, Thailand in October 1994. Since that time, GAATW has grown into a movement of members from more than 150 organisations and individuals worldwide, and has coordinated, organised and facilitated work on issues related to trafficking in women and women's labour migration in virtually every region of the world. Our aim is to ensure that the human rights of trafficked women are respected and protected by authorities and agencies.

Our aim is not to discourage or terminate migration, but to ensure the protection of the human rights of those involved. Our strategy is to promote the involvement of grassroots women in all work against trafficking to ensure that any work done addresses the real problems. We work to empower women rather than treat them as victims.

GAATW also endeavours to document, de-mystify

and denounce repressive uses of anti-trafficking conventions and legislation by reinterpreting and redefining trafficking and anti-trafficking instruments in the interests of migrant women. This includes both moving away from those formulations that rationalise the social control and criminalisation of migrant women, and fostering the development of a human rights, immigrant worker's and workers' rights approach to combating abusive and exploitative travel, living and working conditions.



This Manual provides

information for people

who have decided to go

abroad for jobs

or to get married.

**The Global Alliance Against
Traffic in Women (GAATW)**

developed this manual

to help you make a safe journey

and ensure that you don't face

problems abroad.



Global Alliance Against Traffic in Women



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