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**LABOUR MIGRATION AND DEVELOPMENT: ECONOMIC
REINTEGRATION OF SRI LANKAN RETURN MIGRANTS
FROM THE MIDDLE EAST**

M. M. ALIKHAN



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Labour Migration and Development Economic Reintegration of Sri Lankan Return Migrants from the Middle East

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Abstract

Migration is considered as one key element for development in many developing countries. Being a labour sending country Sri Lanka is enjoying a number of benefits due to the Middle East labour migration. But like the other labour sending countries, Sri Lanka also had failed to give much attention to the 'return migration' which is one of the main components in the migration cycle. As the number of emigration is high a large numbers of migrants are returning to the country and they are facing many difficulties to reintegrate with their place of origin. In such background this study attempts to determine the level of economic reintegration of both male and female return migrants. New Economics of Labour Migration (NELM) theory and 3R's model (Recruitment, Remittances and Return) were applied in this study. Both quantitative and qualitative methods were used in this village based study. Thirty percent from the total return migrants were included for questionnaire survey under the systematic sampling process. Qualitative techniques were also utilized to supplement the above quantitative data; particularly, focus group discussions and in-depth interviews. This study identified that majority of male and female returnees are struggling to find an employment in the local job market upon their return from the Middle East. Majority of female returnees are still unemployed and amongst male returnees unemployment rate has increased from 5 to 9 percent. This situation creates new unemployment category and if this situation continues in the future, Sri Lanka may have a large number of return migration population without job and it directly effects the country's development. Therefore, proper policies should be implemented to incorporate return migrants into the local labour market.

Keywords: Return Migration, Economic Reintegration, Labour Migrants, Unemployment, Development

Biodata

Alikhan is a lecturer in Geography attached to the University of Peradeniya, Sri Lanka. He has completed his M.Phil Degree from the University of Peradeniya and he has done his BA (Hons) in Geography at university of Colombo Sri Lanka. He has been a visiting lecturer at the Department of Geography, University of Colombo and has much experience working with a research team at the University of Sussex, UK in the areas of migration, IDPs and refugees. His recent publications are Tamil Diaspora and Its impact of Sri Lanka's International Relations and Plantation to Urban: Phenomenon and Causes of youth migration. His interested areas of research are Labour Migration, IDPs, Refugees, Resettlement and Youth Politics.

Statement: All the views expressed in the paper are of the author(s).

Labour Migration and Development

Economic Reintegration of Sri Lankan Return Migrants from the Middle East

M.M. Alikhan

1. INTRODUCTION

Labour Migration from Sri Lanka to the Middle East is playing a key element in Sri Lanka's economy in a number of ways. One way it helps to reduce the unemployment rate in the local job market. On the other hand remittances sent by workers contribute a significant portion to the household economy and, at the end, to the national economy. The oil-rich economies, particularly those of the Gulf, have been playing a key role in the evolution of the global economy in recent decades, and this development created a demand for low skilled manual workers from developing countries such as India, Pakistan, Sri Lanka and the Philippines, and high – skilled contract personnel from countries like the United Kingdom and the United States (King, 2000). The situation of Sri Lanka in the late 1970s as a poor economy, development challenges, poverty and youth unemployment became a big challenge for the country. Consequently, the government could not create employment for all. The opening up of the economy in 1977 provides solutions to many problems including unemployment. To open the labour market outside the country, the Sri Lankan government supported migration by providing a institutional framework.

Annually around 200,000 Sri Lankans are migrating to the Middle East to seek a better future and the emigration rates to the Middle East have been increasing every year (SLBFE, 2012). Middle Eastern countries are the major destination for both male and female labour migrants from Sri Lanka. Continued unemployment, lack of adequate income to meet basic needs due to male unemployment or the receipt of subsistence wages, the rising cost of living as well as the demand for domestic workers in labour importing countries

have been factors that have resulted in the continued flow of women for employment overseas (Jayaweera, Dias, and Wanasundera, 2002). Remittances which are sent by labourers from the Middle East become a major source of foreign exchange in Sri Lanka (Azmi, 2007; Perera and Jampaklay, 2011, Ukwatta, 2011). Also Middle Eastern and West Asian countries have provided an avenue for many impoverished families, especially for women, to pursue a livelihood (Azmi and Lund 2009). In addition to that, there is a growing belief that remittances are a more effective instrument for income redistribution, poverty reduction and economic growth than large, bureaucratic development programmes or development aid (De Haas, 2008). Along with the potential to improve the lives of millions of poor and low-skilled people across the world, migration is recognized as a phenomenon carrying the capability of bringing all-round benefits to the receiving as well as the sending countries (UNDP, 2009 cited in Rajan, Varghese and Jayakumar, 2011).

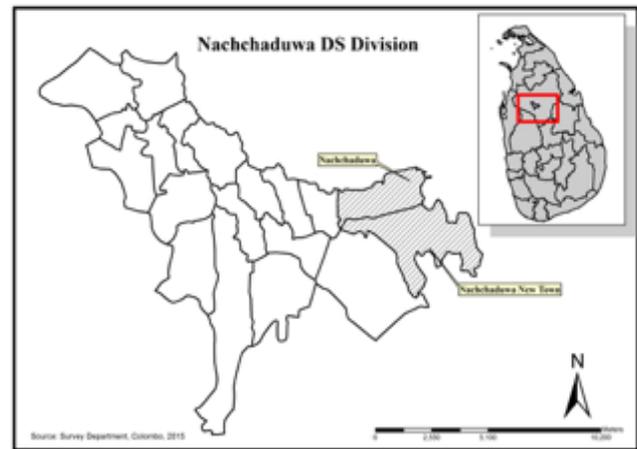
Sri Lankan labourers have been migrating to Middle Eastern countries as 'contract labourer' or in other terminology this category of migrants can be referred to as 'target migrants' and 'guest workers'. The nature of this type of migration is that once they have completed their contract period the migrants have to return to their place of origin. If they could not achieve their target when they return to their place of origin there are possibilities for re-migration. Likewise the labour regulations and immigration rules in Middle Eastern countries do not allow migrant labourers to stay permanently in their countries. Because of these issues annually large numbers of Sri Lankan labourers are returning back to Sri Lanka from Middle Eastern countries. But still there are no proper data management systems to count and classify the return migrants.

In Sri Lanka limited attention has been given to investigate the situation of post migration comparing with other stages in migration cycle (Jayaweera, Dias and Wanasundera, 2002). Return migrants are facing difficulties to adopt their socio, economic atmosphere which they have left behind for several years. Also entering to the local job market and invest their earnings to the profitable sources is a major problem for many returnee migrants from the Middle East. Return and reintegration is not easy as departure. A return migrant have to arrange a suitable social and economic environment in order to have a successful reintegration with his family and the society. If a returnee migrant is unable to manage a proper reintegration there is a threat for re-migration, family breakdowns and economic instability. In this background, this study attempted to determine the economic reintegration related issues faced by the return migrants from the Middle Eastern countries.

2. METHODOLOGY

The primary objective of this study is to determine the economic reintegration issues faced by the Sri Lankan return migrants from the Middle Eastern countries. Both male and female return migrants were considered in this survey. This study was carried out in Nachchaduwa, a village located in the North Central province of Sri Lanka. This village consists of two Grama Niladhari divisions. Before the village people starts to migrate to the Middle East, paddy farming was the main livelihood for many families in this village. The large 'Nachchaduwa tank' provides the irrigation for farming activities all over the year. In addition to this several families are directly depending on this tank for fishing as their livelihood. Geographical limitations of paddy lands and introducing machineries to the paddy farming had limited and restricted the labour input into the local farming activities. In this background, Middle Eastern migration becomes a potential source for many low income generating families and the families who were depend on occupations in the agriculture sector.

Figure 1: Study Area



The result of this study is based on both primary and secondary data sources. Secondary data for this study is mainly gathered from the Sri Lanka bureau of foreign employment and also from other relevant institutes. Primary data are utilized through triangulation methods which lead through quantitative to qualitative. A Semi structured Questionnaire survey is conducted to gather quantitative data from the returnee migrants. Respondents for in-depth interviews were selected based on the questionnaire survey.

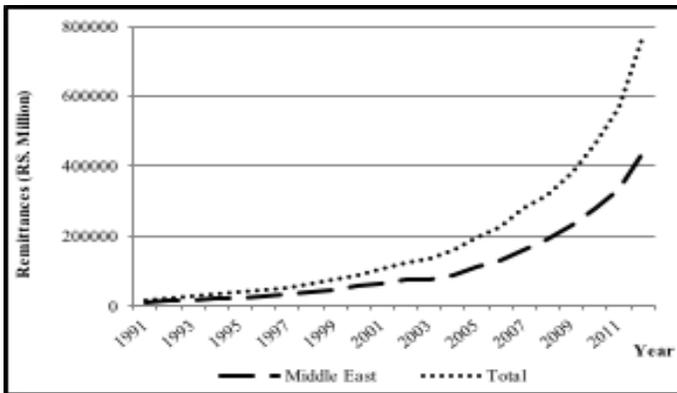
Selected respondents were included for in-depth interviews under the qualitative data collection method. Certain criterion was followed in scrutinizing the relevant respondents. Migrants who were return only from any of Middle East countries, migrants who spend minimum one year in the destination, and who had return before six months and within five years period when the survey was conducted are some of them. 30 percent of the total return migrants were included under the systematic sampling method for the questionnaire survey.

3. CONTRIBUTION OF MIGRATION TO THE NATIONAL ECONOMY

Many studies in local and international scholarships show the relationship between the remittances and development as a positive factor, or in other words the remittances enhance the country's development process (Bailey, 2009; De Haas, 2008; Sriskandara-jah, 2005). Migration boosts remitting activity which

generates development related benefits. Remitting involves economic and non-economic resources and flows, and includes the exchange of money, knowledge and universal ideas. And the links between migration and development are seen in a positive light (Bailey, 2009). Economic remittances are seen as significant resources which can leverage development and social remittances refer to the exchange of knowledge and skills. Migration to the Middle East generates valuable foreign exchange, reduces local unemployment, and helps alleviate poverty (Gumburd, 2002). Remittances have come to play an important role in the economies of the labour sending countries. But on the matter of social impact of remittances, there are strong arguments on both positive and negative sides. The main theme echoing through this literature is the migrant ideology of leaving poor and returning rich (King, 2000). Analysis of secondary data shows that increasing migration helps to reduce the unemployment rate in Sri Lanka. At the same time, the contribution of Middle East remittances is dramatically increasing amongst the private remittances in Sri Lanka.

Figure 2: Private Remittances



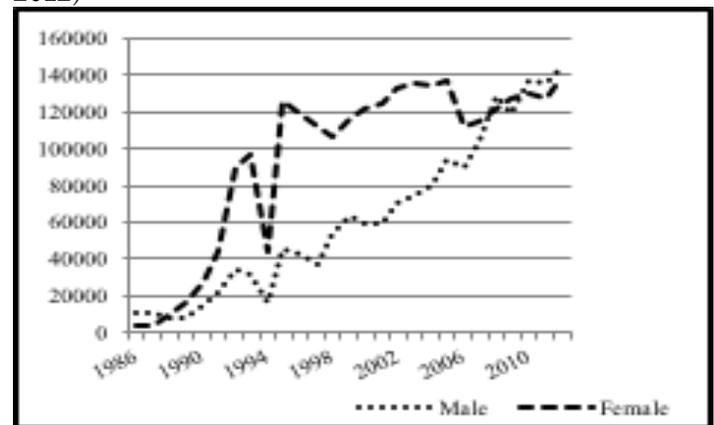
Source: Sri Lanka Bureau of Foreign Employment, 2012

As in many other developing nations, Sri Lanka's official records show that remittances have grown dramatically (Figure 2). Foreign employment industry continued its rank as the second largest earner of foreign exchange.

The macro perspective is to view international labour migration as being a beneficial phenomenon, as it decreased the number of unemployed, provided higher incomes to the impoverished households of migrants

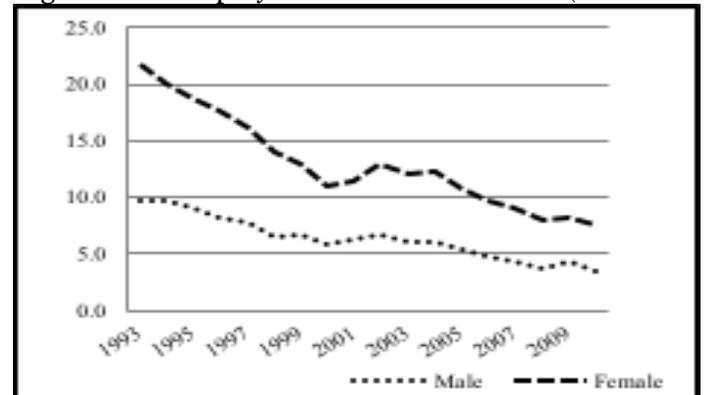
and was a source of foreign exchange earnings (Dias and Weerakoon, 1995). Without remittances, there would have been a deeper depreciation of the exchange rate than the current value against the US dollar. It is important to note that remittances can reduce the probability of food-based and capability-based poverty among underprivileged entities at the receiving end. A key element of the Sri Lanka PRSP (Poverty Reduction Strategy Papers, 2002) is a policy to mainstream poverty reduction through promotion of overseas employment. The paper notes that it is already a government policy to promote overseas employment, whilst ensuring the safety of migrants (Black and Sword, 2009). Figure 3 shows the dramatic increase of foreign employment. Both male and female labourers are seeking foreign employment as a tool to reduce their poverty. At the same time increasing departure for foreign employment is indirectly helping to reduce the unemployment rate in Sri Lanka (figure 4).

Figure 3: Departure for foreign employment (1986-2012)



Source: Sri Lanka Bureau of Foreign Employment, 2012

Figure 4: Unemployment rate in Sri Lanka (1993-2010)



Source: Sri Lanka Bureau of Foreign Employment, 2012

Statistics shows positive links between enhancing migration and reducing unemployment. Although, migration itself does not lead to the reducing of unemployment in Sri Lanka it is notable that labour migration plays a significant role in reducing unemployment. As pointed out earlier, on the one hand it helps to reduce unemployment and on the other hand it contributes to the national economy through remittances.

4. IMPACT OF MIGRATION ON HOUSEHOLD ECONOMY

Data analysis revealed that primary destination of both male and female returnee migrants were Saudi Arabia. Amongst female returnees 52 percent have returned from Saudi Arabia. Following it, 32 percent of females returned from Kuwait and the rest of the returnee females' destinations were United Arab Emirates, Oman and Lebanon. Amongst the male return migrants 43 percent of them have returned from Saudi Arabia and 32 percent of them have returned from Qatar. Male returnees' other destinations were Kuwait and United Arab Emirates. This study identified that the majority of returnees worked in unskilled category in the above destinations. 93 percent of female returnees have worked as 'housemaids'. While 50 percent of male returnees worked as drivers, another 34 percent of them have worked as 'general labourers'. Majority of male and female migrants worked in unskilled sector in the Middle Eastern countries because their education level is comparatively very low. 77 percent of the female returnees have studied up to secondary level (grade 6-10) and 14 percent of females have studied only up to the primary level (grade 1-5). In terms of male migrants, 51 percent have studied only up to primary level and 44 percent studied up to secondary level.

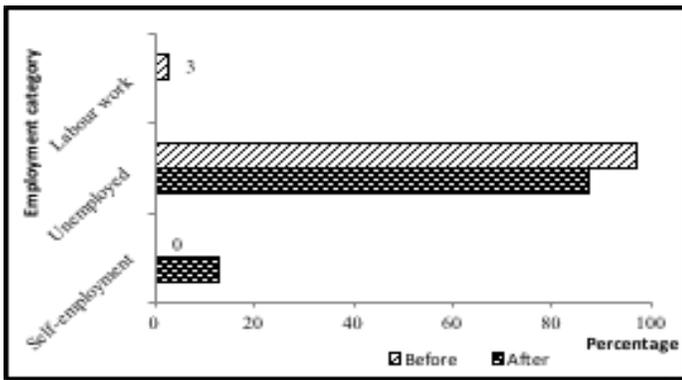
Information gathered through the primary survey shows the remarkable changes in the migrants' households due to the earnings of Middle East migration. This study found that migration brings enormous changes in household level. Compared with their pre migration situation, majority of migrants were able to uplift their household economy by utilizing their Middle East earnings. Both male and female returnees have given priority to accumulate movable and im-

movable assets rather for saving for investments for income generation. Purchasing land to build houses, constructing new houses and renovating existing houses were the common mode of spending for both male and female returnee migrants. 43 percent of males and 65 percent of females spend a major share of their earnings to build houses. Accumulating electronic household items such as televisions, refrigerators and washing machines is also common amongst both male and female returnees. In addition to these, earnings from the Middle Eastern countries were spend for household's basic needs such as food, medicine, education. Further, female migrant's earnings were the prime source that helps them to find better marriage proposal. When considering all accumulations and spends, migration plays an important role to bring positive change to the household. It enhances the wellbeing of the household members and through that it helps the existing members to survive, producing better future for them. The impact of migration benefits not only the migrants themselves, but also it benefits all the entire family members as well.

5. EMPLOYMENT STATUS OF RETURN MIGRANTS

The study revealed that compared with pre-migration the unemployment rate had been reduced among the returnee females. Amongst the female returnees 97 percent were not involved in any income earning activity before migration in the study area. This number has been reduced up to 87 percent after migration because some of them have been involved in self-employment. Before migration 3 percent of females worked as labourers in the village but no one was involved in self-employment. After migration none had returned to labour work but 13 percent of the returnee females have started self-employment such as grocery shops, cafeteria and tailor shops in an annex to their houses in the village.

Figure 5: Employment status of female returnees



Source: Author

Some of the returnees got the support of their spouse. Further, this study highlighted that female migrant's earnings help to establish self-employment for their family members especially for the husband. Income generated through self-employment becomes a main source of income in returnee migrant's households. Female returnees expressed that they are willing to work and continue their economic contribution to their household. However, the lack of employment opportunity in the village and village people's perception about the female workers in the local labour market was the major barriers for finding and involving in a job in the post migration period.

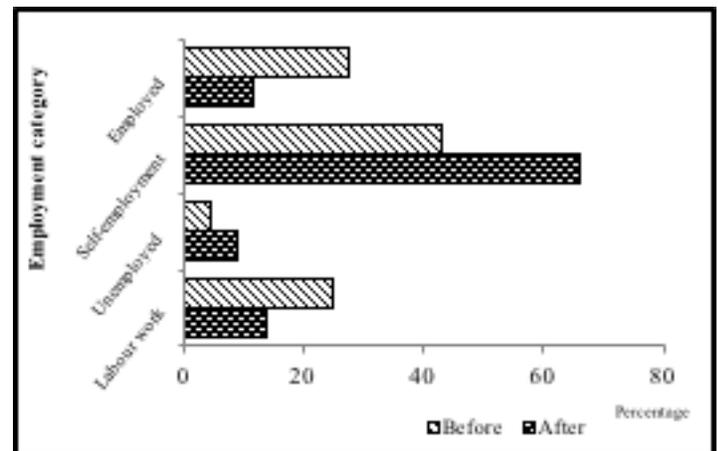
As stated by a female returnee: "There is no such opportunity for a female to find a job in this village. If we were to find a job, we have to travel up to Anuradhapura (14 kilometers away from the village) or beyond that, that also mostly in low waged jobs in garment industries. Generally, there is no good perception amongst the villagers about the women to go to work in garments. But still, I would like to do a job. I don't have an interest to migrate again. If there are any possibilities to get involved in any income earning activity in this village, definitely I'll go for that without any hesitations." (female returnee, 38 years)

As the above respondent, many returnee females have the willingness to continue their position as an income earner on behalf of their family's wellbeing. This study explored that the majority of women's active economic role as income earners exists only during migration. Although they are willing to remain as employers and generate income, there are no employment opportunities in the village and the surrounding area.

In term of males' employment migration had influ-

enced to bring about significant changes. Returnee male migrants' employment profile show significant changes in occupation between pre and post migrations (figure 5). Self-employment category shows a considerable growth. Returnee male migrant involvement in this category increased from 43 percent to 66 percent when compared with pre migration. Grocery shops, cafeteria, selling fish and vegetables, three wheelers operation, and paddy business are some of them.

Figure 6: Employment status of returnee male migrants



Source: Author

Data presented show that there is a notable decrease in the 'labour work' category. Before migration 25 percent of them worked in this category but later the number is reduced to 14 percent after migration. Comparing the pre and post migration status, one of the important impacts that occurred was the change in the 'employed' and 'unemployed' category. Before migration 27 percent of males were employed in various occupations, but after migration the number decreased to 11 percent. Before migration 5 percent represented the unemployed category and it has increased up to 9 percent after migration.

This study attempts to explore the main reason for the increase of unemployment. Before migration those who worked in shops and hotels in Anuradhapura did not rejoin their previous employment after they returned. People who depended on labour work had not done regular jobs. They did different kinds of jobs for daily wage and also some migrants worked for monthly salary in shops in Anuradhapura as labourers.

Labour works not only bring low wages but also in certain circumstances it leads to low social strata in the village society. This study found that the returnee migrants do not like to rejoin labour work after returning from the Middle East. Thus, the returnee migrants leave from labour work and found alternative income sources such as self-employment. This showed that returnees were enthusiastic in starting a business of their own rather than continuing with paid work. If this enthusiasm can be managed in a proper way there can be opportunities to produce more employment in the village.

6. BARRIERS FOR ECONOMIC REINTEGRATION

Nature of labour migration is that migrants have to return to their place of origin and re-integrate with its economic and social life. Economic reintegration is one of the important factors that determine the success of post migration. Returning to the same place and re-entering the local job market is not an easy task. Thus, many returnees face severe challenges in term of economic reintegration. Finding a job in the local labour market and investing their earnings in proper channels after returning from the Middle East are the two major issues face by both male and female returnee migrants. Soubbotina (2004, p.93.) has pointed out in *Beyond Economic Growth: An Introduction to Sustainable Development*, that developing countries are advised to develop mechanisms for encouraging retention and return migration of their qualified workers. Returning migrants bring back foreign knowledge and experiences (converting brain drain into “brain circulation”) and can play an important role by facilitating the transfer of foreign technologies or by helping the development of cultural and economic ties with other countries. This statement is mostly applicable for professional migration from South to North. As Martin (2004, p.07) pointed out the impacts that migrants can have on the development of their countries of origin should be determined based on 3R’s (Recruitment, Remittances and Return). Based on this conceptual model, this study determined why returnee migrants are unable to find jobs in local market and the reasons for their struggle in economic reintegration.

6.1 Recruitment

Recruitment deals with migrates and their pre-migration occupational status. Before migration if the migrant worked as a professional or a skilled worker there are possibilities to find a job in the same category in the Middle East. But before the migration if migrant work in unskilled sector or was unemployed, they had to work similar unskilled sector in the destination as well. Data analysis revealed that from the study area, 93.0 percent female returnees worked as housemaids in Middle East countries. Before migration no one was involved in any permanent employment. Some of them have worked time to time in paddy farming as seasonal workers. Their lack of educational background was one of the barriers to find employment in the local job market.

Amongst the return male migrants half of them (50.0 percent) worked as drivers and 43.0 percent of them worked as labourers. When we look at their occupational status of pre-migration 43.0 percent was involved in self-employment. 20.0 percent of them worked at shops and hotels in the nearest town, Anuradhapura. 25.0 percent of them worked as labourers. Thus, when we look at the occupational profile of both male and female returnees, it clearly shows that they were not involved in any skilled, professional, technical related or higher income earning occupations. The main cause for this unskilled and lower wage occupation is their poor education background. Through the secondary data it is also evident that amongst the migrant workers from Sri Lanka to Middle East unskilled category is still leading the industry and since it starts still majority of female migrants were recruit as housemaids (SLBFE, 2012).

6.2 Remittances

Remittances become a main source of income in many poor household in developing counties. After migration one of the most visible changes in this regard has been emergence of remittances as the main source of income (Afsar, Yunus, and Islam, 2002). In the macro scale remittances send by Middle East migrants is one of the important segment for national economy (figure 2). Remittances send by migrants play a significant role in household economy as well. Middle East migration support many families to overcome the

financial difficulties. Also it became the main income source for many families in the country. This study identified that many families were able to accumulate lands, houses and household items from the migration to Middle East. But as mentioned earlier, larger portion of migrants' earnings were spent for household basic needs and to build houses. Therefore, there is no much left with the migrants to invest or start income generating sources after their return. There are some cases identified from the survey where female migrant's money is vainly wasted by either the husband or other family members. Due to these practices, micro level economic circulation of migrant's household occurs only on during migration. Once the particular migrant return they are again facing financial difficulties. Their earnings are not sufficient to invest due to improper management and poverty.

6.3 Return

Being the last stage in the labour migration cycle and the nature of labour migration, all Sri Lankan migrants in the Middle East have to return and reinsert in with their family and society. After several years of absence, a migrant have to cope with family, society and economically to have successful reintegration. Compared with other two, economic reintegration is one of the most important and difficult tasks for many returnees. Ideally, migrants who have been abroad return and provide the energy, ideas, and entrepreneurial vigor needed to start or expand businesses at home; workers employed abroad can return with the skills and discipline needed to raise productivity at home (Martin, 2004). But in the case of Sri Lankan migrants, this is cannot as it is. In this majority of migrants (both male and female) worked in unskilled/informal category before they migrated to Middle East. Also in Middle East they worked in unskilled category as housemaids, drivers and general labourers. Due to this background there is rare opportunity to gain new skills and knowledge to transfer into start a business or find an employment after they return to home.

7. CONCLUSION

Middle Eastern migration is playing a significant role in national economy and many households in Sri Lanka. If there was no Middle East migration many

household's situation will be worst compared with the current situation. If the Middle East labour migration will be managed in a proper way it could be an important tool for the country's development. But this study identified that in macro level remittances from Middle East is play an important role. But in micro level the role of remittances are generally continued only to the duration of migration. Majority of migrants from Sri Lanka to the Middle East are departure as unskilled labourers and they work as unskilled labourers as housemaids, drivers and labourers. Thus, there are no sufficient space for them to accumulate new knowledge and skills. Also, their earnings were mostly spending for basic needs and to construct house. Therefore, both male and female returnees are unable to find suitable job in the local labour market by applying their knowledge and experiences they gained from the Middle East. Lack of education and skilled occupation related experiences reasons for difficulties to find employment in local. Also due to mismanagement of remittances and lack of savings migrants are unable to invest their earnings in income generating sources upon their return. Some return migrants start self-employment upon their return. But they need financial and knowledgeable support to carryout existing self-employment activities; otherwise they cannot continue this livelihood activity properly. Failure of self-employment, difficulties finding employment and insufficient income (due to wage differences) are some factors that are identified throughout the study that causes re-migration.

In human resources perspective, Sri Lankan labourers migrate in their early age and returns after spending several years abroad. Once they return if they are unable to start their own income generating sources they have to depend on the local job market. They are very concern when selecting an employment also they always compare the wages between the Middle East and in Sri Lanka. If the situation is going to continue without proper management future Sri Lanka may have large number return migration population without job and this situation creates unemployment sector. ILO (2003. p.21) pointed out that no reintegration process will happen if this does not create alternative livelihoods and means of survival for returning migrants. Thus, macro level contribution of migration is continuing until labour migration from Sri Lanka

to Middle East exits. But there is a threat for national level economic contribution when large number of Sri Lankan labourers in Middle East returns to Sri Lanka. Also the alarming level is very high when those returnees are becoming unemployed. This phenomenon directly affects the future development because when household, micro level economy collapses it will affect the macro economic development in the country.

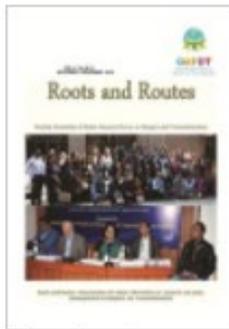
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GRFDT NEWSLETTER

***Roots and Routes* disseminates the latest information on research and policy developments in Diaspora and trans**

Newsletters



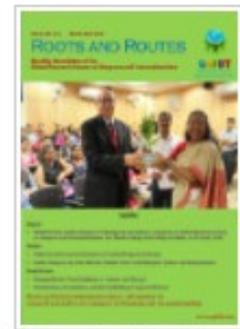
September-
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May-June 2016



March-April
2016

Roots and Routes is a monthly newsletter of the Global Research Forum on Diaspora and Transnationalism (GRFDT). It is inclusive of articles, book reviews and news analysis, which help in disseminating latest information on research and policy development in Diaspora and Transnationalism. The newsletter enjoys readership of academicians, policy experts, diaspora think tanks etc.

The regular columns of the newsletter are :

- 1. Article** : consisting of well researched articles of about 3000-4000 words on any aspect of diaspora, migration and transnationalism.
- 2. Short commentaries** : consisting of short write ups of about 1500-2000 words based on opinion, description or explanation of any event or situation related to the above mentioned themes.
- 3. News analysis** : consisting of analyzing current news in about 1000-1500 words
- 4. Book reviews** : 1000-1500 words.

We are pleased to invite your contributions to the above mentioned sections. Please send your contributions to the editors of the newsletter at editor@grfdt.com

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Guidelines for Authors

Original research articles along with abstracts are invited from scholars for Working Paper Series. The papers should be about 5000-6000 words.

Illustrations, figures, maps and graphs should be prepared in black and white and be kept to the minimum.

All manuscripts are referred to experts in the areas concerned. The editorial decisions will normally be communicated to the authors within one month from the date of submission unless otherwise delayed by the reviewers. The authors may be asked to revise the article after receiving referee's comments.

The revised version should highlight revisions so as to have a quick review of the revisions.

All the papers will have ISSN no and will be cited in Google Scholar and other academic citation index. The published papers will be available online at www.grfdt.com in pdf format freely for public view.

Structure of the Paper

Headings and Subheadings

The papers should be structured through numbered main headings (in all caps bold), subheadings (in upper/lower bold), and sub-sub-headings (in normal italics). Spellings of frequently used words should be consistent all through the paper.

Notes/ Foot/End Notes

Notes should be numbered in Arabic numerals as superscripts inside the text, and their details should appear as end notes. Tables should appear along with their data sources (if not generated from author's own research) in the appropriate places inside the text.

Notes for tables should be marked with (*) and should appear at the bottom of the table.

References Style

Reference cited in the text should follow the author-date system (e.g., Cohen, 1997) and should be properly referred to at the end of the text in the following style.

Books/Edited Books

Cohen, R. (1997). *Global diasporas: An introduction* . Seattle: University of Washington Press.

Barkan, E. R. (Ed.). (2003). *Immigration, incorporation and transnationalism* . New Jersey: Transaction Publishers.

Papers in the Journal/Edited Books

Demmers, J. (2002). Diaspora and conflict: Locality, long-distance nationalism, and delocalisation of conflict dynamics. *The Public*, 9 (1), 85–96.

Osella, C., & Osella, F. (2008). Nuancing the migrant experience: Perspectives from Kerala, South India. In S. Koshy & R. Radhakrishnan (Eds.), *Transnational South Asians: The making of a neo-diaspora* (pp. 146–178). New Delhi: Oxford University Press.

Reports/Working Papers

United Nations Development Programme. (2009). *Overcoming barriers: Human mobility and development* (Human Development report 2009). New York: UNDP.

Chaloff, J., & Lemaitre, G. (2009). *Managing highly-skilled labour migration: A comparative analysis of migration policies and challenges in OECD countries*. OECD social, employment and migration working papers, no. 79.

Websites

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Contacts

The complete paper can be submitted to the Editor, Working Paper Series, GRFDT, Email: editor@grfdt.com



GRFDT

Global Research Forum on
Diaspora and Transnationalism

Global Research Forum on Diaspora and Transnationalism (GRFDT) is a consortium of researchers and policy makers drawn from national and international universities, institutes and organizations. GRFDT is presently based in India and is shaping as the largest such group focusing specifically on the issues related to diaspora and transnationalism.

The GRFDT works as an academic and policy think tank by engaging national and international experts from academics, practitioners and policy makers in a broad range of areas such as migration policies, transnational linkages of development, human rights, culture, gender to mention a few. In the changing global environment of academic research and policy making, the role of GRFDT will be of immense help to the various stakeholders. Many developing countries cannot afford to miss the opportunity to harness the knowledge revolution of the present era. The engagement of diaspora with various platform need to be reassessed in the present context to engage them in the best possible manner for the development human societies by providing policy in-put at the national and global context.