Migration and media in the Euro-Mediterranean region:
A journalist's handbook

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Foreword:

In the Euro-Mediterranean region, few societal issues are more contentious and polarising than migration. Debates surrounding this phenomenon are increasingly based on emotions and perceptions, and are heavily influenced by narratives constructed around two distinctive extreme scenarios: On the one hand, the plight of desperate migrants risking their lives in search of safety and opportunities for a better life; on the other hand, anxiety of welcoming societies concerned with security, demographic change and inclusion of newcomers in the job market. This strong narrative polarisation has multiple causes including political rhetoric, lack of knowledge of migration phenomena and incomplete, or deliberately misleading, media reporting. Mindful of this tendency, the EUROMED Migration programme[1] advocates for the promotion of balanced and evidence-based migration narratives in the Euro-Mediterranean region.

In numerous parts of the world, crises related to the management of migrant flows, assistance to asylum seekers and refugees and human trafficking have reached alarming proportions and media often find themselves unprepared to handle coverage effectively, professionally and ethically. In the Euro-Mediterranean region it has meant the need for additional human, financial and technical resources to report on a very complex political, economic, security, social and public health issues that transcend borders and for which news organisations ought to allocate more funding and space. In 2020 and 2021, migration issues shared headlines with the global outbreak of the coronavirus pandemic that, inevitably, changed priorities, notably with lockdowns of varying degrees in countries around the world. While these disruptions have left migrants and asylum seekers in more vulnerable and uncertain situations, there have, nevertheless, been success stories like the Syrian refugee who fled his country's strife to Germany in 2015, joined the Green Party there and ran for parliament in 2021[2].

It should be noted that coverage of migration slowed down between 2018 and 2021 as media's interest in the Euro-Mediterranean region turned to other national, regional and international concerns. Journalists who were riveted by scenes of migrants desperately trying to cross from Africa and Asia into Europe by land and sea, notably heartbreaking images like those of Aylan Kurdi, the three-year-old Syrian boy found face down on a Turkish beach in 2015, were assigned other stories and the topic became less important, so it was inevitable that audiences became less aware of it.

Reporting on these topics requires good training, knowledge, stamina, physical and financial resources, patience, empathy, multiple journalistic skills encompassing digital storytelling across different platforms, a desire to create awareness about an issue likely to make news for years to come, and the presentation of possible solutions to mitigate any disruption created by migration, asylum seeking, human trafficking and public health complications. It also requires an ability to spot opportunities where enterprising migrants have capitalised on innovation, technology as well as skills and knowledge they developed at home to enrich the countries in which they settled.

A potential setback for journalists in the Euro-Mediterranean region, particularly the Arab world, is they may not be dedicated to the topic – i.e. not beat reporters covering it on a daily basis, given the focus on other news. Media are regularly faced with budget cuts, layoffs, a steady diet of ever-changing technology, and competition from "citizen journalists," social media denizens and activists, so they are hard-pressed to keep up amid a swirl of challenges including xenophobia, economic distress and political unrest. Moreover, it is difficult to cover a labour-intensive story when one is trying to make ends meet on a shoestring budget, often as a freelancer, juggling multiple assignments with pressing (if not conflicting) deadlines, and at great personal risk.

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1 www.icmpd.org/emm5

2 https://apnews.com/article/civil-wars-berlin-germany-syria-54cbc232342f7ad5ed963a2e9c4b0272

With that in mind, it is imperative that journalists be equipped with the requisite capacities and tools to undertake the daunting task of covering migration stories in the most comprehensive and complete way as possible.

Based on the findings of the EUROMED Migration study "How does the media on both sides of the Mediterranean report on migration[3]," a mutually reinforcing relationship exists between media, public attitudes and policy making, regarding migration as an increasingly salient topic of public discourse. Already back in a 2006 report titled "Migration and public perception," the Bureau of European Policy Advisers (BEPA) of the European Commission[4] had sought to highlight the link between views and policy, arguing that: "… *public perceptions of migration may strongly influence the effectiveness with which migration can be managed*" and ultimately that "*public perception has the capacity to block progress on developing effective policies …*". In the 2015 European Agenda on Migration (COM 2015) 240 final) the Commission notes that: "*Misguided and stereotyped narratives often tend to focus only on certain types of flows, overlooking the inherent complexity of this phenomenon, which impacts society in many different ways and calls for a variety of responses.*"

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3   https://www.icmpd.org/content/download/53476/file/How%20does%20the%20media%20on%20both%20sides%20of%20the%20Mediterranean%20report%20on%20Migration.pdf

4   https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/pdf/general/bepa_migration_2006_en.pdf

Curriculum Aim:

The aim of this guidebook is to ensure journalists have a basic firm understanding of the complex issues related to migration in the Euro-Mediterranean region and their impact on the politics, economics, demographics, environment, security, education and cultures of affected countries and beyond.

The guidebook provides materials in English, Arabic and French curated and developed from various sources to create a comprehensive, yet dynamic, programme that can be updated with relevant content as the need arises.

The literature includes studies, guidelines, tips, glossaries, articles from different media, infographics, pictures, videos, polls, tests/quizzes, and exercises. Selected media articles provide various approaches to coverage of the topic and are case studies on good, bad, and neutral reporting.

The guidebook is divided into modules and sections that can be turned into online courses and workshops in Europe, the Middle East, North Africa region and elsewhere, and adapted to various scenarios:

Introduction
Section 1 Introduction
Section 2 Poll
Section 3 Exercise

1. Introduction
Journalists have an obligation to report on the issues of migration, refugees and human trafficking in an accurate, fair, balanced and ethical way. These are complex stories.

Research and news reports indicate the issue of migration affects countries across the globe on the political, economic, demographic, security, social, cultural, and other fronts. Therefore, it is important for media to become as knowledgeable as possible on the subject and to create awareness in their respective communities by reporting on it in the best way possible.

Before delving into the details, journalists must do their homework and then allocate the necessary amount of time, effort, perseverance, and resources. Since not all journalists can dedicate their complete attention to this issue, they must at least acquire basic important information and skills that will help them prepare for the assignment.

To start, journalists should understand the reasons behind migration that lead people to seek better opportunities or abandon their homes for an uncertain fate, and what routes they take to reach their destinations, before going to cover those already on the move. The Metrocosm[5] website, for example, provides a series of interactive maps that shed light on such movement and visualise it globally from 2010 to 2015. The Migration Data Portal[6] is another useful resource, as is the International Organization for Migration World Migration Report 2020[7] that provide the needed context. While key questions like what, where, when, and who are important, often it's the why and how that provide substance to a story.

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5 http://metrocosm.com/global-immigration-map/

6 https://migrationdataportal.org/?i=stock_abs_&t=2020

7 https://www.un.org/sites/un2.un.org/files/wmr_2020.pdf

2. Poll

Questions

    (a) How many news organisations in your country regularly cover stories on migration?

    (b) What is the focus of these stories?

    (c) How much do you know about migration and what is the source of your information?

    (d) What should media focus on when covering the migrant, refugee and human trafficking story?

    > Human interest

    > Numbers and statistics

    > Statements and reports by government officials

    > Statements and reports by international organisations and NGOs

    > Statements and reports by local organisations and NGOs

    > Hate speech/stereotyping/xenophobia

    > Issues of security and crime

    > Field reporting

    > All of the above

3. Exercise

Search online for three (3) stories on migration in your country's media. Make a list of what the common points are, what the differences are in reporting, what visual and audio elements are used to illustrate the issues. Write out what you think was important in the coverage and what was excluded.

Module 1 Language, terminology, organisations, international resolutions, laws

1. Introduction

A lot of confusion arises when journalists mix up the terms used to identify migrants, expatriates, refugees, displaced persons and people sold into slavery or who have been forced into situations against their will. This mis-, dis- or mal-information may be inadvertent due to ignorance, intentional, or intended to cause harm. Whatever the reasons, it must be corrected and errors must be avoided to help provide a clear picture to news consumers across different media platforms. These three categories are best explained in the UNESCO handbook "Journalism, Fake News & Disinformation[8]" co-authored by this writer:

- Disinformation: Information that is false and deliberately created to harm a person, social group, organisation or country.
- Misinformation: Information that is false but not created with the intention of causing harm.
- Mal-information: Information that is based on reality, used to inflict harm on a person, social group, organisation or country.

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8 https://en.unesco.org/fightfakenews

2. Description of language, terminology, glossaries to define migration, refugees and human trafficking

Much of the acceptable language used to describe such persons has been developed and refined over the years by international organisations and NGOs. Some of the terms overlap and are duplicated. Other descriptions are similar but the wording is slightly different. The goal is for journalists to use terms and descriptions that are commonly accepted, ethical, humane, and that clarify a person's status.

The following is a glossary of terms explaining the status of migrants, refugees and others displaced from their homes, based on terminology developed and adopted by various international organisations, notably the International Labour Organization (ILO), the International Centre for Migration Policy Development (ICMPD), and the Ethical Journalism Network (EJN), to name a few. More comprehensive glossaries are listed in the bibliography.

Individuals

Asylum seeker
An asylum seeker is an individual who is seeking international protection. In countries with individualised procedures, an asylum seeker is someone whose claim has not yet been finally decided on by the country in which he or she has submitted it. Not every asylum seeker will ultimately be recognised as a refugee, but every refugee is initially an asylum seeker.

Diaspora
Diaspora refers to a people, or an ethnic population, that leaves its traditional ethnic homelands, or countries of origin, and is dispersed throughout other parts of the world. Diaspora is also broadly defined as individuals and members of networks, associations and communities who have left their country of origin but maintain social, economic and political links. This concept covers settled communities, migrant workers temporarily based abroad, people with the citizenship of the origin or destination country, dual citizens, and second-/third-generation migrants.

Domestic worker
A domestic worker is an individual who performs domestic duties such as cleaning, cooking and care work (children, elderly and disabled) in a household within an employment relationship (i.e. paid work). Domestic workers include gardeners, security guards and drivers. Domestic workers may be men or women, and are commonly migrant workers. Often domestic workers reside within the household of the employer(s). In 2011 the ILO Convention on Decent Work for Domestic Workers, 2011 (No. 189) was adopted, extending a full range of labour rights protections to domestic workers. The term "domestic worker" is preferred to "domestic helper," "maid" or "servant" because it underscores that domestic work is work, and that a domestic worker has labour rights.

Economic migrant
'Economic migrant' is not a legal classification, but rather an umbrella term for a wide array of people who move from one country to another to advance their economic and professional prospects. The term is used to distinguish

'economic' migrants from refugees, asylum seekers and forcibly displaced persons within broader mixed migration flows. It most often refers to the unskilled and semi-skilled people from less developed or conflict-affected countries. It might at times have a generally negative connotation – aiming to distinguish 'deserving' and 'undeserving' people within mixed migration flows.

Entertainment work(er)

The entertainment sector covers a broad range of work within the hospitality and service sector. Hospitality work alone (taking orders, serving food and drinks and clearing tables) is not generally considered as entertainment work unless there is an element of diversion or amusement present. This might involve workers providing company to clients (while they drink and/or play games or gamble), giving massages, performing karaoke, dancing or providing sexual services. While men do work in this sector, workers are predominantly women. According to the U.S. Bureau of Labor Statistics, "the Arts, Entertainment, and Recreation sector includes a wide range of establishments that operate facilities or provide services to meet varied cultural, entertainment, and recreational interests of their patrons. This sector comprises (1) establishments that are involved in producing, promoting, or participating in live performances, events, or exhibits intended for public viewing; (2) establishments that preserve and exhibit objects and sites of historical, cultural, or educational interest; and (3) establishments that operate facilities or provide services that enable patrons to participate in recreational activities or pursue amusement, hobby, and leisure-time interests. Some establishments that provide cultural, entertainment, or recreational facilities and services are classified in other sectors.[9]"

Environmental migrants or climate refugees

Environmental migrants are persons or groups of persons, who, for compelling reasons of sudden or progressive changes in the environment that adversely affect their lives or living conditions, are obliged to leave their habitual homes, or choose to do so, either temporarily or permanently, and who move either within their country or abroad.

Expatriate

An expatriate is a person temporarily or permanently residing outside of the country of which he/she is a citizen. She/he may or may not be working. The word comes from the Latin terms ex ("out of") and patria ("country, fatherland"). The usage of the term denotes a certain racial/ethnic, class and wealth structure. Common usage of the term expatriate refers to professionals or skilled workers from Western countries, particularly in Arab Gulf countries and the southern Mediterranean, while migrant worker or immigrant is adopted when referring to migrant workers in manual labour.

Forcibly displaced persons

Forcibly displaced persons are the millions of people who are forced to move due to a number of reasons such as armed conflict or natural disasters, environmental degradation, or human rights violations, including as part of 'mixed migration flows.' The wider scope of the term 'forcibly displaced persons' captures the complex and multivariate drivers and processes that characterise contemporary displacement dynamics and includes both refugees and other categories of persons coerced to move.

Illegal migrant

The term "illegal migrant" should never be used. As any other person, migrants are not "illegal." They may be in an "irregular" situation or "undocumented." The term "illegal" is inaccurate, misleading, and contributes to negative stereotyping and criminalises migrants. Irregular entry and/or stay are administrative, not criminal, offences, and may happen beyond the control of migrants (e.g. when an employer or sponsor fails to renew permits or does not pay for a return ticket home). They involve no crimes against persons, property or national security. Similarly, it is never appropriate to refer to asylum seekers or refugees as "illegal migrants." Seeking asylum is a universal human right and refugees are protected from being penalised for crossing borders without authorisation to seek safety. In recent years several large media groups have taken steps to cease use of the term "illegal immigrant."

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9 https://www.bls.gov/iag/tgs/iag71.htm

Internally Displaced Persons (IDPs)

Internally Displaced Persons (IDPs) are persons or groups who have been forced to leave their homes as a result of, or in order to avoid, the effects of armed conflict, situations of generalised violence, violations of human rights or natural or human-made disasters, but who have not crossed an international border. Involuntary departure and the fact that the individual remains within his/her country are the two defining elements of an IDP. The second element distinguishes IDPs from refugees, since by definition, refugees are outside their country of origin.

Irregular or undocumented migrant

An irregular or undocumented migrant is someone who is not authorised to enter, to stay or to work in the country of destination. Migrants often have little control over the complex factors that determine their status as these frequently come down to administrative circumstances, not necessarily the actions of migrants. Migrants can slip easily from regular to irregular status, often through no fault of their own. For example in many Arab States, migrant workers' residency and work rights are tied to their individual sponsor under the *kafala* system. If their employer fails to renew their permits, they will become irregular migrants. If a migrant worker works for anyone other than the employer stated on her/his work permit, or 'absconds,' s/he loses his/her legal right to remain in the country. Other irregular migrants include people who were trafficked into the country, or people whose asylum applications have been rejected. In countries of origin where there are restrictions on women's migration, such as sectoral bans or age limits, women are often pushed into irregular migration – increasing their vulnerability to exploitation and trafficking. Migrants may also move from irregular to regular status, including through amnesty programmes.

The prevailing discourse associates irregularity with criminality, and views irregular migration as a security issue. Irregular migrants are frequently subject to harassment, arrest, detention and forced return and are at risk of forced labour and trafficking. Without legal status in their country of employment they have no, or very few, avenues for seeking legal redress if their rights are violated. The term "irregular" is preferable to "illegal" because the latter carries a criminal connotation, will often be legally incorrect and is seen as denying migrants' humanity and the right to be recognised as a person before the law. In the case of asylum seekers and refugees, it also fails to acknowledge the protection afforded by international refugee law against penalisation for unauthorised entry or stay to those fleeing conflict or persecution.

Migrant

While there is no formal legal definition of an international migrant, most experts agree an international migrant is someone who changes his or her country of usual residence, irrespective of the reason for migration or legal status. Generally, a distinction is made between short-term or temporary migration, covering movements with a duration between three and 12 months, and long-term or permanent migration, referring to a change of country of residence for a duration of one year or more (United Nations Department of Economic and Social Affairs).

Migrant worker

A migrant worker is someone who is working in a state of which he or she is not a national. The term is used interchangeably with labour migrant, and refers to people who migrate specifically for the purpose of employment. It is important to note that in Arabic, "migration" has a connotation of permanence (whereas in English it concerns both temporary and permanent migration), and Gulf Cooperation Council countries hence prefer to use the term "temporary contract worker" or "expatriate worker" rather than "migrant worker."

Moneylender

To finance recruitment and travel costs, individuals may turn to moneylenders to fund their migration abroad. Moneylenders typically charge high interest rates, sometimes between 30 and 60 per cent. There have been cases of Asian domestic workers and labourers borrowing money to underwrite their moves to Arab countries in search of better economic conditions. In 2014, the Lebanese NGO KAFA[10] (Enough Violence and Exploitation) produced the video titled "Dreams for Sale[11]" on Nepali and Bangladeshi migrant domestic workers in Lebanon to create awareness

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10 https://kafa.org.lb/en/node/142

11 https://www.youtube.com/watch?v=QFft7oWhloc&t=4s

and fight anti-slavery. It stated that 69% of domestic workers either borrow money or sell their properties to cover the recruitment and travel fees to Lebanon. Lending transactions are not necessarily documented but are based on accounts by migrants.

Refugee
Refugees are persons who are outside their country of origin and require international protection for reasons of feared persecution, on account of their race, religion, nationality, political opinion or membership of a particular social group or because of conflict, generalised violence, or other circumstances that have seriously disturbed public order and forced them to flee. The refugee definition can be found in the 1951 Convention and regional refugee instruments, as well as UNHCR's Statute. The Refugee Convention sets out the rights of refugees and responsibilities of states. A person is an asylum seeker until he/she is determined to be a refugee in accordance with national and international law. This process is called refugee status determination, and is undertaken by UNHCR and/or States.

Seasonal worker
A seasonal worker is a person whose timing and duration of work is significantly influenced by seasonal factors such as climatic cycle, public holidays, and/or agricultural harvests. It is common in the agriculture, hospitality and tourism industries. The term "seasonal worker" is preferred to terms like "guest worker," which imply a guest-host relationship that is not based on equal labour rights.

Sex work(er)
Sex work is the provision of sexual services in exchange for money or goods, either regularly or occasionally. *Sex workers* are women, men and transgender people. Use of the term "sex work" rather than "prostitution" recognises that sex work is work. Many people who sell sexual services prefer the term "sex worker" and find "prostitute" demeaning and stigmatising, which contributes to their exclusion from health, legal, and social services. Sex work is different from *entertainment work*, although the two are often conflated.

Stateless person
A stateless person is someone who is not considered a citizen of any country either because s/he never had a nationality or because s/he lost it without acquiring a new one. Statelessness can occur for several reasons, including discrimination against particular ethnic or religious groups, or on the basis of gender; the emergence of new States and changes in borders between existing States; and gaps in nationality laws. Stateless people may have difficulty accessing basic rights such as education, healthcare, employment and freedom of movement.

Stranded migrants
The term stranded migrants is a relatively new term that is yet to be defined in international law. It refers to migrants who "find themselves legally stranded, because they are unable to remain lawfully in the country in which they are physically present, or move to another country, or return to their home country" (IOM). Migrants may become stranded in transit, destination countries, or in border areas. Migrants become stranded in different ways, with a range of implications for their legal status, personal safety, security and wellbeing. They are vulnerable to human trafficking, detention and deportation if they cannot regularise their status.

Temporary contract worker
Temporary contract worker is the preferred term for *migrant worker* in the Arab States. It signifies the temporary, contractual nature of labour migration to the region. See *migrant worker*.

Unaccompanied and separated children
Unaccompanied children (also called unaccompanied minors) are children who have been separated from both parents and are not being cared for by an adult who, by law or custom, is responsible for their welfare. Separated children are children who are separated from both parents or from their previous legal or customary primary caregiver but not necessarily from other relatives. A child is defined as "every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier." In some countries the age of adulthood is 21. The Inter-agency Working Group on Unaccompanied and Separated Children provides a useful

and detailed field handbook on the subject including the international legal framework and mandates[12].

Children may become unaccompanied or separated because of persecution of the child or the parents, due to conflict and war, trafficking in various contexts, or the search for better economic opportunities. Unaccompanied and separated children face greater risks of sexual exploitation and abuse, military recruitment, child labour, and detention.

Undocumented migrant worker
See irregular or undocumented migrant worker.

Victim
A person harmed as a result of crime, accident, or another event or action. For example, a victim of human trafficking or assault. Victims may prefer to be referred to as survivors. An example of shedding light on the importance of using the right language to describe migrants is an article in Arabic in the online publication "Raseef 22" entitled "When Does a Migrant Become Valuable? Discussion on the Margin of the 'French-African' Team's World Cup Win[13]." The focus is on the French national football (soccer) team that won the 2018 World Cup final match and the championship. A third of its members were of African origin. Their success raised questions about whether the victory was because their families were originally from Africa and whether they were the exceptions representing the "good migrants" as opposed to the stereotypical categories of "victims" or "criminals." The article is an effective analysis of how media can use terminology to provide context i n stories.

Status

Absconding
To abscond is to run away or escape secretly, typically to avoid detection or arrest. Within the context of migrant workers in the Arab states absconding refers to migrant workers, especially migrant domestic workers, who leave their employer/sponsor without permission. Under the *kafala* sponsorship system, to leave the sponsor without permission renders the worker an *irregular migrant worker*, subject to arrest, detention or return to the employer by authorities or recruitment agencies. This also applies to workers who have escaped an exploitative or abusive situation. The term 'absconds' criminalises the act of resigning or escaping abuse. It is preferable to use the term in quotation marks ('absconded') and to always analyse the situation in which the worker left the employer.

Abu Dhabi Dialogue
The Abu Dhabi Dialogue was established in 2008 to enhance inter-regional dialogue on labour migration between Asian origin countries and destination countries in the Arab States. The Dialogue includes the 11 Asian origin countries (Afghanistan, Bangladesh, China, India, Indonesia, Nepal, Pakistan, the Philippines, Sri Lanka, Thailand and Vietnam); and 7 destination countries (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates and Yemen).

Arab Regional Consultative Process on Migration (ARCP)
The Arab Regional Consultative Process on Migration was established in 2015. It comprises 22 Member States but Syria's membership was suspended. ARCP works to strengthen cooperation between the participating States (including countries of origin, transit and destination), promotes a common understanding of migration and its future trends in the Arab region, and helps governments participate with a unified vision in global events related to migration. The League of Arab States is the secretariat of the ARCP.

Bilateral agreements
Bilateral agreements within the context of labour migration are legally binding treaties between a country of origin

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12   https://www.iom.int/sites/default/files/HANDBOOK-WEB-2017-0322.pdf.

13   by Haifa Zaiter, July 27, 2018 *https://bit.ly/2uVoccx*.

and a country of destination. They outline the agreed terms, principles, and procedures governing labour migration between the two states. For destination countries, bilateral agreements help achieve an orderly flow of migrant workers that meets the needs of employers and industry. For the countries of origin, bilateral agreements ensure continued access to overseas labour markets and opportunities to promote the protection and welfare of their workers.

Brain drain
Emigration of skilled individuals from their country of origin to another country, typically for higher wages or better working conditions.

Brain gain
Immigration of skilled individuals into the destination country. Also called 'reverse brain drain.'

Child labour
Child labour is defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children, and interferes with their schooling and health. In its most extreme forms, child labour involves children being enslaved, separated from their families, exposed to serious hazards and illnesses and/ or left to fend for themselves on the streets.

Not all work done by children is classified as child labour to be targeted for elimination. Children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling is generally regarded as positive. This includes activities such as helping their parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays. These kinds of activities contribute to children's development and the welfare of their families, provide the children with skills and experience, and helps prepare them to be productive members of society during their adult life.

Whether or not particular forms of work can be called "child labour" depends on the child's age, the type and hours of work performed, the conditions under which it is performed, and national laws of the country. The answer varies from country to country, as well as among sectors within countries.

Circular migration
Circular migration refers to temporary movements of a repetitive character either formally or informally across borders. Managed or regulated circular migration programmes have emerged as a migration policy tool to mitigate the effects of brain drain and promote development in origin countries through a steady flow of remittances, return of skilled workers, and support for enterprise development.

Citizenship (or nationality)
Citizenship of a state is a form of legal identity. States have the sovereign right to define eligibility for citizenship and determine nationality laws. While all human beings enjoy rights under international law, in practice the legal bond of citizenship serves as the basis for the exercise and enjoyment of numerous human rights including access to education, healthcare, employment, participation in political processes and equality before the law. Citizenship can be conferred at birth, or granted through 'naturalisation' or other means. Individuals and groups can lose their citizenship or have it revoked, and they may become stateless as a result. Depending on the national laws, individuals may have the citizenship of more than one country.

Citizenship laws may be discriminatory towards women. Women often do not have the same right as men to pass on their nationality to their children or foreign spouses. This can result in a range of restrictions for their children and foreign spouses, including in their ability to study, work, travel, access healthcare and fully participate in society.

Collective bargaining
Collective bargaining refers to all negotiations that take place between an employer (or a group of employers or

employers' organisations) and a workers' organisation for the purpose of determining working conditions and terms of employment, or regulating relations between employers and workers or their respective organisations. The right to collective bargaining extends to all workers, including migrant workers. The trade union movement in the Arab States region faces significant political challenges, and opportunities for migrant workers to engage in collective bargaining are weak. *See freedom of association.*

Colombo Process
The Colombo Process is a regional consultative process concerning labour migration from Asia to the Arab states. It includes 12 members from Asia (Afghanistan, Bangladesh, China, India, Indonesia, Nepal, Pakistan, the Philippines, Sri Lanka, Thailand, Cambodia and Vietnam), and 13 observer states (Australia, Bahrain, Italy, Kuwait, Malaysia, Qatar, Republic of Korea, Saudi Arabia, Switzerland, the United Arab Emirates, the United Kingdom and the United States) invited on an ad hoc basis. It was first initiated in 2003.

Contract substitution
The practice whereby the terms of employment to which the worker originally agreed upon (in writing or verbally) are substituted with another contract with less favourable terms – such as lower pay, poorer working and living conditions, and even a different worksite or job. The practice is illegal and under the *kafala* sponsorship system may place the worker in a position of irregularity (if he/she works for an employer other than the one listed on his/her visa or work permit).

Country of destination
Country of destination, or destination country, is the most neutral and accurate term to refer to the country in which a person intends to live or work.

Country of origin
Country of origin is a neutral and accurate term to refer to the country from where a migrant, asylum seeker or refugee originated. It is preferable to "sending country" or "home country."

Debt bondage
Debt bondage – or bonded labour – is a position whereby a worker becomes bound to work for an employer as a means of repayment for a loan. Labourers may be working in an attempt to pay off an incurred, or sometimes inherited, debt. The debt can arise from wage advances or loans to cover recruitment or transport costs or from daily living or emergency expenses. Employers or recruiters make it difficult for workers to escape from a debt by undervaluing the work performed or inflating interest rates or charges for food and housing. Debt bondage reflects an imbalance of power between the worker-debtor and the employer-creditor, and is an indicator of *forced labour*. It has the effect of binding the worker to the employer for an unspecified period of time, anything from a single season, to years, or even successive generations. It is concretely different from taking a "normal" loan from a bank or other independent lender, for repayment on mutually agreed and acceptable terms.

Decent work
Decent work is a concept encompassing opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families; better prospects for personal development and social integration; freedom for people to express their concerns, organise and participate in the decisions that affect their lives; and equality of opportunity and treatment for all women and men. Decent work is a key element to achieving fair globalisation and poverty reduction. To achieve decent work requires job creation, rights at work, social protection and social dialogue, with gender equality as a crosscutting objective.

Deportation (while some organisations prefer to avoid this term, many governments still use it to describe expelling foreign nationals from their countries)
Deportation is the act of expelling or removing a foreign national from a country, either to the country of origin or to a third country. While migrants should always have access to legal representation and opportunities to appeal their deportation with suspensive effect, these procedural safeguards are not always guaranteed. In some cases,

migrants are deported by force, or other forms of coercion. See also *immigration detention.*

Deportation of *refugees* and *asylum seekers* to a place where their lives or freedom would be threatened is referred to as *refoulement.* Protection against refoulement is a cornerstone of international refugee and human rights law. The *non-refoulement* principle prohibits the removal, in any manner whatsoever, of a person to a territory where she or he could face persecution or be at risk of torture, or other cruel, inhuman or degrading treatment or punishment as well as other serious human rights violations. Non-refoulement includes the direct and indirect (via third or other countries) removal of people to face such risks. It precludes rejection at the frontier or the non-admittance to the territory of a person, where this would lead to refoulement.

The term "voluntary return" is sometimes used when people comply with deportation orders without force, or accept "assisted voluntary return" (AVR) programmes that offer migrants or asylum seekers return, reintegration or cash support to return to their countries of origin. However, the "voluntary" nature of such returns is highly questionable if there may be no real alternative for migrants, other than deportation by force. Even where forced return is not threatened, the prospect of, for instance, lengthy asylum procedures or immigration detention may call into question the "voluntariness" of some returns. The term "voluntary repatriation" is distinct from voluntary return or AVR and refers to the free and informed return of refugees to their country of origin in safety and in dignity. Voluntary repatriation may be organised (when it takes place under the auspices of the concerned States and/or UNHCR) or spontaneous (i.e. when refugees repatriate on their own with little or no direct involvement from government authorities or UNHCR).

Diaspora
Diaspora refers to a people, or an ethnic population, that leaves traditional ethnic homelands, or countries of origin, and is dispersed throughout other parts of the world. Diaspora is also broadly defined as individuals and members of networks, associations and communities who have left their country of origin but maintain social, economic and political links. This concept covers settled communities, migrant workers temporarily based abroad, people with the citizenship of the origin or destination country, dual citizens, and second-/third-generation migrants.

Discrimination
Discrimination in the context of work is any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, or national origin (among other characteristics), which has the effect of nullifying or impairing equality of opportunity and treatment in employment or occupation. *See also equal opportunity.*

Domestic Servitude
Is when domestic staff are not permitted to leave the household in which they work; they typically work long hours, receive little or no pay, often have their documents confiscated, and are frequently abused. According to End Slavery Now, "Domestic Servitude is the seemingly normal practice of live-in help that is used as cover for the exploitation and control of someone, usually from another country. It is a form of forced labor, but it also warrants its own category of slavery because of the unique contexts and challenges it presents[14]."

Ethnicity and Race
Ethnicity refers to a social group that shares a common language, ancestral, social, cultural, or national experiences. Race refers to a group of people who share similar and distinct physical characteristics. Race is associated with biology, while ethnicity is associated with culture.

Equal opportunity
Equal opportunity in the world of work refers to equal entitlements in pay, working conditions, employment security and social security for all people. Millions of women and men around the world are denied access to jobs and training, receive low wages, or are restricted to certain occupations simply on the basis of their sex, disability, skin colour, ethnicity or beliefs, without regard to their capabilities and skills. *See discrimination.*

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14 http://www.endslaverynow.org/learn/slavery-today/domestic-servitude

Exploitation
Exploitation is the act of using someone or something for personal advantage.

Forced migration and voluntary migration
Forced migration is not a legal concept. The term describes the coerced departure of a person from his/her home or country. Examples of this type of coercion could include environmental or natural disasters, chemical or nuclear disasters, famine, trafficking, war, armed conflict, serious disturbances of public order or the inability or unwillingness of a State to protect the human rights of its citizens. Voluntary migration describes when people move of their own free will. However, as human mobility becomes more global and frequent, the traditional distinction between forced and voluntary migration has become less clear-cut. This leads to an increasingly compelling argument to address the rights of refugees and migrants in a holistic way regardless of their motives for leaving their country of origin or their legal status.

Forced labour
Forced labour refers to situations in which persons are coerced to work through the use of violence or intimidation, or by subtler means such as accumulated debt, retention of identity papers or threats of denunciation to authorities. It is defined by the ILO Forced Labour Convention, 1930 (No. 29) as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself or herself voluntarily." Forced labour can occur where work is forced upon people by State authorities, by private enterprises or by individuals. The concept of forced labour is quite broadly defined and thus covers a wide range of coercive labour practices.

Forced labour is different from sub-standard or exploitative working conditions. Various indicators can be used to ascertain when a situation amounts to forced labour, such as restrictions on workers' freedom of movement and association, withholding of wages or identity documents, physical or sexual violence, threats and intimidation or fraudulent debt from which workers cannot escape. Forced labour can result from internal or international movement, which renders some workers particularly vulnerable to deceptive recruitment and coercive labour practices. It also affects people in their home areas, born or manipulated into a status of bondage or servitude. Forced labour includes forced sexual services. In addition to being a serious violation of fundamental human rights, the exaction of forced labour is a criminal offence.

Forced labour, debt bondage, and trafficking in persons are closely related terms although not identical in a legal sense. Trafficking in persons can also be regarded as enacting forced labour. The only exceptions to this are cases of trafficking for organ removal, forced marriage or adoption, unless the latter practices result in forced labour.

Forced Marriage
Arises when a woman or girl, or occasionally a man or boy, has been forced into marriage against her or his will. The girl may be sold by her family, given to repay a family debt, or given to restore the girl's "honour."

Forced Return
Forced return is the act of expelling or removing a foreign national from a country, either to the country of origin or to a third country. While migrants should always have access to legal representation and opportunities to appeal their forced return with suspensive effect, these procedural safeguards are not always guaranteed. In some cases, migrants are removed by force, or other forms of coercion are used. *Also see non-refoulement.*

Fragile state
A fragile state is a country trapped in or recovering from violent conflict or crisis. Fragile states have weak state capacity, which leaves citizens vulnerable to social, political and economic shocks. Fragility has a negative impact on economic growth, social development and job creation, which also have the potential to aggravate state fragility and further hamper prospects for growth and stability. Although the root causes of fragility vary, inequality, lack of decent work opportunities and social exclusion are common characteristics of fragile situations. Fragility does not just refer to individual states but can also refer to pockets of fragility within or across borders. State fragility and

the related instability may create "spill-over effects" and contribute to the destabilisation of neighbouring States and regions.

Freedom of movement

Freedom of movement is a fundamental human right encompassing the right to leave any country; the right to enter and remain in one's home country; and the right to freedom of movement within the territory of the state of residence or employment. The right therefore encompasses both international and internal movement.

In the European Union[15], it takes the following form:
"Free movement of workers is a fundamental principle of the Treaty enshrined in Article 45 of the Treaty on the Functioning of the European Union and developed by EU secondary legislation and the Case law of the Court of Justice. EU citizens are entitled to:

- look for a job in another EU country
- work there without needing a work permit
- reside there for that purpose
- stay there even after employment has finished
- enjoy equal treatment with nationals in access to employment, working conditions and all other social and tax advantages
- EU nationals may also have certain types of health & social security coverage transferred to the country in which they go to seek work."

The right to freedom of movement is challenging with the context of the kafala sponsorship system. The sponsor/employer may be able to control the mobility of the worker by withholding his/her identity and travel documentation, and by controlling his/her ability to move to another employer or to exit the country. Under the sponsorship system, workers also face a lack of control over their freedom of movement due to visa trading and transfer of sponsorship to another employer without the workers' consent. *Domestic workers* may be restricted from leaving the premises of the workplace (the employer's home), even on their day off.

Free visas

Free visas are work visas where there is a sponsor, but no employment on arrival. The sponsor named on the visa does not actually employ the worker, and the worker will therefore work for an employer other than that named on the visa – rendering him/her an irregular worker. Migrant workers may or may not be aware of this practice before their departure for the destination country. Workers who engage in the practice typically pay the sponsor listed on their visa a significant amount of money to maintain this relationship. Sometimes, fake companies are registered simply to obtain and trade free visas. If unaware of the free visa, the practice amounts to deception, fraud and the worker may be rendered a victim of trafficking. This is a practice that is illegal in most Arab States. It's probably because it's practiced more in Arab States and because European laws are stricter.

Freedom of association

Freedom of association is the right of workers and employers to form and join organisations that work to further and defend their interests. In some countries certain categories of workers, such as domestic workers or migrant workers, are denied freedom of association; workers' and employers' organisations are illegal, suspended or interfered with; and in some extreme cases trade unionists are arrested or killed. Workers should be protected from anti-union discrimination and in particular against refusal to employ them because of their union membership or participation in trade union activities.

Global supply chains

A global supply or value chain is the international network of companies or activities that work to develop, produce and deliver a product to consumers. Challenges arise when lead firms make investment and sourcing decisions that affect working conditions in their global supply chains, without being directly responsible for the employment of the

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15 https://ec.europa.eu/social/main.jsp?catId=457

workers. Pressure on prices and delivery times and intense competition between suppliers can lead to downward pressure on wages, working conditions, and respect for the fundamental rights of the workers participating in the chains. Because the scope of labour legislation, regulation and jurisdiction is at the national level, cross-border sourcing of goods and services creates difficulties in monitoring and regulating conditions in global supply chains.

Gender-based violence

Gender-based violence refers to violence waged against an individual on the basis of his or her gender or perceived gender. Migrant workers, especially women, are vulnerable to sexual- and gender-based violence at the hands of employers, recruitment agencies, spouses and family members, law enforcement authorities, including policy and customs officials and judicial officers, and human traffickers.

Harassment

Harassment refers to any kind of emotional or physical abuse, persecution or victimisation. Harassment in the workplace is characterised by persistent negative attacks of a physical or psychological nature on an individual or group of employees, which are typically unpredictable, irrational and unfair.

Sexual harassment can be defined as sex-based behaviour that is both unwelcome and offensive to its recipient. Sexual harassment in the workplace may manifest in situations where a job benefit – such as a pay rise, promotion, or even continued employment – is made conditional on the victim acceding to demands to engage in some form of sexual behaviour. A hostile working environment in which the conduct creates conditions that are intimidating or humiliating to the victim is another form of sexual harassment in the workplace. Sexual harassment can be physical (physical touching, unnecessary close proximity), verbal (comments and questions about appearance, lifestyle or sexual orientation), or non-verbal (whistling, sexually-suggestive gestures, display of sexual materials).

Host community

A host community is a community, or individual family households, that temporarily host and share private and public resources with populations of refugees or internally displaced persons (IDPs). Shelter is provided within defined temporary shelter sites, public buildings (camps or collective shelters) or in individual homes or residences. It is important when addressing protection of refugees and IDPs to include the needs of the host communities, often already vulnerable, and who can be made even more so as a consequence of incoming IDPs.

Human trafficking

Exploits people for profit and violates their human rights. Traffickers target people as individuals. They are usually linked to criminal networks organising forced labour, domestic servitude, sexual exploitation, slavery, and removal of organs. People are vulnerable to trafficking if they do not have permission to travel from their country of origin, or are not registered to live and work in their country of destination.

Identity, travel and work documents

Identity, travel and work documents, such as a passport, national or 'foreign national' identity card, and work or residency permits are migrants' proof of identity, nationality, legal status and right to remain and work in the country of destination. These documents are crucial to the mobility and safety of migrant workers throughout all stages of the migration and employment process. Identity and travel documents should facilitate migrants' travel and access to health, legal, consular and education services; and are essential for practical processes such as opening a bank account. All individuals, including migrant workers, maintain the right to hold their personal documents, and in some countries, migrants must carry their identity documents or copies with them at all times.

However, throughout all stages of the migration process, a variety of private actors including recruiters, brokers and employers, violate migrant workers' rights by seizing and holding their identity and travel documents as a means of control. Confiscation of personal documents leaves migrants vulnerable to harassment, arrest and deportation by authorities, and restricts their mobility and freedom of movement. Retention of identity documents is an indicator of *forced labour,* as the withholding of personal documents is often used as a means to prevent workers from escaping or seeking help.

Immigration detention
Immigration detention is the confinement of individuals without regular migration status in prisons or detention centres, temporarily or for indefinite periods of time, while their cases are being processed by the authorities or the courts. According to international human rights standards, immigration detention should be prescribed by law, as a measure of last resort, only for the shortest period of time, and when no other less restrictive measure is available. States should take steps to implement alternative measures to immigration detention. Children should not be detained based on their migratory status or irregular entry into the country. Under refugee law, refugees and asylum seekers should not be subject to penalties such as fines or imprisonment on account of their illegal entry or presence.

Kafala/Kafeel
Kafala is commonly interpreted in English as 'sponsorship', although in classical Arabic the meaning is closer to connotations of 'guarantee' (daman) and to 'take care of' (kafl). Kafala is described in the Arab States as having stemmed from a Bedouin tradition of hospitality, where strangers were considered guests of a local who took legal and economic responsibility for their welfare, as well as for the consequences of their actions. Nowadays, kafala sponsorship is used instead as a means to regulate migrant labour in the GCC countries of Bahrain, Kuwait, Oman, Qatar, and the U.A.E, as well as non-GCC States Jordan and Lebanon. GCC member Saudi Arabia changed its "kafala" law in March 2021 thereby enabling expatriate workers to have job mobility and the freedom to enter and exit the Kingdom without the need for an employer's permission.

Under kafala, a migrant worker's immigration and legal residency status is tied to an individual sponsor (kafeel) throughout his or her contract period in such a way that the worker cannot typically enter the country, resign from a job, transfer employment, or leave the country without first obtaining explicit permission from his or her employer. Kafala has been criticised as creating situations akin to forced labour.

Labour market
A labour market concerns the activities of workers, including migrant workers, looking for employment, employers seeking workers with the right skills, and the determination of wages. The labour market is determined by a number of forces including labour force participation rates of the population; employment by sector (agriculture, industry or services); hours of work; the state of the informal economy; unemployment levels, including youth unemployment; education and skill levels of the labour force; wages; and poverty. These factors create a picture of the wellbeing of workers and the productivity of the economy.

Labour market mobility
Labour market mobility is generally defined as the movement of workers between occupations or employers, or between geographic locations within a country. Under kafala sponsorship, migrant workers' labour market mobility is under the control of the *kafeel*/sponsor. Where (migrant) workers have the freedom to terminate their contract unilaterally and move to a different employer without the approval of the first employer, they are less likely to face situations of *forced labour*.

Labour migration
Labour migration is defined as the movement of persons from one geographical location to another to find gainful employment. Labour migration may be internal, for example rural to urban, or international, across borders.

Labour standards
International labour standards are legal instruments drawn up by the ILO's constituents (governments, employers and workers) that set out basic principles and rights at work. The labour standards are adopted at the ILO's annual International Labour Conference. They are either conventions or recommendations. Conventions are legally binding international treaties that may be ratified by member states, while recommendations serve as non-binding guidelines. Ratifying countries commit themselves to applying the convention in national law and practice and reporting on its application at regular intervals.

The ILO's Governing Body has identified eight conventions as "fundamental," covering subjects that are considered as fundamental principles and rights at work. The eight conventions cover the following categories: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

Mandatory HIV test

Mandatory HIV testing of migrant workers is a common prerequisite for intending migrant workers in countries of origin. Mandatory HIV testing for employment purposes is discriminatory and violates privacy rights protected under international human rights law. It is also not an effective means of preventing the spread of HIV transmission or mitigating the impacts of the epidemic. The ILO published "Mandatory HIV testing for employment of migrant workers in eight countries of South-East Asia: From discrimination to social dialogue" in 2009[16] and these procedures are still in effect in numerous countries.

Mandatory pregnancy test

Mandatory pregnancy testing of women prior to departure is a common requirement in international labour migration to the Arab States. The test results may be shared with agents and employers, and result in a loss of job or deportation if test results are positive. It is essential that full consent is received before conducting any testing, and the respect for privacy and confidentiality in test results is maintained. In Lebanon, Filipina domestic workers, for example, are required to undergo full medical check-ups that include HIV, pregnancy and other tests prior to their departure for work in Lebanese households. They are subjected to testing on arrival as well to ascertain that they are not pregnant or carriers of any diseases. If the tests prove positive, the workers are sent home. The ILO published the "Maternity Protection at Work" report that lists several countries requiring such a test[17].

Mandatory Covid-19 test and vaccine for migrants

Some countries are requiring mandatory Covid-19 tests and/or vaccines for migrant workers and being required to provide vaccines for refugees. "The Impact of Covid-19 on Migrants and Refugees in the Arab Region[18]" is a useful reference but given the speed with which the pandemic has spread in waves and how it has mutated or evolved through variants, regulations related to the virus should be checked on a regular basis.

Memorandum of Understanding (MOU)

Memorandum of Understanding (MOU) governing labour migration is a non-binding agreement outlining terms and conditions governing labour migration between two states. *See also bilateral agreements.*

Migration corridor

A migration corridor is the migratory pathway between two countries in which there are regular and established migration links.

Minimum wage

The minimum wage is the minimum amount that an employer is required to pay workers. The minimum wage cannot be reduced by collective agreement or an individual contract. In other words, even if a worker agrees to be paid less than the minimum wage it is still illegal. The minimum wage applies to all workers in all sectors and types of employment. The purpose of minimum wages is to protect workers and ensure a just and equitable *labour market.*

Mixed migration flows

The principal characteristics of mixed migration flows include the multiplicity of factors driving such movements and the differentiated needs and motivations of the persons involved. Many migration streams include people who are

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16 https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_112972.pdf

17 https://www.ilo.org/public/english/standards/relm/ilc/ilc87/rep-v-2b.htm

18 https://reliefweb.int/sites/reliefweb.int/files/resources/impact-covid-19-migrants-refugees-arab-region-policy-brief-english.pdf

on the move for different reasons, share the same routes or modes of travel and have varying needs and profiles. They may include refugees, asylum seekers, other forcibly displaced persons, smuggled persons, economic migrants, victims of human trafficking and stranded migrants. People may also move between these categories during the course of their migration. Increasing recognition of complex migration dynamics has led to the rise of the notion of 'mixed migration.' These mixed migration flows pose a challenge for migration and employment policy, as policy regimes tend to classify migrants by distinct categories, and facilitate entry and determine rights accordingly.

National Referral Mechanism
Is a concept of a framework within which state institutions and civil society organisations cooperate to identify victims of human trafficking or slavery and ensure they receive support. Such mechanisms exist in the form of national offices or sometimes also as de facto cooperation practices between mandated state institutions and civil society actors. They were established in line with the Council of Europe Convention on Action against Trafficking in Human Beings. At the core of every country's referral mechanism is the process of locating and identifying potential victims[19].

Nationality
See citizenship.

Non-refoulement
The principle of non-refoulement is a core principle of international refugee law that prohibits states from expelling or returning (refouler) a refugee to a place where his/her life or freedom is threatened on account of his/her race, religion, nationality, membership of a particular social group or political opinion. This principle is clearly expressed by Article 33 of the 1951 Convention relating to the Status of Refugees. Human rights norms provide additional protection from refoulement to that afforded by refugee law including with regard to situations where there is a substantial risk of torture or cruel, inhumane or degrading treatment. The principle of non-refoulement is widely recognised as a rule of customary international law and is therefore binding on all states, whether or not they are parties to the 1951 Convention or relevant international human rights instruments.

Outsourcing agency
An outsourcing agency or company (also called 'manpower' companies) operates in a destination country to supply temporary labour to companies for a specific period of time. This is common in the construction sector, but also in services such as cleaning and security. Migrant workers do not receive their wages from the employing company, but from the outsourcing agency, who may take a percentage before paying the worker. In addition to being responsible for paying the workers' salaries, the outsourcing agency typically provides housing, food and insurance coverage for the workers.

Protection
The concept of protection has been defined by the Inter Agency Standing Committee as "all activities aimed at ensuring full respect for the rights of the individual in accordance with the letter and the spirit of the relevant bodies of law" (i.e. human rights law, international humanitarian law and refugee law).

Qualifying Industrial Zones (also known as Export Processing Zones or Special Economic Zones)
A Qualifying Industrial Zone (QIZ) is an industrial estate that specialises in manufacturing for export. These zones are established with special incentives to support free trade and attract foreign investors. EPZs are large employment generators, particularly for women in developing countries. Working conditions and industrial relations in these zones often do not meet international labour standards[20].

Race
See Ethnicity and race.

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19 https://ethicaljournalismnetwork.org/reporting-trafficking-human-beings

20 https://www.ilo.org/beirut/projects/fairway/WCMS_552778/lang--en/index.htm

Racism

Racism is discrimination directed against someone of a different race based on the belief that one's own race is superior. Also see *xenophobia*.

Recruitment agencies

An inter-regional network of recruitment agencies increasingly facilitates migration of workers to the Middle East. Public and private recruitment agencies, when appropriately regulated, play an important role in the efficient and equitable functioning of labour markets by matching available jobs with suitably qualified workers. Recruitment agencies recruit workers, issue employment contracts, facilitate travel documents and work and residency permits, transport workers, place workers with employers at destination, and facilitate the return to the home country of workers if needed. For these services recruitment agencies charge workers and employers.

There are increasing concerns about abuses by the international recruitment industry, including deception about the terms and conditions of work and contract substitution, debt bondage linked to the repayment of recruitment fees, retention of passports, illegal wage deductions, and abuse by subagents and other intermediaries who operate outside the legal and regulatory framework.

Remittances

Remittances are monies earned or acquired by migrant workers that are transferred back to their country of origin. Remittances may be sent through formal bank transfer systems, often at high expense, or through informal money transfer systems, such as *hawala* and *hundi* that are commonly used throughout the Middle East and South Asia. The opportunity to earn high wages and send remittances home is often the primary motivation of migrant workers from poor countries.

Rescue at sea

Rescue at sea is a situation in which a vessel provides assistance to a person or a ship in distress at sea. The duty to rescue those in distress at sea is firmly established by both treaty and customary international law. The state responsible for the search and rescue region in which assistance is rendered exercises primary responsibility for ensuring coordination and cooperation for disembarkation and delivery to a place of safety. While the Government responsible for the search and rescue region "has primary responsibility" to coordinate disembarkation, it does not have an absolute duty to provide "a place of safety" itself. In allowing disembarkation, some states might place conditions on the disembarkation that must be met by the flag state, a third state, or an international organisation, such as resettlement, an interview, return, etc.

As well as the law of the sea, states and others undertaking rescue operations must be mindful of their obligations under international human rights and refugee law including the principle of non-refoulement. When asylum seekers and refugees are recovered at sea, the need to avoid disembarkation in territories where their lives and freedoms would be threatened is relevant in determining what constitutes a place of safety. In particular, rescued *asylum seekers* and *refugees* must not be returned to a place where their lives or freedoms are at risk, and they must be given an opportunity to seek asylum. The International Maritime Organization refers to the International Convention on Maritime Search and Rescue (SAR) that was adopted in 1979 and entered into force in 1985[21]. The 1982 United Nations Convention on the Law of the Sea comprises 320 articles and nine annexes of law and order in the world's oceans and seas that govern all aspects of ocean space[22].

Resettlement

Resettlement is the selection and transfer of refugees from a country in which they have sought protection to another State that has agreed to admit them as refugees and grant them permanent settlement. Resettlement States provide refugees with legal and physical protection, including access to civil, political, economic, social and

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21 https://www.imo.org/en/About/Conventions/Pages/International-Convention-on-Maritime-Search-and-Rescue-(SAR).aspx

22 https://www.un.org/depts/los/convention_agreements/convention_overview_convention.htm

cultural rights similar to those enjoyed by nationals including eventually access to nationality. Resettlement is one of three durable solutions for refugees, the other two being voluntary repatriation or integration in the host community.

Return and reintegration

Return and reintegration of migrant workers refers to the process whereby migrants return to their country of origin and are reintegrated economically and socially. It can be temporary or permanent, as many migrants may return home for a period (sometimes dictated by the terms of their employment contracts) before migrating abroad again. Return and reintegration policies may include measures to capitalise on the new skills and experience workers have developed abroad; to assist returning workers in setting up small enterprises; or to encourage productive investment of savings. Migrant workers who have faced exploitation, abuse and other traumatic experiences will require psychosocial, health and legal services.

Slavery or Modern Slavery

Is a general umbrella term covering various forms of coercion and exploitation whereby a person cannot refuse or leave because of threats, violence, deception and/or abuse of power. Slavery is specifically banned in international human rights law. It also covers other issues such as forced marriage, forced labour, or trafficking in human beings. In measuring the extent of slavery, international organisations focus on the numbers of people working as forced labour or those living in forced marriage.

Smuggling (of migrants)

Smuggling is the unauthorised transport of a person, with her/his agreement, across an internationally recognised state border, of which the person is not a national or a permanent resident. Smuggling, contrary to trafficking, does not require an element of exploitation nor coercion. Human smuggling is not a crime against the person but against the State. The United Nations Office of the High Commissioner for Human Rights lists the "Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime" that was adopted and opened for signature, ratification and accession in 2000[23]. Article 3 of the Protocol defines smuggling of migrants as "the procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the illegal entry of a person into a State Party of which the person is not a national or a permanent resident."

Sponsorship
See kafala.

Trade union

A trade or labour union is an organisation that represents workers' interests. Trade unions may be sectoral or exist within organisations. The purpose of a trade union is to engage in *collective bargaining* with employers.
See freedom of association and collective bargaining.

Trafficking in persons

Trafficking in persons is defined as "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.[24]"
Trafficking in persons must meet the three criteria of act (recruitment or transportation), means (by threat,

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23 https://www.ohchr.org/EN/ProfessionalInterest/Pages/TransnationalOrganizedCrime.aspx

24 The United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the UN Convention against Transnational Organized Crime, 2000, Art. 3(a))

abduction or deception) and purpose (exploitation). Trafficking in persons can take place within one country, or across international borders.

Child trafficking differs slightly, as the element of 'means' are not considered. Human trafficking can be viewed as a subset of the broader issue of forced labour.

Transnational Referral Mechanism

Is a cooperative agreement for the cross-border comprehensive assistance and/or transfer of identified or potential trafficked persons. It links all stages of the referral process from initial screening, through formal identification and assistance, to voluntary assisted return, social inclusion, and civil and criminal proceedings. It is based on cooperation between governmental institutions, intergovernmental agencies and non-governmental organisations of countries of origin, transit and destination of the assisted trafficked persons in different countries to fulfil their obligations to promote and protect their human rights.

Visa trading

Visa trading is a practice whereby employers or companies apply for and obtain more work visas than the jobs they have available, with the intention of 'warehousing' workers in labour camps or other accommodation sites until the visas can be traded and the workers can be placed in jobs. During the period in which the workers are 'warehoused,' they are not working and therefore not being paid. The practice may also place workers in an irregular migration status if they end up working for someone other than the sponsor listed on their visa. This practice is illegal in the Arab States.

Voluntary repatriation

The repatriation of refugees to their home country on the basis of a free and informed decision, facilitated under conditions that are conducive to their safe return in dignity and durable reintegration.

Wage discrimination

Inequalities in wages between men and women, between national and migrant workers, or between migrant workers of different nationalities performing the same work.

Xenophobia

Xenophobia is a fear or hatred of people from other countries/others that are foreign or originate from outside the community or nation.

3. International organisations and NGOs involved in managing migration, refugees and human trafficking

There are a number of international organisations and NGOs as well as local and regional groups involved in managing migration, refugees and human trafficking.
They help in caring for, documenting the status of, and creating awareness about, the issues of migration, refugees and human trafficking.

These organisations include, but are not limited to:
The International Centre for Migration Policy Development (ICMPD) is headquartered in Vienna. It is an international organisation with 18 member states: Switzerland, Austria, Hungary, Slovenia, the Czech Republic, Germany, Portugal, Sweden, Bulgaria, Poland, Croatia, Slovakia, Romania, Bosnia and Herzegovina, Serbia, Republic of North Macedonia, Malta and Turkey, 382 staff members, a mission in Brussels, a regional office in Malta and project offices in several countries. It receives funding from its member states, the European Commission, the UN and other multilateral institutions, as well as bilateral donors. ICMPD holds UN observer status and cooperates with more than 200 partners including EU institutions and UN agencies.
Contact information:
Bernhard Schragl, Communications and Media Coordinator, Gonzagagasse 1, 5th floor 1010 Vienna Austria Tel: +43 1 504 46 77 0 Fax: +43 1 504 46 77 23 75

The United Nations High Commissioner for Refugees (UNHCR) is based in Geneva. It is a global organisation dedicated to saving lives, protecting rights and building a better future for refugees, forcibly displaced communities and stateless people. Its primary purpose is to safeguard the rights and wellbeing of people who have been forced to flee. Together with partners and communities, it works to ensure that everybody has the right to seek asylum and find safe refuge in another country. It also strives to secure lasting solutions. UNHCR relies almost entirely on voluntary contributions from governments, UN and pooled funding mechanisms, intergovernmental institutions and the private sector.
Contact information:
United Nations High Commissioner for Refugees Case Postale 2500 CH-1211 Genève 2 Dépôt Switzerland Tel: +41 22 739 8111 (automatic switchboard) Fax: +41 22 739 7377 Press contacts: http://www.unhcr.org/international-media-contacts.html

The International Labour Organization (ILO) is based in Geneva. The only tripartite U.N. agency, since 1919 the ILO has brought together governments, employers and workers of 187 member states, to set labour standards, develop policies and devise programmes promoting decent work for all women and men. The unique tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes. It receives funding from various donors.
Contact information:
Media enquiries DCOMM Tel: +41 22 799 7912 Fax: +41 22 799 8577 Website: www.ilo.org/newsroom Email: newsroom@ilo.org

The United Nations Alliance of Civilizations (UNAOC) is based in New York. The Alliance maintains a global network of partners including states, international and regional organisations, civil society groups, foundations, and the private sector to improve cross-cultural relations between diverse nations and communities. In its 2006 report, the High-Level Group identified four priority areas for action: Education, Youth, Migration, and Media. UNAOC project activities are fashioned around these four areas, which can play a critical role in helping to reduce cross-cultural tensions and to build bridges between communities. UNAOC receives voluntary contributions from member states, international organisations, the private sector and foundations. It has no financial implications for the regular budget of the United Nations.
Contact information:
United Nations Alliance of Civilizations Secretariat 730 Third Avenue, 20th Floor New York, New York 10017 Phone: +1-929-274-6217 Fax: +1-929-274-6233 Email: contactaoc@unops.org

The International Organization for Migration (IOM) is based in Geneva. It is the leading inter-governmental organisation in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. With 173 member states, a further 9 states holding observer status and offices in over 100 countries, IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants. IOM works in the four broad areas of migration management: migration and development, facilitating migration, regulating migration, and forced migration. IOM activities that cut across these areas include the promotion of international migration law, policy debate and guidance, protection of migrants' rights, migration health and the gender dimension of migration.
Contact information:
International Organization for Migration (IOM) 17 Route des Morillons P.O. Box 17 CH-1211 Geneva 19,, Switzerland Phone: +41.22.717 9111 +41.22.798 6150 Email: hq@iom.int media@iom.int
https://www.iom.int/media-contacts

The United Nations Educational, Scientific and Cultural Organization (UNESCO) is based in Paris. It seeks to build peace through international cooperation in education, the sciences and culture. Its programmes contribute to the achievement of the Sustainable Development Goals defined in Agenda 2030, adopted by the UN General Assembly in 2015. UNESCO develops educational tools to help people live as global citizens free of hate and intolerance. UNESCO works so that each child and citizen has access to quality education. By promoting cultural heritage and the equal dignity of all cultures, UNESCO strengthens bonds among nations. UNESCO fosters scientific programmes and policies as platforms for development and cooperation. UNESCO stands up for freedom of expression, as a fundamental right and a key condition for democracy and development. Serving as a laboratory of ideas, UNESCO helps countries adopt international standards and manages programmes that foster the free flow of ideas and knowledge sharing. The organisation is funded by member countries and donors.
Contact information:
George Papagiannis Chief, Media Services Phone: +33145681706 Email: g.papagiannis@unesco.org
7, Place de Fontenoy 75007 Paris, France
http://www.unesco.org/new/en/media-services/about-us/media-contacts/

Amnesty International is based in London. It is a global movement of more than seven million people who take injustice personally. It campaigns for a world where human rights are enjoyed by all. It is funded by members and ordinary citizens. It is independent of any political ideology, economic interest or religion. According to AI, "No government is beyond scrutiny. No situation is beyond hope."
Contact information:
Press Office, Peter Benenson House,1 Easton Street London WC1X 0DW, UK Phone: +44 (0) 20 7413 5566 (line open 24 hours a day) Fax: +44 (0) 20 7413 5835 Email: press@amnesty.org

The Ethical Journalism Network (EJN) is based in London. The EJN is a coalition of more than 70 groups of journalists, editors, press owners and media support groups from across the globe. It is a registered UK charity and supervised by a board and an international network of advisers. Its supporters represent many different cultures and media traditions, but they share the conviction that the principles of ethical journalism are universal and a precious

resource that builds respect for democracy and human rights.
Contact information:
https://ethicaljournalismnetwork.org/who-we-are/contact

The Global Investigative Journalism Network (GIJN) is based in the United States. It is an international association of nonprofit organisations that support, promote, and produce investigative journalism. GIJN holds conferences, conducts trainings, provides resources and consulting, and encourages the creation of similar nonprofit groups. In 2014, GIJN registered as a nonprofit corporation in the U.S. state of Maryland. In July 2015, the U.S. Internal Revenue Service approved GIJN as a 501(c)(3) nonprofit organisation, exempting it from taxes and allowing it to receive tax-deductible contributions. Most of its budget comes from foundation support in the form of grants and, to a lesser extent, from individual donations, in-kind contributions, conference fees, and speaking and consulting fees.
Contact information:
https://gijn.org/contact/

The Food and Agriculture Organization of the United Nations (FAO) is based in Rome. It is a specialised agency of the United Nations that leads international efforts to defeat hunger. Its goal is to achieve food security for all and make sure that people have regular access to enough high-quality food to lead active, healthy lives. FAO has 194 member states and works in over 130 countries. FAO's overall programme of work is funded by assessed and voluntary contributions.
Contact information:
Viale delle Terme di Caracalla 00153 Rome, Italy Tel: +39 06 570 53625 Email: FAO-Newsroom@fao.org

The International Committee of the Red Cross (ICRC) is located in Geneva. The work of the ICRC is based on the Geneva Conventions of 1949, their Additional Protocols, their Statutes – and those of the International Red Cross and Red Crescent Movement – and the resolutions of the International Conferences of the Red Cross and Red Crescent. The ICRC is an independent, neutral organisation ensuring humanitarian protection and assistance for victims of armed conflict and other situations of violence. It takes action in response to emergencies and promotes respect for international humanitarian law and its implementation in national law. The ICRC is funded by voluntary contributions from the states party to the Geneva Conventions (governments), national Red Cross and Red Crescent societies, supranational organisations (such as the European Commission), and public and private sources.
Contact information:
19 Avenue de la Paix 1202 Geneva Switzerland Tel: +41 22 730 34 43
Fax: +41 22 733 20 57 Email: press@icrc.org
https://www.icrc.org/en/contact#media-contacts

The International Rescue Committee (IRC) is based in New York. It responds to the world's worst humanitarian crises and helps people whose lives and livelihoods are shattered by conflict and disaster to survive, recover, and gain control of their future. It serves people whose lives have been upended by war, conflict and natural disasters. It works in countries where people don't have the support they need to recover from crisis. It resettles refugees welcomed by the United States, helping them to succeed and thrive. The IRC is a 501c (3) tax-exempt organisation.
Contact information:
122 East 42nd Street New York, New York 10168-1289 USA Phone: + 1 212 551 3000 Fax: + 1 212 551 3179 Email: communications@rescue.org

Médecins Sans Frontières (MSF) International Doctors Without Borders is based in Paris. It provides medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare. Its teams are made up of tens of thousands of health professionals, logistics and administrative staff - bound by its charter. Its actions are guided by medical ethics and the principles of impartiality, independence and neutrality. It is a nonprofit, self-governed, member-based organisation. MSF was founded in 1971 in Paris by a group of journalists and doctors. Today, it is a worldwide movement of more than 42,000 people. It is funded by individual donors and private institutions, which helps to ensure its operational independence and flexibility to respond at a moment's notice to the most urgent crises, including those which are under-reported or neglected.

Contact information:
14-34 avenue Jean Jaures 75019 Paris France Tel: 00-33-1-40-21-29-29 Fax: 00-33-1-48-06-68-68
Email: office@paris.msf.org

[World Health Organization (WHO)](#) is based in Geneva, Switzerland. WHO works worldwide to promote health, keep the world safe, and serve the vulnerable. Its goal is to ensure that a billion more people have universal health coverage, to protect a billion more people from health emergencies, and provide a further billion people with better health and well-being. All countries that are Members of the United Nations may become members of WHO by accepting its Constitution. Other countries may be admitted as members when their application has been approved by a simple majority vote of the World Health Assembly. Territories not responsible for the conduct of their international relations may be admitted as Associate Members upon application made on their behalf by the Member or other authority responsible for their international relations. Members of WHO are grouped according to regional distribution (194 Member States).
Contact information:
Avenue Appia 20 1211 Geneva, Switzerland Phone: +41 22 791 2222 E-mail: mediainquiries@who.int
https://www.who.int/news-room/media-contacts

[United Nations Office on Drugs and Crime (UNODC)](#) is based in Vienna, Austria. UNODC engages public-private partnerships in the fight against human trafficking. The global Coronavirus pandemic has had an increasingly destructive impact on vulnerable populations, placing them at a higher risk of becoming victims of crimes; such as human trafficking. As a champion for crime prevention, UNODC continues to act as a forum where governments, businesses and NGOs can join forces and mutually reinforce each other's work; by forging fruitful Public-Private Partnerships (PPPs) that improve the lives of vulnerable populations worldwide.
Contact information:
Vienna International Centre Wagramer Strasse 5 A 1400 Vienna Austria
Postal Address: United Nations Office On Drugs and Crime (UNODC)
Vienna International Centre PO Box 500 A 1400 Vienna Austria
Tel: + (43) (1) 26060 Fax: + (43) (1) 263-3389 Email: unodc@un.org

[European Asylum Support Office (EASO)](#) is based in Valetta, Malta. It is an agency of the European Union set up by Regulation (EU) 439/2010 of the European Parliament and of the Council. The agency acts as a centre of expertise on asylum; contributes to the development of the Common European Asylum System by facilitating, coordinating and strengthening practical cooperation among Member States on the many aspects of asylum; helps Member States fulfill their European and international obligations to give protection to people in need; provides practical and technical support to Member States and the European Commission; provides operational support to Member States with specific needs and to Member States whose asylum and reception systems are under particular pressure; and, provides evidence-based input for EU policymaking and legislation in all areas having a direct or indirect impact on asylum.
Contact information:
MTC Block A, Winemakers Wharf, Grand Harbour, Valetta, MRS 1917, Malta
Tel: +356 22487500, Email: info@easo.europa.eu, Press and media enquiries: press@easo.europa.eu

[Organization for Security and Co-operation in Europe (OSCE)](#) is based in Vienna, Austria. The OSCE has a comprehensive approach to security that encompasses politico-military, economic and environmental, and human aspects. It addresses a wide range of security-related concerns, including arms control, confidence- and security-building measures, human rights, national minorities, democratisation, policing strategies, counter-terrorism and economic and environmental activities. All 57 participating States enjoy equal status, and decisions are taken by consensus on a politically, but not legally binding basis.
Contact information:
OSCE Secretariat Wallnerstrasse 6 1010 Vienna, Austria
Tel: +43 1 514 360 Fax: +43 1 514 36 6996 Official correspondence: pm@osce.org
Press information: press@osce.org

United Nations Interregional Crime and Justice Research Institute (UNICRI) is based in Torino (Turin), Italy. The United Nations Interregional Crime and Justice Research Institute (UNICRI) was established in 1968 pursuant to Economic and Social Council Resolution 1086 B (XXXIX) of 1965, which urged an expansion of the United Nations activities in crime prevention and criminal justice. The Institute is an autonomous institution and is governed by its Board of Trustees. Working within the broad scope of its mandate to design and implement improved policies and actions in the field of crime prevention and control, the mission of UNICRI is to advance justice, crime prevention, security and the rule of law in support of peace, human rights and sustainable development.
Contact information:
Viale Maestri del Lavoro, 10 - 10127 Torino - Italy Tel +39 011-6537 111 / Fax +39 011-6313 368
E-mail: unicri.publicinfo@un.org

United Nations International Children's Emergency Fund (UNICEF) is based in New York. UNICEF works in over 190 countries and territories to save children's lives, to defend their rights, and to help them fulfill their potential, from early childhood through adolescence. UNICEF works with partners around the world to promote policies and expand access to services that protect all children. UNICEF is on the ground before, during, and after emergencies, working to reach children and families with lifesaving aid and long-term assistance.
Contact information:
Najwa Mekki, Chief, Media Section Phone: +1 212 326 7448 (O); +1 917 209 1804 (M)
Kurtis Cooper, Communication Specialist Phone: +1 212 824 6575 (O); +1 917 476 1435 (M).
For inquiries regarding videos, contact the Head of Multimedia at tturkovich@unicef.org
For inquiries regarding photography email photo@unicef.org

International Criminal Police Organization (INTERPOL) is based in Lyon, France. It is an inter-governmental organisation grouping 194 member countries that helps police in all of them to work together to make the world a safer place. To do so, it enables them to share and access data on crimes and criminals, and offers a range of technical and operational support. Run by the Secretary General, it is staffed by both police and civilians and comprises a headquarters in Lyon, a global complex for innovation in Singapore and several satellite offices in different regions.
Contact information:
All media enquiries and requests for interviews should be sent to the press office via the contact form on the site. Ensure the email address and phone number are included to get a response and fill out the Press Office form

Frontex (European Border and Coast Guard Agency) is based in Warsaw, Poland. It is an essential part of Europe's efforts to safeguard the area of freedom, security and justice. Frontex's support at the external borders helps guarantee free movement without internal border checks that many take for granted. Frontex has three strategic objectives: reduce vulnerability of the external borders based on comprehensive situational awareness; guarantee safe, secure and well-functioning EU borders, and plan and maintain European Border and Coast Guard capabilities. Frontex monitors what is going on at the external borders, where support may be needed, and how to react.
Contact information:
Plac Europejski 6 (corner of Towarowa and Łucka streets) 00-844 Warsaw, Poland Phone: (48 22) 205 95 00 Fax: (48 22) 205 95 01
Email: frontex@frontex.europa.eu
Press Office: Spokesperson: Chris Borowski Phone: +48 667 667 294
Email: press@frontex.europa.eu

Office of the High Commissioner for Human Rights (OHCHR)
The Office of the High Commissioner for Human Rights (UN Human Rights) is the leading UN entity on human rights and is based in Geneva, Switzerland. It represents the world's commitment to the promotion and protection of the full range of human rights and freedoms set out in the Universal Declaration of Human Rights. The UN General Assembly established the Office of the High Commissioner for Human Rights in December 1993 through its resolution 48/141 which also details its mandate. This was just a few months after the World Conference on Human Rights during which 171 States adopted the Vienna Declaration and Plan of Action. The Vienna Declaration renewed the world's commitment to human rights.

Contact information:
Ms. Michelle Erazo Email: merazo@ohchr.org Tel: +41 22 917 9449.

International Displacement Monitoring Centre (IDMC)

The Internal Displacement Monitoring Centre is the world's definitive source of data and analysis on internal displacement and is based in Geneva, Switzerland. Since its establishment in 1998 as part of the Norwegian Refugee Council (NRC), it has offered a rigorous, independent and trusted service to the international community. Its work informs policy and operational decisions that improve the lives of the millions of people living in internal displacement, or at risk of becoming displaced in the future.

Contact information:
3 Rue de Varembé, 1202 Geneva, Switzerland Phone: +41 22 552 3600 Email: info@idmc.ch

Global Migration Group (GMG)

The Global Migration Group (GMG) was an inter-agency group bringing together heads of agencies to promote the wider application of all relevant international and regional instruments and norms relating to migration, and to encourage the adoption of more coherent, comprehensive and better coordinated approaches to the issue of international migration. The GMG was particularly concerned with improving the overall effectiveness of its members and other stakeholders in capitalising upon the opportunities and responding to the challenges presented by international migration. The group comprises 22 UN entities.

Contact information:
Last GMG co-Chairs: FAO and IOM

Platform for International Cooperation on Undocumented Migrants (PICUM)

PICUM is a Brussels-based network of organisations working to ensure social justice and human rights for undocumented migrants. PICUM has 168 member organisations that work on ensuring fundamental rights of undocumented migrants. The membership expands across 34 countries, primarily based in Europe. PICUM provides a direct link between the grassroots level, where undocumented migrants' experience is most visible, and the European level where policies relating to them are deliberated. Member organisations include human rights organisations, migrants' rights organisations, migrant-led and grassroots organisations but also organisations focusing on children's rights, women's rights, access to health care, legal aid and access to justice, trade unions, and faith-based organisations.

Contact information:
Rue du Congrès 37-41 P.O.Box 5 1000 Brussels, Belgium
Communications Officer Gianluca Cesaro:
Email: gianluca.cesaro@picum.org or Phone: +32 (0)2 210 17 83

Free the Slaves

Free the Slaves was founded in 2000 and is considered a leader and pioneer in the modern abolitionist movement. It strengthens the capacity of grassroots organisations, government agencies, advocacy coalitions, and the media to take action. It supports vulnerable communities through education, mobilisation, and increasing access to education, vocational training, and essential services. It rescues those in slavery and helps them rejoin their families and communities.

Contact information:
1320 19th Street NW, Suite 600 Washington, DC 20036 USA Phone: (202) 775-7480
Fax: (202) 775-7485
Communications Director Terry FitzPatrick
Email: terry.fitzpatrick@freetheslaves.net
Mobile: (571)-282-9913 (send TEXT message)

(Journalists can add organisations to the list from their respective countries and regions)

4. International resolutions, documents and relevant materials

Local, regional and international organisations produce endless volumes of publications, relevant reports, useful statistics, infographics, and audiovisual and digital materials from which journalists can benefit to produce their stories. These materials provide the necessary background and context for stories and journalists should make good use of them but not drown in all the details. The key is to simplify what is usually termed "jargon" used by international civil servants and NGO officials and make the information easy to digest by readers, listeners, viewers and browsers. The bibliography provides a good cross-section of such content.

5. Rights of migrants, refugees and human trafficking victims

There has been an ongoing debate on whether migrants have any rights if they enter a country "irregularly" or without proper documentation. Each country has its own laws governing who may, or may not, cross its land, air and sea borders, therefore journalists would do well to familiarise themselves with these regulations to understand whether the migrants and refugees, or anyone seeking asylum, can claim international protection and have a right to stay. Sometimes it is those arcane legal details that can make or break a story. But well explained, they can also make a media report stand out and win awards. The bibliography provides a cross-section of such content.

6. Sample laws and policies governing migrants, refugees and human trafficking

As with rights, laws governing migrants, refugees and human trafficking vary by country. But there are common principles that have been adopted over the years, many of which have turned into international treaties, conventions and laws by which signatory nations abide, although even signatories have also been known to deviate from their obligations. Here again journalists would do well to familiarise themselves with these laws.

Here are some references:
"Model Law against the Smuggling of Migrants," United Nations Office on Drugs and Crime, Vienna, 2010
https://www.unodc.org/documents/human-trafficking/Model_Law_Smuggling_of_Migrants_10-52715_Ebook.pdf

"European Migration Law"
http://www.europeanmigrationlaw.eu/en

"Human Rights and Human Trafficking"
https://www.ohchr.org/documents/publications/fs36_en.pdf

"The UK, the Common European Asylum System and EU Immigration Law"
http://migrationobservatory.ox.ac.uk/resources/videos/uk-common-european-asylum-system-eu-immigration-law/

"Handbook on European law relating to asylum, borders and immigration," European Union Agency for Fundamental Rights, Edition 2020 Council of Europe
https://fra.europa.eu/sites/default/files/fra_uploads/fra-2020-handbook-law-asylum-migration-borders-2020-ed_en.pdf

"7 Points You Should Know About France's New Immigration and Asylum Law," (Arabic) Euronews 21/2/2018
http://arabic.euronews.com/2018/02/21/france-migration-and-asylum-bill-all-what-you-need-to-know

"An Introduction to the Common European Asylum System for Courts and Tribunals: A Judicial Analysis," European Asylum Support Office, August 2016
https://easo.europa.eu/sites/default/files/public/BZ0216138ENN.PDF

"Harmonising asylum systems in Europe – a means or an end per se?"
Chemnitz, April 2019 CEASEVAL - European Commission - Europa EU
Research on the Common European Asylum System; Nr. 25
https://ec.europa.eu

"Comparative Analysis of Migration Policies and Social Transformations in the MENA Region," Mohammed OUHEMMOU & Mohamed El Amine MOUMINE, 30/3/2020
http://sam.gov.tr/pdf/perceptions/Volume-XXV/Spring-Summer-2020/3-Mohammed-OUHEMMOU-Mohamed-El-Amine-MOUMINE.pdf

"The EU Pact on Migration and Asylum in light of the United Nations Global Compact on Refugees: International Experiences on Containment and Mobility and their Impacts on Trust and Rights"
Editors: Sergio Carrera and Andrew Geddes, European University Institute, 2021
https://www.asileproject.eu/the-eu-pact-on-migration-and-asylum-in-light-of-the-united-nations-global-compact-on-refugees/

"The legal and normative framework of international migration"
https://www.iom.int/jahia/webdav/site/myjahiasite/shared/shared/mainsite/policy_and_research/gcim/tp/TP9.pdf

"Protecting Syrian Refugees: Laws, Policies, and Global Responsibility Sharing"
https://www.bu.edu/law/files/2015/08/syrianrefugees.pdf

"Refugee Law and Policy in Selected Countries"
https://www.loc.gov/law/help/refugee-law/refugee-law-and-policy.pdf

Immigration & Migrants' Rights
https://ijrcenter.org/thematic-research-guides/immigration-migrants-rights/
ICMPD Policy Briefs
https://www.icmpd.org/publications/overview?country=&topic=&contentType=44971&author=&authorId=

"International Migration, Health & Human Rights"
https://apps.who.int/iris/bitstream/handle/10665/42793/9241562536.pdf

Rights in Exile Newsletter
https://www.refugeelegalaidinformation.org/rights-exile-newsletter

Some key political initiatives and resources from international agencies which journalists and media should be aware of:

Rabat Process: the Euro-African Dialogue on Migration and Development.
Khartoum Process: the European Union Horn of Africa Migration Route Initiative.
Africa Continental Dialogue within the Migration and Mobility Dialogue (MMD).
Budapest Process: a consultative process among 50 countries for orderly migration.
Prague Process: targeted migration dialogue among countries of the European Union, Schengen Area, Eastern Partnership, Western Balkans, Central Asia, Russia and Turkey.
Mediterranean Transit Migration Dialogue A consultative dialogue among officials dealing with migration and related issues.
Global Compact for Migration: a United Nations initiative for a holistic approach to migration.
Global Plan of Action to Combat Trafficking in Persons: The United Nations strategy for dealing with human trafficking.
Inter-Agency Coordination Group Against Trafficking in Persons: The UN agencies working together to combat trafficking.
Alliance Against Trafficking in Persons: Broad international forum set up by the Organization for Security and Co-operation in Europe.
Alliance 8.7: International alliance to combat child labour.
Migration Newsdesk: Established for journalists by the International Organization for Migration.
Migration Stories: Briefings from the United Nations High Commissioner for Refugees.
Anti-trafficking projects: Summary of actions from the International Centre for Migration Policy Development which conducts robust and policy-oriented research in this area, particularly on human trafficking.

7. (a) Module 1 exercise

Create an infographic listing/showing international organisations dealing with migrants and refugees in the Middle East/North Africa and Eurozone regions.

Create a second infographic listing/showing local organisations handling migrants and refugees in your home country.

Write an explanatory text indicating the services they provide, where they operate, and how much money they spent on helping people in the last five years.

(b) Module 1 quiz

Q: What is the Schengen visa regime?
A: EU nationals and nationals from those countries that are part of the Schengen area and their family members have the right to enter the territory of EU Member States without prior authorisation. They can only be excluded on grounds of public policy, public security or public health.
A Schengen Visa is the document issued by the appropriate authorities to the interested party for visiting/travelling to, and within, the Schengen Area.
The Schengen Area is comprised of 26 countries that have agreed to allow free movement of their citizens within this area as a single country. Of the 26 countries bound by the Schengen agreement, 22 are part of the EU and the other 4 are part of the European Fair Trade Association (EFTA). The EU Immigration Portal http://ec.europa.eu/immigration/, launched in November 2011, provides hands-on information for foreign nationals interested in moving to the EU. The site is also directed at migrants who are already in the EU and would like to move from one EU State to another. It provides specific practical information about procedures in all 28 EU States for each category of migrants. For more details, check out the Schengen Visa information site.
https://www.schengenvisainfo.com/

Q: How does the EU prevent unauthorised entry under EU law?
A: Under EU law, measures have been taken to prevent unauthorised access to EU territory. The Carriers Sanctions Directive (2001/51/EC) provides for sanctions against those who transport undocumented migrants into the EU.

The Facilitation Directive (2002/90/EC) defines unauthorised entry, transit and residence and provides for sanctions against those who facilitate such breaches. Such sanctions must be effective, proportionate and dissuasive (Article 3). EU Member States can decide not to sanction humanitarian assistance, but they are not obliged to do so (Article 1 (2)).

Q: What is human trafficking?
A: Human trafficking exploits people for profit, and violates their human rights. Traffickers target people as individuals. They are usually linked to criminal networks organising forced labour, domestic servitude, sexual exploitation, slavery, and removal of organs. People are vulnerable to trafficking if they do not have permission to travel from their country of origin, or are not registered to live and work in their country of destination.

Q: Define domestic servitude.
A: Domestic servitude is when domestic staff are not permitted to leave the household in which they work; they typically receive little or no pay and are frequently abused.

Module 2 How to cover migration, refugees and human trafficking

1. Introduction

Half the battle of covering any complex issue is doing one's homework and learning as much as possible about it before the writing, production and editing process begins. This is particularly important when covering migration, asylum seekers and victims of human trafficking since the story crosses borders, involves multiple characters and countries and raises countless ethical and legal problems. Therefore, journalists are advised to prepare well for such an assignment.

2. Researching the story

Conducting research for such stories means:
- Reviewing previous coverage by different media to get a general view.
- Identifying and reading reports and relevant data by international organisations and NGOs involved in the matter with a view to collecting quotes, statistics and trends.
- Identifying and reading reports and relevant data by local organisations and NGOs involved in the matter with a view to collecting quotes, figures and trends, as well as potential local sources to interview and checking out what activists and charitable organisations are doing.
- Monitoring what politicians and officials say in public and private about the topic.
- Monitoring social media for tips and useful information to use in stories.
- Finding out if hate groups have a stake in the matter.
- Trying to obtain accurate figures on the numbers of migrants and refugees that are in one's community.
- Obtaining information on the costs incurred by governments and host communities and the level of support from I(N)GOs.

3. Dealing with data, statistics from governments, NGOs, international organisations, and understanding discrepancies

Statistics are tricky and can be a stumbling block for journalists who dislike mathematics. Therefore, it is important to understand how they are used and to provide the proper context in reporting the story. Data and statistics from governments, NGOs, and international organisations could have discrepancies. National governments may provide one set of information while non-state local and foreign actors may put forth figures that are too high or too low in comparison, thereby creating friction and problems for those seeking asylum and help. Journalists should not take sides if feuds exist between national governments and foreign bodies disseminating such data.

When reporting about numbers of migrants, use a time scale of 1-5 or 1-10 years, for example, to illustrate a trend upwards or downwards.

4. Interviewing officials, experts

Interviews are a key component of migrant and refugee stories and should be handled professionally. Journalists are advised to learn as much as possible about the topic and the person they plan to interview before even asking for an appointment to meet with an official, an academic, or an expert. For effective interviews, reporters ask non-guiding open questions that induce sources to talk freely. Reporters note what is said, how it is said, and what is not said. They should listen and watch attentively.

The interviewer's ground rules:
- Identify yourself before, or at the beginning of, the interview
- State the purpose of the interview
- Make it clear to the interviewee unaccustomed to being interviewed that the material will be used
- Tell the source how much time the interview will take
- Keep the interview as short as possible, if the interviewee is pressed for time, but don't hesitate to keep it going if you need to
- Ask short specific questions the source is competent to answer. Use follow-up questions to get the full picture
- Give the source ample time to reply but don't let him/her ramble or go off course
- Ask the source to clarify complex or vague answers
- Read back answers if requested or when in doubt about the phrasing of crucial material
- Insist on answers if the public has a right to know them
- Avoid lecturing the source, arguing or debating
- Abide by requests for non-attribution, background, off-the-record, if this is a condition of the interview, and make sure each side knows what the terms of the ground rules mean.

5. Interviewing migrants, refugees, human trafficking survivors, minors

Interviewing migrants, refugees, human trafficking survivors and minors is different from asking an official to provide statistics or an opinion about migration. Journalists must demonstrate sensitivity, understand if the interviewee is reluctant to answer, has been traumatised, is afraid of authorities, worries about endangering the lives of loved ones left behind, or fears deportation. The situation is even more delicate with minors, particularly if they are unaccompanied, have lost their loved ones and have nowhere to turn. The Dart Center for Journalism and Trauma provides guidelines on interviewing children and is a good starting point.
https://dartcenter.org/content/interviewing-children-guide-for-journalists

6. Interviewing members of host communities

Amid all the commotion of migrants and refugees drowning at sea and being incarcerated in destination countries, it is easy to overlook interviews of host communities and their reactions to the influx of large numbers of people into their neighbourhoods, towns and cities. Here are some key questions to ask:

- How well do they receive the "foreigners?"
- Are they afraid of the boatloads of people reaching their shores, people crossing their land borders?
- Are they worried about security, an increase in crime and violence?
- Are they worried about the loss of jobs to newcomers and their accessing of basic life support that the host community may not get?
- Have they set up welcoming centres and shelters to feed, house and protect the newcomers?
- What does all this cost and who is paying for it?

7. Case studies of good reporting

Professional journalists make an effort to provide an accurate, fair, balanced, humane and ethical picture of what they see, hear, and record. There are also columnists who provide solid information and analysis on the issues of migration, asylum and human trafficking. The following are examples of good reporting/writing:

"At the heart of human trafficking networks in Libya," Inkyfada, 1 December 2020 (English, Arabic and French)
https://inkyfada.com/en/2020/12/01/human-trafficking-libya/

"Between Kafala and Governmental Neglect: How Domestic Workers Are Left to Starve During a Global Pandemic," The Public Source, 8 May 2020
https://thepublicsource.org/between-kafala-governmental-neglect

8. Case studies of bad reporting

Sadly, there are journalists who parrot hate speech, xenophobia and disinformation from populists, or through ignorance and lack of enterprise fail to do their homework, and thus provide a lopsided picture of the story. The following are among the examples of such reporting:

"Thank you Lebanon but not thank you Syria," (Arabic) report by MTV Lebanon News 26/3/2021
https://www.youtube.com/watch?v=ARChYPEaqNw

"Asylum seekers lay claim to 25% of $6 billion depleted by annual subsidies while Lebanese are considered second-rate displaced people," (Arabic) report by MTV Lebanon, 25 April 2021
https://www.youtube.com/watch?v=jMsTRubqIIQ

9. Field (often investigative) reporting on location with migrants, in refugee camps, following human trafficking leads

Journalists should not limit themselves to reporting on the topic by sitting at their desks and relying on studies from different organisations. They can interview by phone, email, via Skype, Zoom or other distance communications methods if under lockdown conditions. To get a real feel for the story they have to go out and visit refugee camps, sometimes get on boats with migrants, and even go undercover for investigative reports on human trafficking. They must also assess the risks involved and not endanger their lives for the sake of a scoop, a picture, or a video. In light of the coronavirus pandemic, journalists should be extra careful, get vaccinated for protection and follow all the necessary health safety protocols recommended by medical professionals. On a positive note, journalists also shed light on the success stories of migrants such as the developers of the BioNTech/Pfizer and Moderna coronavirus vaccines. Here are two examples:
The scientists who developed the Pfizer/BioNTech Covid-19 vaccine are a Turkish-German power couple.
https://edition.cnn.com/2020/11/10/europe/biontech-pfizer-vaccine-team-couple-intl/index.html

Covid vaccine: who is behind the Moderna breakthrough?
https://www.theguardian.com/world/2020/nov/16/covid-vaccine-who-is-behind-the-moderna-breakthrough

10. The economics of migration, refugees and human trafficking

Part of the migration story involves economics. If migrants and refugees are integrated into host countries, or allowed to stay temporarily, how much will it cost? In countries like Lebanon, Jordan, Tunisia, Libya and Morocco that host large numbers of Syrian, Palestinian, Iraqi and sub-Saharan refugees and migrants, what is the burden on the local economy (food, water, education, health, infrastructure, competition for jobs)? What are the aid cycles of donors and how is assistance allocated and spent?

11. Stories on migrant, refugee successes: pros and cons

Not all stories about migrants and refugees are negative. There are success stories of people who have opened businesses, turned their misfortune into fortunes, or just managed to settle elsewhere and create new lives for themselves. In reporting on them, journalists can show the positive side of displacement, but should not overlook the context of remaining scars from having to leave loved ones and homes behind.

12. Use of data visualisation, photos, videos, podcasts to illustrate stories

Text can be very moving and emotive, or just plain clinical. However, forceful visual elements are often the real story and draw attention to the fate of migrants and refugees. Journalists are also in competition with anyone with a mobile device and camera who can shoot digital pictures and videos, collect sound bites for podcasts and upload the content onto any number of social media and across multiple platforms. So they should double their efforts to provide good pictures, and videos, make sure captions and graphics are accurate, try to illustrate stories with effective data visualisation, and podcasts, to animate them online.

13. The role of social media and their impact on the story

As they prepare their reports, journalists can use social media to collect information and get tips about news events or locations. They can also use social media after reports are disseminated to promote their work and engage with their audiences. The role of social media and their impact on the story are elements of good reporting on migration – as sources and supplements to data collection, and as interaction and engagement with audiences before, during and after stories are produced.

14. (a) Module 2 exercise

Produce a three-minute podcast about a Syrian refugee family that settled in Munich, Germany. Here is the information and assignment:

They made it after a long journey by sea to Greece and by land via the Balkans.

After five years of hardship its members have, more or less, adjusted.

The father and mother set up a profitable catering business.

The three children, aged 6, 8, and 13, are in school.

Prepare a list of questions for interviews with the adults and children.

Write out your script and indicate what audio elements you would include in the podcast.

List what background information you plan to use to provide the proper context.

Record and edit your podcast and upload it onto Soundcloud.

(b) Module 2 quiz

Q: What are four tips for researching a story?
A: Reading reports and relevant data by international organisations and NGOs involved in the matter.
Monitoring what politicians and officials say in public and private about the topic.
Monitoring social media for tips and useful information to use in stories.
Checking out what activists and charitable organisations are doing.

Q: What are four rules for interviewing officials and experts on migration, and refugees?
A: Keep the interview as short as possible, if the interviewee is pressed for time, but don't hesitate to keep it going if you need to.
Ask short specific questions the source is competent to answer. Use follow-up questions to get the full picture.
Avoid lecturing the source, arguing or debating.
Abide by requests for non-attribution, background, off-the-record, if this is a condition of the interview, and make sure each side knows what the terms of the ground rules mean.

Q: How should you interview migrants, refugees, human trafficking survivors, and minors?
A: Journalists must demonstrate sensitivity, understand if the interviewee is reluctant to answer, has been traumatised, is afraid of authorities, worries about endangering the lives of loved ones left behind, or fears deportation. The situation is even more delicate with minors, particularly if they are unaccompanied, have lost their loved ones, and have nowhere to turn.

Q: What are questions to ask about the economics of migration, refugees and human trafficking?
A: If migrants and refugees are integrated into host countries, or allowed to stay temporarily, how much will it cost? In countries like Lebanon, Jordan, Tunisia, Libya and Morocco that host large numbers of Syrian, Palestinian, Iraqi and sub-Saharan refugees and migrants, what is the burden on the local economy (food, water, education, health, infrastructure, competition for jobs)? What are the aid cycles of donors and how is assistance allocated and spent?

Module 3 Media ethics in covering migration, refugees and human trafficking

1. Introduction

Migrants, refugees and human trafficking victims are more than just numbers. Each one is a human being. Together, they are members of families and communities. While common elements exist in how and why they choose to leave their countries, journalists should narrow down the larger picture to their individual stories to enable audiences to connect, relate, empathise, and react. Above all, reporting must be ethical.

2. Humanising the story

The focus on humanising the story centres on translating numbers and statistics into individuals with fears, hopes, failures, successes and resilience against tremendous odds. The key is to report the news without editorialising, dramatising or romanticising the story, but to shed light on the human interest aspect of what one sees, hears and records.

3. Changing the narrative, avoiding hate speech and stereotyping

To do so, journalists are instructed in the finer points of defining and changing the often-negative stereotypical narrative and in detecting hate speech. In recent years, the bulk of hate speech seems to have occurred (and is still occurring) online, through social media, chat apps, blogs, and various platforms, but also via traditional mainstream media aligned with one group and agenda or another. Some of it is overt, outright racist, and xenophobic, while other manifestations are underhanded and covert.

4. Shooting pictures and videos of migrants, refugees, human trafficking survivors, minors

Since visuals are a key element in the story, attention is paid to how journalists can and should shoot pictures and videos and record audio of migrants, refugees, human trafficking victims/survivors, notably of minors, and how to disseminate them across multiple platforms. Particular attention must be paid to how to handle children who are most probably traumatised by their experience of displacement and/or separation from loved ones. Some tips gleaned from comments by documentary filmmakers Misja Pekel and Maud van de Reijt for the Ethical Journalism Network:

- Think twice before shooting pictures and videos of people in distress. The horror of drowning in a boat is mesmerising but also gruesome. Yet the photo of the dead little boy Aylan Kurdi on a Turkish beach in 2015 captivated the world and caused some people and governments to react.
- Ask migrants and refugees if you may take their pictures. Some may be reluctant or even defensive.
- Consider the effects of your visual content going viral through social media and across various digital platforms.
- Keep the context in mind when your photo is frozen in time, or your video is used over several news cycles and then archived. The migrants' and refugees' story doesn't end there.

5. Verification of sources, detecting and avoiding disinformation

Given the increasingly toxic and contentious environment engulfing the migrant story in many parts of the world, as well as attacks on the media as purveyors of the misnomer "fake news," and existence of misleading reports by various actors, it is incumbent upon journalists to factor the diligent verification of multiple sources, and, detect and avoid disinformation into their news gathering efforts. This can be done through checking and identifying the origin of information:

- In person on assignment and through interviews
- By email
- Through social media
- Through apps like Zoom, Skype, Webex, etc.
- From other media
- Using official references and other sources.

Journalists may also use different digital applications (apps) to track down falsehoods in text, audio and video content. It is important to always be sceptical of every bit of information one comes across, even from supposedly "reliable sources." The "Verification Handbook" is a good resource in multiple languages
http://verificationhandbook.com/

6. Using context and background information to explain stories

This module stresses the importance of using context and background information to explain stories. Numbers are particularly tricky when not contextualised and historical, geographic and other details left out of reports may render news useless. These omissions are also unethical, if done on purpose. Choosing part of a quote, or exaggerating statistics about migrants being employed in one's country to indicate they are displacing locals, are misleading at best, and fear-mongering at worst. Therefore, providing a balanced framework for a story helps dispel myths about migrants and refugees.

7. Obtaining consent to disseminate interviews, photos, videos, documents

Journalists in the Middle East and North Africa and other countries may not be accustomed to obtaining consent from subjects they cover to publish interviews and visual content relevant to their reports. That may be even more prevalent if they are freelancers pitching stories to different news organisations. Major mainstream media are more attuned to these procedures so journalists should be alerted to the legal pitfalls of covering subjects in distress without their consent, and to whether the subjects are illiterate and unable to sign such forms. This should be taken into consideration.

8. Covering celebrities involved with migrant, refugee, and human trafficking issues

Over the years, a number of international celebrities and Hollywood stars have been advocates for migrant, refugee and human trafficking issues. Nobel Peace Prize laureate Malala Yousefzai, actors Cate Blanchett, Angelina Jolie, George Clooney and his human rights lawyer wife Amal are among the most prominent. When they tour camps, schools, hospitals and various facilities and meet with migrants and refugees, there is a tendency to focus the story more on them and their meetings with a country's officials than on the victims. Therefore, journalists are cautioned to maintain a balance between drawing attention to the topic with the help of celebrities whose presence can also contribute to fundraising, and the main story centred on people, the causes of their displacement, how they are being helped, how they cope, and what prospects they face.

9. Should journalists get involved in the story?

A Hungarian camerawoman who tripped and kicked a migrant and his son crossing the border went viral in 2015 and became as much the story as that of the mass movement of people across the Balkans trying to reach Western Europe. On the other hand, Greek-Canadian photojournalist Will Vassilopoulos, whose work appears in AFP reports, has been known to help refugees and migrants landing on the shores of his native Greece. This raises questions:

- How detached, or not, can/should journalists be?
- Does one leave the camera to rescue drowning children, or photograph and shoot a video of their boat capsizing?
- How much should journalists be involved in the tragedy, in the story?

Guidelines implemented by their newsrooms can help journalists apply decisions in the field and adopt ethical behaviour in the heat of the action.

10. Migrant and refugee journalists/ activists

An issue to consider and work with is when migrants and refugees become journalists/activists and the sole source of news for traditional mainstream and other types of media. How much unverified content should correspondents, editors and newsroom managers accept from citizen journalists and activists documenting stories of migration, asylum and the slave trade? How does one identify it when used in mainstream media reports? There are legal and ethical questions to consider.

11. (a) Module 3 exercise

Play the digital BBC news game "Syrian Journey: Choose your own escape route,"
https://www.bbc.com/news/world-middle-east-32057601 in English, Arabic, Russian or Farsi.
Click on all the links and videos. Write down your impressions. How would you feel making that perilous journey? What struck you the most about these stories? What would you take if you had to decide on only a few items in your home before leaving? Does that new perspective change your views about how the migrant and refugee story should be covered by the media?

(b) Module 3 quiz

Q: How can journalists humanise the migrant, refugee story?
A: By translating numbers and statistics into individuals with fears, hopes, failures, successes and resilience against tremendous odds. The key is to report the news without editorialising, dramatising or romanticising the story, but to shed light on the human interest aspect of what one sees, hears and records.

Q: What should you consider when shooting pictures and videos of refugees and migrants?
A: Think twice before shooting pictures and videos of people in distress.
Ask migrants and refugees if you may take their pictures. Some may be reluctant or defensive.
Ponder the consequences of your visual content going viral on social media and across various digital platforms.
Keep the context in mind when your photo is frozen in time, or your video is used over several news cycles and then archived. The migrants' and refugees' story doesn't end there.

Q: How should you use context and background information to explain stories?
A: Numbers are tricky when not contextualised and historical, geographic and other details left out of news may render it useless. These omissions are unethical, if done on purpose. Providing a balanced framework for a story helps dispel myths about migrants and refugees.

Q: How should journalists cover celebrities involved with migrant, refugee and human trafficking issues?
A: Over the years, a number of international celebrities and Hollywood stars have been advocates by touring camps, schools, hospitals and various facilities and meeting with migrants and refugees. Journalists are cautioned to maintain a balance between drawing attention to the topic with the help of celebrities whose presence can also contribute to fundraising, and the main story centred on people, the causes of their displacement, how they are being helped, how they cope, and what prospects they face.

Curriculum wrap-up

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Curriculum wrap-up

1. Wrap-up quiz

(a) List five (5) organisations involved in helping migrants, refugees and victims/survivors of human trafficking?

UNHCR, IOM, ICR, ICRC, ILO

(b) Forced displacement passes (?) million by mid-2020 as COVID-19 tests refugee protection globally. Choose one number: 80, 90, 110, 300.

80

(c) What is the difference between an expatriate and a migrant? Define each.

Expatriate
An expatriate is a person temporarily or permanently residing outside of the country of which he/she is a citizen. He/she may, or may not, be working. The word comes from the Latin terms ex ("out of") and patria ("country, fatherland").

Migrant
While there is no formal legal definition of an international migrant, most experts agree that an international migrant is someone who changes his or her country of usual residence, irrespective of the reason for migration or legal status.

(d) How can you verify information and minimise the spread of disinformation?

This can be done through checking the origin of the information in person, on assignment, and via personal interviews, by email, through social media, chat apps, from other media, official references and other sources. Journalists may also use different digital applications (apps) to track down falsehoods in text, audio and video content.

2. Summary

The worldwide migrant, refugee, and human trafficking crisis is not new but has grown in recent years, requiring more awareness and expanded news coverage.

Reporting on these topics requires:
- Good training
- Knowledge
- Stamina

- Material and financial resources
- Patience
- Empathy
- Various journalistic skills encompassing digital storytelling across multiple platforms.

A serious setback for journalists worldwide is that they are not usually dedicated to these issues – i.e. they are not beat reporters covering such matters on a daily basis - and have to compete with "citizen journalists," social media denizens, and activists.

Many journalists are freelancers, juggling multiple assignments with pressing (if not conflicting) deadlines, and covering the story at great personal risk.

This curriculum was designed to ensure journalists have a basic firm understanding of the complex issues of migration, refugees, and human trafficking and their impact on the politics, economics, demographics, environment, security, education and cultures of affected countries and beyond.

The curated literature in English, Arabic and French includes studies, guidelines, tips, glossaries, articles from different media, infographics, pictures and videos. The newspaper/media articles were selected to provide various approaches to coverage of the topic and are case studies of good and bad reporting.

The curriculum first focuses on the terms used to define migrants, refugees, displaced persons and people sold into slavery or who have been forced into situations against their will. The availability of several glossaries developed and adopted by international organisations is meant to help journalists and others in using the correct commonly accepted, ethical, and humane terms in their reports.

There are volumes of publications, relevant reports, useful statistics, infographics, audiovisual and digital materials from which journalists can benefit to produce their stories. These materials provide the necessary background and context. Journalists should make good use of them.

It is important to understand that half the battle of covering any complex issue is doing one's homework and learning as much as possible about it before the writing, shooting of pictures and videos, creating sound clips, production, and editing process begins.

Journalists need to deal with data, statistics from governments, NGOs, international organisations, and make an effort to understand discrepancies in these figures. They should also hone their interviewing techniques.

Migrants, refugees and human trafficking survivors are more than just numbers. Journalists should narrow down the larger picture to migrants', refugees' and human trafficking victims' individual stories to enable audiences to connect, relate, empathise, and react. Above all, reporting must be ethical.
Good, ethical coverage entails changing the narrative about, avoiding hate speech against, and stereotyping of, migrants, refugees and human trafficking victims. Much of the hate seems to occur online, through social media, chat apps, blogs, and various platforms, in addition to what comes out of traditional mainstream media with certain agendas.

The curriculum sheds light on the mechanics and ethics of shooting pictures and videos of migrants, refugees, and human trafficking victims, notably of vulnerable minors.

Finally, journalists have to weigh whether their coverage of the story includes involvement by helping out (or obstructing) migrants and refugees, by becoming activists, and how they (reporters) should handle material from activists if no traditional media are on the scene to cover events.

3. Further reading

(a) Press Release: ICMPD Migration Outlook 2021 - A first look at key trends and post COVID-19 scenarios
https://www.icmpd.org/news/press-releases/icmpd-migration-outlook-2021-a-first-look-at-key-trends-and-post-covid-19-scenarios

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https://easo.europa.eu/asylum-trends-easo-asylum-report-2020

(e) "Charter of Rome: Code of Conduct Regarding Asylum Seekers, Refugees, Victims of Trafficking and Migrants," Council of Europe
https://www.coe.int/t/dg4/cultureheritage/mars/source/resources/references/others/01%20-%20Roma%20Charter%20on%20Journalism,%20Asylum%20Seekers,%20etc.pdf

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(k) "Universal Declaration of Human Rights," United Nations
https://www.ohchr.org/EN/UDHR/Documents/UDHR_Translations/eng.pdf

(l) "Guiding principles on the access of refugees and other forcibly displaced persons to the labor market," International Labour Organization, July 2016
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(m) "A lifeline to learning: Leveraging technology to support education for refugees," UNESCO 2018
https://reliefweb.int/sites/reliefweb.int/files/resources/261278e.pdf

(n) "Addressing Europe's Migrant Crisis Takes More Than Stopping the Boats from Libya," by Amanda Kadlec and Shelly Culbertson, Rand Corporation, 25 September 2017
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(x) "From fragmentation to integration: Addressing the role of communication in refugee crises and (re)settlement processes"
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4. Survey

(a) Does this curriculum help you better understand the issues concerning migration, refugees and human trafficking? If so, explain how you can benefit from it. If not, what do you think is missing?

(b) Which part or module of the curriculum do you find most useful? Why?

(c) What are the biggest obstacles you face in covering this type of story?
- (i) Financial resources
- (ii) Editorial support
- (iii) Security
- (iv) Sources of information
- (vi) All of the above

(d) Have you written and/or produced content about migration, refugees and human trafficking in the past five years? How differently might you do it after having followed this curriculum?

(e) On a scale of 1 to 10 (1 is poor and 10 is excellent), how would you measure the following resources provided in this curriculum?
- Glossaries
- Studies
- Articles
- Photos
- Infographics
- Videos

(f) What recommendations do you have for training journalists to cover migration, refugees and human trafficking in your country?

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