

SHORT COURSE ON MIGRATION 2022

# Invisible Frontliners: Labour Migration in the COVID-19 Era

19 January - 17 February 2022

# OUTCOME REPORT



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Embassy of Switzerland in Sri Lanka

**cepa**  
centre for poverty analysis

The 'Short Course on Migration 2022 - Invisible Frontliners: Labour Migration in the COVID-19' Era was conducted by the Centre for Poverty Analysis (CEPA) with financial support from the Swiss Agency for Development and Cooperation (SDC). It was designed to create an interactive learning space focused on the global and regional discourses of labour migration, incorporating both an academic and policy angle. Similar to last year, due to the prevailing pandemic situation, this year too CEPA conducted the course online. It gave participants and resource persons the opportunity to join remotely, opening to a wider audience and newer resource people from across the globe. Whilst capturing the systemic and structural conditions which compel individuals to seek work overseas and the gendered aspect of labour migration, this year, the curriculum also included sessions on the impact of COVID-19 and the challenges it poses to labour migration. A balance was created between focusing on the COVID-19 pandemic and its effects on labour migration and other pressing issues that migrant workers face, such as repatriation and reintegration into society, and ageing and the loss of employment.

The course was conducted over 6 weeks and adopted interesting learning methods to keep participants engaged even in a virtual learning environment. Lectures were held on Wednesdays and Thursdays for a duration of two hours (per session). Reading material and preparation tasks were shared with the participants one week prior to the relevant lecture, giving them ample time to prepare for the lectures, ensuring their active participation. CEPA made sure that each lecture had an interactive element built in, such as quizzes and polls using *Mentimeter*, virtual input from all participants, breakout groups, and presentations.

Although a virtual fieldwork element was planned, unfortunately, due to the unpredictable nature of the COVID-19 pandemic, the virtual field visit had to be cancelled. However, as a method of validating knowledge, the final session was turned into a flip classroom session where participants were able to present their learnings on various topics. This too will be detailed in the report below.

Although the pandemic forced CEPA to make minor adjustments to the approach taken in carrying out the short course, the feedback from the participants made it evident that the aim of this course was achieved - inviting a faculty that would take inter- and multidisciplinary approaches to labour migration and related issues whilst encouraging the participants to think critically and apply the learnings in their day-to-day work in relation to labour migration.

Through various interactions, formal evaluation and feedback sessions with the course participants, CEPA learnt that the course was useful for participants to gain a deeper understanding on migration related issues specific to each individual's working area and created new networking opportunities with peers as well as resource persons. The following report will breakdown how exactly this was achieved from concept stage to implementation. It will also highlight the challenges, areas of improvement, and the overall impact of the course.



## Headhunting Faculty

Similar to the previous year, the curriculum was loosely defined, and faculty members were given the flexibility to suggest specific subject matters and areas based on their expertise. While including faculty members from last year (Dr. Wickramasekara, Dr. Rajapakse, Dr. Akinci), new academics and practitioners from the South Asian region, Europe and UK were also included in the faculty. Thus, experts in the field of migration were reached out to based on recommendations from CEPA's existing networks.

## Determining Method of Delivery

Whilst the faculty members designed their own lectures, CEPA also suggested methods of making the lectures more interactive and helped with resources such as the online software, Mentimeter, to create interactive presentations, quizzes, and get live virtual input from participants. CEPA also took care of the backend work such as setting up breakout groups for discussions and running quizzes and polls.

## Selection of Participants

Out of 44 applicants 35 were selected through a rigorous selection process. The panel of CEPA researchers selected the participants based on educational qualifications and experience in the related field. Government participants were sourced through contacts in relevant ministries and agencies. 30 participants successfully completed the course.

## Curriculum Planning and Development

The planning of the course began in November 2021. There was already a foundation set by the course that took place in 2020, therefore the curriculum was loosely based on that. However, over the two-and-a-half-month period up until commencing the course, the curriculum underwent several edits in order to incorporate current discourses surrounding labour migration, to flow well and logically, and also to adapt it to an online method of delivery.

## Input from Resource Persons

The concept notes and expectations of the lectures in terms of structure were shared with faculty. They then provided a background note on their lecture, a minimum of two recommended readings, and preparation tasks that were required from participants. These were all collated in a study guide and shared with participants prior to the commencement of the course. Reminders of readings and preparatory work were also sent a week prior to each session

## Promotion of Course

The course was widely publicized on social media, CEPA's website, and through email campaigns sent to contact networks. 14% of participants learnt about the course through the CEPA website, 59% learnt about the course through the email campaign and 27% learnt about the course through word of mouth (these figures are derived from the evaluation form which was filled by 22 participants).

# Key Outputs

## Online Taught Sessions

Including the keynote speech, eight lectures were conducted covering various aspects and discourses on migration. CEPA was privileged to have an eminent group of lecturers join from different parts of the world to deliver these lectures and to see familiar faces return to conduct lectures for participants this year as well. Their areas of expertise ranged from labour migration, economics of labour migration, citizenship and belonging, migration development, gendered aspects of labour migration, climate-induced migration, return and reintegration, trafficking in persons and human smuggling, and the COVID-19 pandemic and labour migration. Following are the details of the lectures along with short bios of the faculty.

### The Keynote Speech | Mr. Shabarinath Nair

Mr Nair conducted his keynote speech on the situation faced by migrant workers in the corridors to the Middle East and Southeast Asia. He also touched on the internal migration processes in some countries, and the broader regional and global processes like the Colombo Process, Abu Dhabi Dialogue and the Global Compact for Migration. He encouraged the participants to act in the best interest of migrant workers who are often the victims of the inefficient laws and policies, mistreatment, violence, and even trafficking.



Mr. Shabari Nair is the Labour Migration Specialist for South Asia, based in the ILO Decent Work Technical Support Team (DWT) in New Delhi. He provides technical advisory services to seven countries in the sub region: Afghanistan, Bangladesh, India, Maldives, Nepal, Pakistan and Sri Lanka.

Before joining the DWT, he was leading ILO's work on global migration policy including for the inter-governmental negotiations and adoption of the Global Compact for Migration and for the newly established UN Network on Migration with postings in both the ILO Headquarters in Geneva and at the ILO's office for the United Nations in New

York. He was also the focal point for Asia and the Middle East in the Labour Migration Branch. Prior to joining the ILO, he worked with the Swiss Agency for Development and Cooperation (SDC), Federal Department of Foreign Affairs of the Government of Switzerland.

### International Migration: Challenges of Global Migration, Governance, and Relevance of Global Frameworks | Dr. Piyasiri Wickramasekara

The first lecture of the short course commenced with an overview of the global frameworks in addressing labour migration, migrant workers' safety, and their rights. Dr. Piyasiri looked at the conceptualisation of global governance and its relevance to labour migration; the evolution of governance attempts at regulating migration ensuring safe migration; the Sustainable Development Goals (SDGs) and safe migration; Global Compact for Safe, Orderly and Regular Migration (GCM) and the larger roles they play within the labour migration discourse and governance of safe migration in partnership with state actors; and the COVID-19 pandemic and the challenges it poses to the global labour migration frameworks and how the dynamics of labour migration changed due to the said pandemic.

Dr. Piyasiri Wickramasekara started his career as a lecturer in economics in the University of Peradeniya, Sri Lanka. He joined the International Labour Organization (ILO) in 1985 and served as a senior specialist on international migration and employment working in New Delhi, Bangkok and Geneva until early 2010.

He was also affiliated as an Honorary Associate in the Department of Sociology and Social Policy, School of Social and Political Sciences, University of Sydney, Australia during 2016-2018. He currently serves as Vice President of the Global Migration Policy Associates (GMPA) – an international network of migration experts.



## The Impossibility of Being Rational: Women Domestic Migrant Workers | Dr. Nadeera Rajapakse

In this lecture, Dr Rajapakse addressed the vulnerabilities which arise from the gendered aspect of temporary labour migration with a specific focus on women migrant workers. The participants were encouraged to critically think about bridging the gap between the economic value and social value of the work that women migrant workers engage in, how technology can be used in helping migrant workers, especially in terms of remittances and savings, and ways in which one could incentivise women migrant workers to stay behind instead of restricting their mobility when it comes to labour migration.



Nadeera Rajapakse has PhD in Economics from the University of Paris 1, Pantheon-Sorbonne. She has focused on religious discourse and economic theory. More recently, she has studied Amartya Sen's theoretical framework and its impact on representing labour migration. She teaches History of Economic Thought at University of Paris 1 and is attached to the PHARE (Philosophy, History and Representation of Economic Analysis) research department.

## Economics of Labour Migration | Mr. Umesh Moramudali

Mr Moramudali in his lecture looked at the economic implications of labour migration whilst also giving the participants an introduction to basic economic principles. The role of labour migration and remittances in Sri Lanka's economic context, the role of poverty and inequality and their impact on the processes of labour migration. Economic and financial issues pertaining to labour migration were also touched upon in Mr Moramudali's lecture.

Umesh Moramudali is a lecturer at the University of Colombo focusing on public debt dynamics, political economy and economic development in Sri Lanka. He is a Chevening Scholar and holds an M.Sc in Economics from the University of Warwick. He obtained his BA in Economics from the University of Colombo.



## Climate Mobilities and Labour Migration | Dr. Giovanna Gioli

In this lecture, Dr. Gioli explored the competing framings of the nexus between climate change and human mobility, focusing in particular on the 'migration as adaptation' thesis. The idea that academic and policy domains are increasingly constructing 'migration as adaptation' as a policy ideal against alarmist, security-oriented approaches to the climate-migration nexus were also explored critically, in connection to research and policy in the "Migration and Development" arena, and the New Economics of Labour Migration.



Dr. Giovanna Gioli is a Senior Lecturer in Human Geography at Bath Spa University. She held research/teaching posts at various international universities, as well as a lectureship at the University of Edinburgh. She also worked in the development sector for multiple organisations, including the International Centre for Integrated Mountain Development (ICIMOD) in Kathmandu, Nepal. Her regional focus is on South Asia and the Himalayas (Pakistan, Nepal, India, Bhutan).

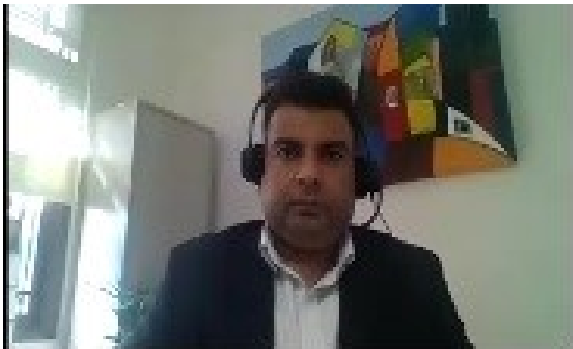
## Irregular Migration and the Framing of the Trafficking in Persons (TIP) and Human Smuggling | Ms. Anusha Munasinghe

Ms. Munasinghe brought in a criminal justice response to the TIP and human smuggling lens to labour migration through this lecture. How irregular migration relates to the movement, which is coerced and exploited, how human traffickers use migration crisis to force more people into slavery, or during migration, and the ways in which people fall prey to these trafficking processes were also explored in this lecture.

Ms. Anusha Abeywickrama-Munasinghe is National Program Coordinator of the UNODC Regional Office for South Asia and based in Sri Lanka. Anusha is a lawyer with a Bachelor of Law Degree from University of Colombo, Sri Lanka and holds a Master's in Public Policy and Management from Monash University, Australia. Anusha worked for the Ministry of Justice in Sri Lanka for 23 years and thereafter joined international development sector and worked for the Bali Process Regional Support Office, UNHCR Asia Pacific Office, Development Alternative International and Chemonics implementing various projects. She worked with various international and national organizations in the capacity of a consultant before joining UNODC. Anusha's areas of expertise include criminal justice and law reforms/ rule of law, legal aid, access to justice, legislative strengthening, policy monitoring, alternative dispute resolution, governance, capacity development, planning, human trafficking, migrant smuggling, migration, and training and facilitation.

## Return and Reintegration | Mr. Benil Thavarasa

This lecture focused on the challenges faced by migrant workers in seeking dignified return to country of origin and reintegration into mainstream society. Mr Thavarasa explored the different factors which impact reintegration and different aspects of integration - economic, social, and psychological -, as well as the importance of utilising an integrated approach into migrant workers' reintegration into society.



Mr Benil Thavarasa is currently the Regional Programme Manager, Swiss Development Corporation at the Embassy of Switzerland in Colombo, Sri Lanka. He has gained extensive experience in policy dialogue, advocacy and managing projects/programmes related to international migration and development.

## Ageing and Temporary Migrants in the Arab Gulf States | Dr. Idil Akinci

Dr Idil, through this lecture, looked into how the United Arab Emirates (UAE), while exhibiting one of the highest shares of migrant workers in its national work force globally, has very restrictive immigration policies. The lecture explored how as a standard procedure, work visas for migrants are curtailed after the age of 65; thereby, rendering UAE a key site for understanding transnational inequalities premised on citizenship and social security in the Global South. The structural constraints which bring forth questions about residential arrangements and economic subsistence for retired migrants was a focal point within this lecture.

Dr Idil Akinci is an Early Career Teaching and Research Fellow at the University of Edinburgh, Alwaleed Centre, and a Visiting Fellow at the GIGA Institute for Middle East Studies, funded by the Alexander von Humboldt Foundation. She holds a Ph.D. in Migration Studies from the University of Sussex, where she explored the everyday experiences of national identity and citizenship among young migrant communities and Emirati citizens in Dubai.

She is currently working on her monograph, tentatively titled The Making of Natives and Immigrants in the United Arab Emirates.



## Practitioner Panels

Two panels were held during the course, where crucial and timely topics were discussed by experts and practitioners through different approaches.

### Trafficking in Persons and Labour Migration

The panel was started off with **Ms. Marie Apostol** as she brought to the table how forced labour and modern slavery take place via recruitment processes. She also added to this discussion by bringing in the work that Verité Southeast Asia and The Fair Hiring Initiative have done towards addressing and minimising recruitment related forced labour.



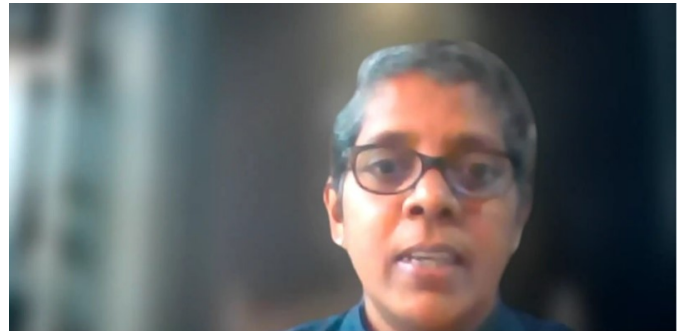
Ms. Apostol is the Founder and CEO, The FAIR Hiring Initiative, Inc. and Founder and Executive Director, Verité Southeast Asia. Both organizations have done pioneering work on the subject of recruitment-related forced labour.

The Fair Hiring Initiative, on the other hand, works directly with the recruitment industry to promote ethical recruitment through training, assessment, and certification. Ms. Apostol also advises organizations from several different stakeholder groups, including the International Labour Organization, individual companies, NGOs, on market-led recruitment reform and the prevention of forced labour and modern slavery.

The second speaker of the panel, **Dr. Ramani Jayasundere**, focused on how the number of victims that fall prey to trafficking in persons seems low in Sri Lanka in comparison to numbers identified in other South Asian countries especially India, Bangladesh, and Nepal. She explored this by questioning whether this is so for Sri Lanka because it has a smaller population, or whether it is an issue of identification, and most importantly whether Sri Lanka should be more vigilant about human trafficking.

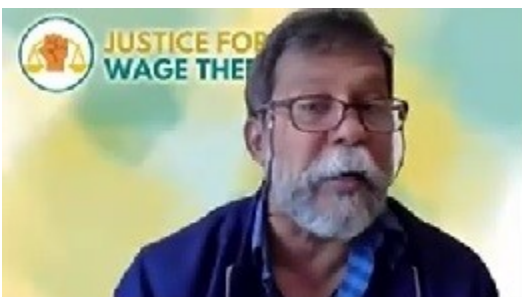
Ramani Jayasundere first joined The Asia Foundation in 1997 and has worked on the Foundation's law and justice programs in both fulltime and part-time capacities since then. In 2017 she was appointed as the Director for Gender and Justice programs in the Foundation's Sri Lanka office.

Outside of her work with the Foundation, she has worked on promoting women's equality (primarily in the field of law, alternative dispute resolution, addressing gender based violence and gender mainstreaming) for a number of bilateral and international agencies, government agencies and a number of local non-governmental organizations.



### Impact of COVID-19 on Migration

**Mr. William Gois** started off the panel by looking at how the pandemic was not only a health crisis, but also an economic and labour migration crisis. He paid special attention to how the pandemic exacerbated systemic and structural inequalities and obstacles faced by migrants, which were already in place well before the pandemic. The session also focused on some of the good practices adopted by some governments around the globe, as well as further recommendations for governments and civil society organisations.



Mr. Gois is the current regional coordinator of Migrant Forum in Asia (MFA), a regional network working for social justice for migrant workers and members of their families. Over the last twenty years, he has been at the forefront of international advocacy efforts engaging and influencing international and multilateral processes to promote rights-based migration and development policies. He is also the former chairperson of the Global Coalition for Migration (GCM).

He was the Chair of the Global Forum on Migration and Development (GFMD) Civil Society Days (CSD) in 2011. Mr. Gois is also a member of

the steering committee of the Asia Democracy Network (ADN) and the Metropolis Asia Pacific (MAP), as well as the regional executive committee of the Asia Pacific Movement on Debt and Development (APMDD). At the regional level, Mr. Gois represents MFA in the Abu Dhabi Dialogue and the Colombo Process.

The second speaker of the panel was Dr. Samantha Gunawardana and her session was focused on the gendered implications of COVID-19 and labour migration. Apart from looking at how the pandemic affected women migrant workers, Dr Gunawardana also made sure the participants understood the importance of using a gendered analysis in one's work.



Dr. Gunawardana is a Senior Lecturer in Gender and Development in the Faculty of Arts, and a member of the Monash Gender, Peace and Security Centre. She is the Course Director for the Master of International Development Practice. She has a PhD in Economics and Commerce from The University of Melbourne. Samantha's research examines the impact of development policy on employment systems, labour, and livelihoods among rural women in South Asia, with a particular emphasis on gender, development and labour in Sri Lanka. Key topics explored include export processing zone employment systems, freedom of association, labour organizing, labour migration, and connections between the political economy of households and development policy.

## Flip Classroom Sessions

The final session of the course was a flip classroom session where the participants shared knowledge and insights on a topic delegated to them by the course organisers. The participants were divided into eight groups, and the assignment was given to them during the second week of the course. They were expected to work together and present on the following topics:

**Group 1 - Ministry of Foreign Affairs**

**Group 2 - Ministry of Foreign Employment**

**Group 3 - Sri Lanka Bureau of Foreign Employment**

**Group 4 - Department of Immigration and Emigration**

*Groups 1-4 covered what their work entails, the challenges they face and how they contribute to the process of labour migration.*

**Group 5 - Impact of COVID-19 on Labour Migration**

**Group 6 - Trafficking in Persons and Labour Migration**

**Group 7 - Instruments Governing Labour Migration**

**Group 8 - Return and Reintegration Policies during the COVID-19 Pandemic**

Below are some screenshots from the presentations:

Foreign Ministry  
Economic Affairs Division

Job Entails Including Challenges, and How It Contributes to the Process of Labour Migration

LABOUR MIGRATION

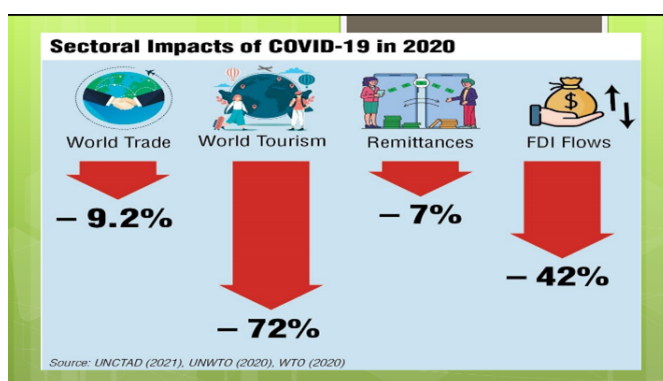
GROUP 01

GROUP 4

Short Course on Migration 2022  
Centre for Poverty Analysis

ROLE OF IMMIGRATION OFFICERS IN LABOR MIGRATION

Short Course on Migration 2022 | Group 4 Presentation



**Challenges of labour migration**

- External
  - Competition among labour sending countries.
  - Unfavorable labour laws in destination countries.
  - Human Trafficking (specially at U.A.E -Oman border).
- Solutions
  - Reaching a common consensus among labour sending countries (Colombo process, Abu Dhabi dialogue)
  - International forums such as GCM and GFMD
  - Entering into MOUs, BLAs to ensure the protection of Migrant Workers
  - Assistance of international organizations such as IOM and ILO



# Key outcome and Impacts

A course of this nature that focuses particularly on labour migration and its related issues, is not offered by any mainstream academic institutions or university in Sri Lanka. Therefore, CEPA was able to conduct this course by pooling its human resources and networks to deliver in a way that is effective and impactful. Following are the outcomes of the course, and how the course was able to create an impact in relation to these outcomes. The following reflections have been drawn from informal interactions, the formal evaluation, and post-course discussions with participants.

## Participants gained a deeper understanding of causes, technical processes, changing discourses, and other facets of labour migration.

The course introduced the participants to key debates and topics related to labour migration. It also covered theoretical concepts, which would not have been introduced to participants otherwise, especially those working in the labour migration sphere. The course also created a ripple effect by providing the foundations of theories while linking them to practice. The curation of theories, concepts and case studies provided participants the opportunity to either refresh their existing knowledge base or equip them with new knowledge. The exposure to new knowledge acted as a trigger to create an interest in the topic and subtopics in this area.

It also allowed participants to dive deeper into aspects that are not usually explored in mainstream discourse, such as climate migration and ageing migrants. One participant said, *“Climate migration and life after retirement of migrant workers are very important areas for paying attention and to investigate further. In the future climate migration will become more prominent and have to plan addressing it at present based on practical methodologies and projections. Think we have a long way to go towards the betterment of ageing migrants as a country. Thanks for the resource person for making us think about them.”*

## Participants gained a deeper understanding of the impact of COVID-19 on labour migration

The role played by labour migration in the ongoing context of COVID-19 is a significant one and it is paramount that it is given due attention, in order to gain a holistic understanding of labour migration issues. In this regard, all resource persons were requested to include the impact of COVID-19 in the topics covered by them. In addition to this, a separate panel discussion which presented the regional impact of COVID-19 on labour migration was scheduled, and a flip classroom presentation was designated to the participants on this subject. In this way, participants were able to gain not only an understanding of labour migration in the COVID-19 context, they were also able to differentiate and link impacts to specific aspects of labour migration.

## Practical application of learnings to their daily place of work

A majority of the participants were from government ministries or non-government agencies already working on labour migration related issues. The course provided them with many learnings to practically apply in their workplace, much of which they had not been exposed to prior to this. One participant said, *“I learned a lot of new words and knowledge”,* that they feel comfortable with applying to their work now.

In addition to this, with cross-ministerial linkages established through the course, each agency was able to learn about the work done by other counterparts in the field of migration, especially through the flip classroom session. In this way, participants were able to develop a cohesive understanding of the workings within each government ministry and agency working on migration issues and identify their particular standing in the bigger picture.

## Networking between participants led to synergistic collaborations

Although the course was delivered online, the faculty and CEPA ensured effective interaction by incorporating group work and opportunities for discussion. Group assignments created the opportunity for cross fertilisation of ideas amongst participants. Although having the same level of interest in the topic, it was a diverse cohort of participants with varied backgrounds and experiences, which provided a rich base for discussion and sharing of knowledge and experiences. Whilst networking opportunities were created during the course through the interactive group work, participants suggested that having more informal ‘ice-breaker’ type elements would have helped create a stronger connection amongst participants.

# Challenges

While the team had conducted a course of this nature virtually in 2020 due to the pandemic situation, some challenges that are innate to a virtual setting were unavoidable.

Learning from the previous year, the resource persons had been contacted well in advance, however the team did have to face a few last minute cancellations, especially prior to the panel discussion. This was mainly due to issues related to health and clashing time differences deeming a time too inconvenient for the resource persons. The timing of the sessions had to be consistent every week, therefore we had to consider the time zones of all resource persons and participants to decide on a mutually agreeable time.

The next challenge was to create the energy and atmosphere that usually is present in a physical setting when everyone is present in one location. Similarly, after a course of one month, it is expected that participants will have created strong relationships by having the opportunity to network. In this online setting, it was difficult to create opportunities to connect and network. However, CEPA tried to do this by having many interactive sessions where participants can discuss in smaller groups, and also by introducing the flip classroom session, where participants had to interact with their groups regularly to plan their presentations.

Finally, the team could not go ahead with the virtual field visit as initially planned. This was mainly due to delays faced in obtaining permission from the relevant ministry to produce the video-log with the Migration Development Officers (MDOs). The main objective of the virtual field visit was to provide participants with first-hand insight into how processes related to labour migration is conducted practically. In order to address this gap, specific time from the flip classroom session was dedicated to the government officers making a presentation on the work they do within the ministries they are employed at. Through this a sense of cross-ministerial knowledge sharing was achieved.

# Areas of Improvement

The CEPA team considered the shortcomings of the course held the previous year, and took particular care in addressing what could be addressed within the circumstances of a virtual course. One such example being, setting up a central portal for participants on Google Drive, for easy access to resource material and course details. The team also requested that resource persons use breakout sessions and online quizzes to encourage active participation, an aspect which was not always consistent in the previous year. However, not all shortcomings could be circumvented, and areas left for improvement are discussed below.

1

Many participants provided feedback on preferring a physical program compared to an online one. This was mainly due to the lack of interactivity that came with a virtual setting, that is ever-present in a physical one. Furthermore, it was not within the team's control to ensure that all participants had equal access to the online sessions, particularly in terms of internet connection. One participant said, *"All the lecturers are very knowledgeable and very useful but only thing is a zoom meeting is totally not satisfactory as the facilities given in the office are not satisfactory. I prefer to have this kind of exercise as a physical course."*

2

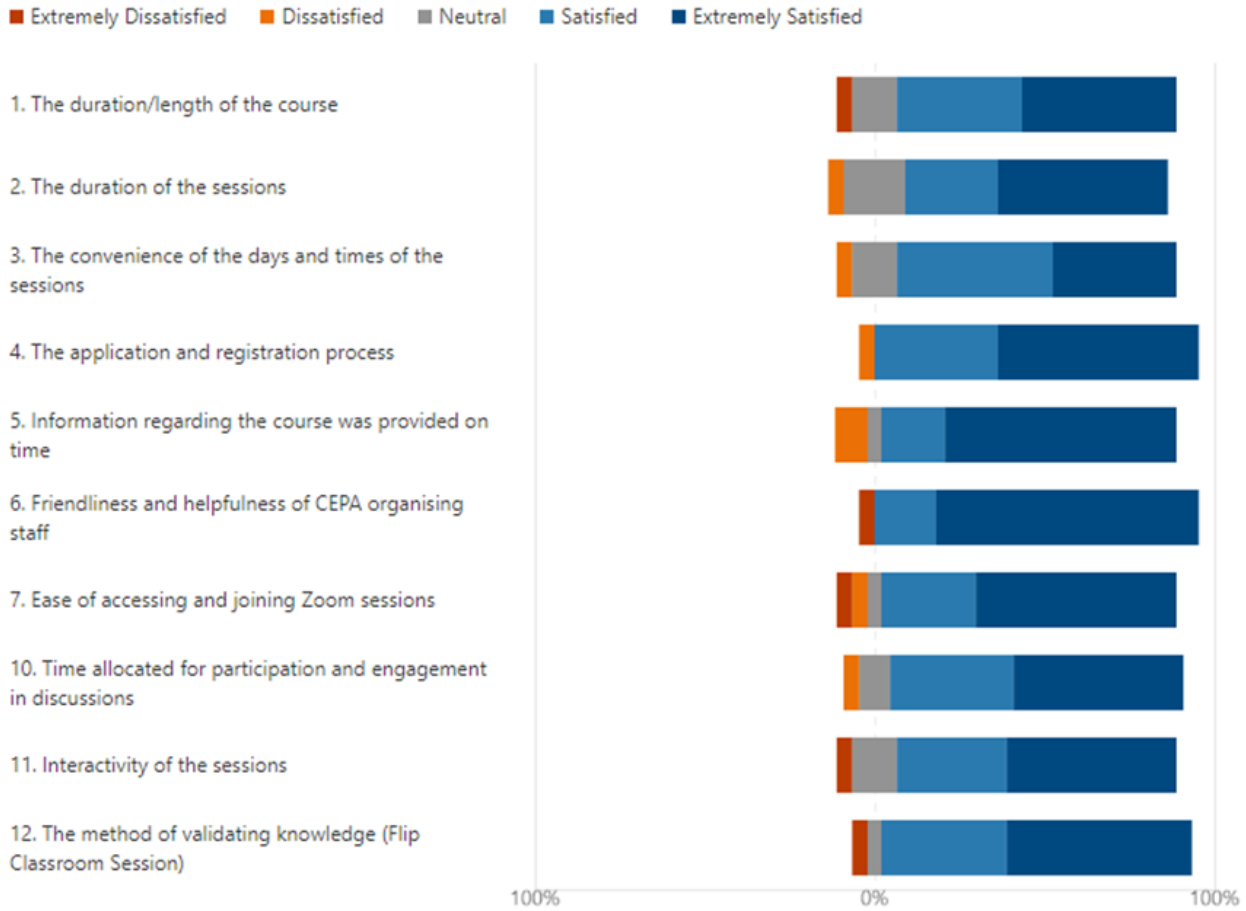
In terms of content, participants requested that the team had covered issues related to labour laws, which was not explicitly discussed within the Sri Lankan context at the sessions. In addition to this, participants also requested that resource persons from research institutions could also be brought in to cover aspects related to labour migration research: *"Introducing migration researching bodies and the ways to engage with them will be beneficial, though it is not under the main objectives of this type of course because as operational level officers have access to huge amount of data."*

3

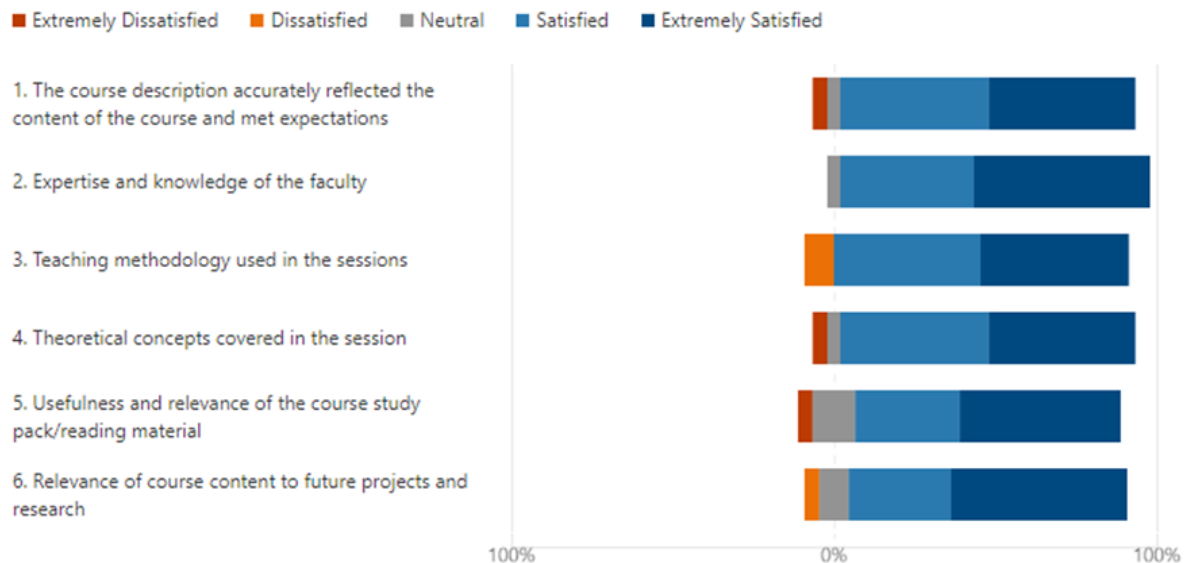
An aspect the team could not bring in was the addition of a short written assignment to the methods of assignment. It was acknowledged that this would be a beneficial method of assignment, however, logistics and the nature of participants deemed that an additional written assignment would not be received well.

# Evaluation

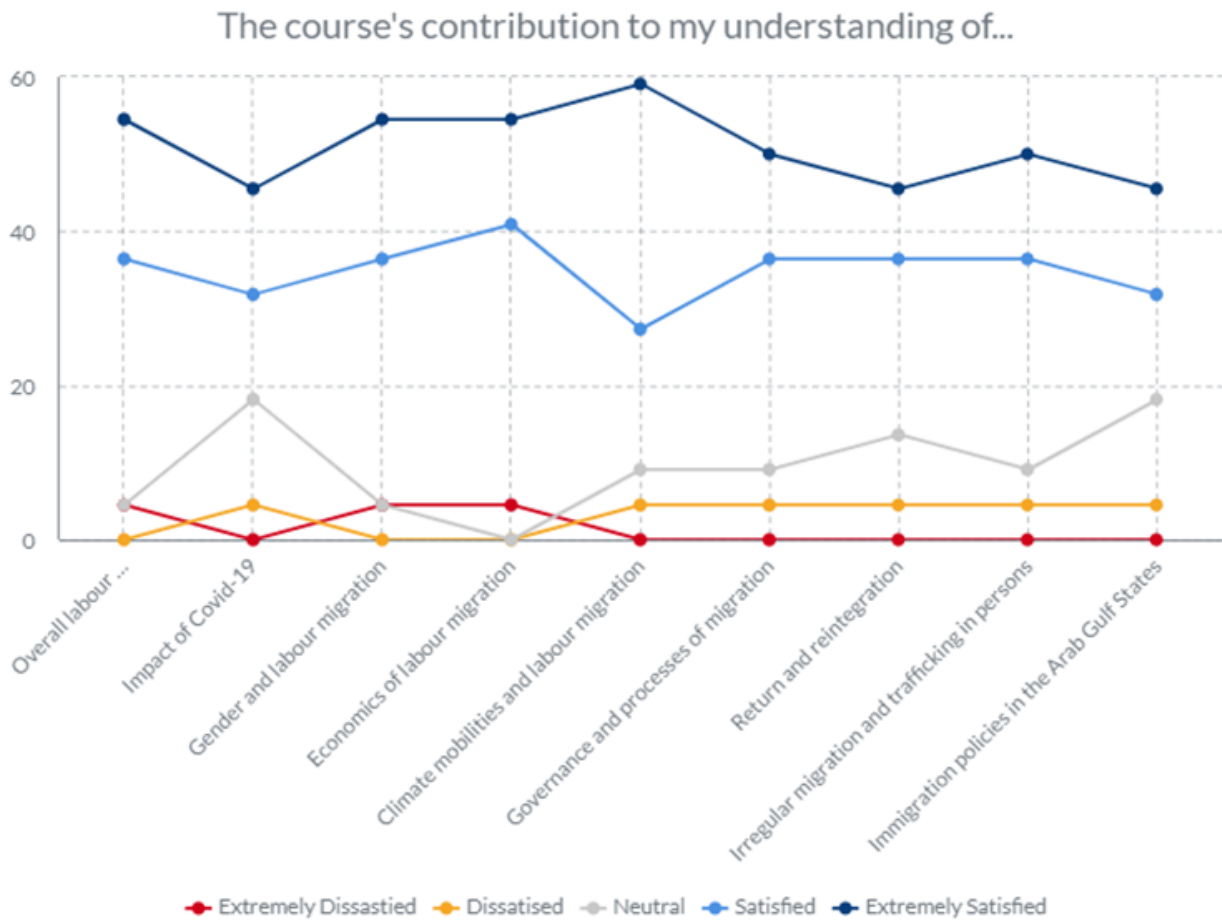
Participants evaluated the level of satisfaction regarding the logistical aspects of the implementation of the course. Here are their ratings from a scale of Extremely Satisfied to Extremely Dissatisfied. Overall most participants (45 percent) were 'extremely satisfied' with the organizational aspects of the course



Participants rated their level of satisfaction with the course content from a scale of Extremely Satisfied to Extremely Dissatisfied. The overall majority of participants (67 percent) were 'extremely satisfied' with the quality of the content covered in the



Participants evaluated their satisfaction with the topics covered in the course. They were asked to rate their level of satisfaction based on how each topic covered contributed to and enhanced their knowledge on the matter. Below are the ratings:



**95%** of participants said they will participate in a similar course organised by CEPA.

**100%** would recommend courses organised by CEPA to their friends and colleagues.

## 8.95 Overall Satisfaction

Note: The calculations are based on responses from 22 participants who completed the entire course. Overall satisfaction is scored out of a total of 10 points.

# Participant Profiles

Indicator	Number	Gender Ratio
Number of total applicants	44	17F: 27M
Number of selected participants	35	13F: 22M
Number of participants who completed the course	30	11F: 19M

Sector	Enrolled	Completed
INGO	1	0
NGO	12	10
Government Officers	17	15
Academia	2	2
Legal	3	3
	35	30

Prepared by:

**The Centre for Poverty Analysis**  
**16 Jawatta Road**  
**Colombo 05**  
**Sri Lanka**

For queries contact:  
Natasha Palansuriya - [natasha@cepa.lk](mailto:natasha@cepa.lk)



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

**Embassy of Switzerland in Sri Lanka**

**cepa**  
centre for poverty analysis